

Connecting with People

We will support every employee so that they can behave in a responsible manner and positively work on social contributions as a citizen.

Aiming at forming a sustainable society, Aisin Seiki is working to strengthen employees' social contributions and make more satisfactory activities, including establishing corporate ethics, making the working environment more secure, and more comfortable.

Aisin Seiki has improved and widely publicized our efforts for the environment year by year. However, we have not accounted for our corporate ethics, social contribution programs, and relationships with our customers and local communities in detail yet. We think it is becoming more and more important amid calls for companies corporate social responsibility (CSR) to establish corporate ethics and employees moral behavior and publicize them as best we can. On the assumption that a company is also a member of society, we are proceeding to communicate with local communities. We provide our employees with information on volunteer activities and encourage them to participate in corporate citizenship activities in cooperation with local volunteer groups.

We will continue to make efforts to live in society as a good corporate citizen with our employees thinking of what we can do now for society.

Good Communication with Stakeholders

We are connected to various people when we survive and develop as a citizen in society. We believe a company that has a responsibility for the future should listen sincerely to the voice of all stakeholders, hold discussions repeatedly, improve what is necessary, and sometimes seriously work on what has a negative effect on the company. We will continue to communicate with every stakeholder.



【Compliance Efforts】

Aisin Seiki is striving to widely publicize our attitude as a company and deepen mutual understanding.

In order to improve our existence value from the viewpoint of a sustainable society, the company created the Aisin Corporate Behavior Charter to express its will inside and outside of the company and Behavior Ethics Guidelines as a criterion for people who work in the company. Since January 1998, the contents have been reviewed and revised as the situation changed.

Aisin Corporate Behavior Charter and Behavior Ethics Guidelines

Aisin Corporate Behavior Charter was created in 1998. The charter stipulates that Aisin will comply with the spirit and letter of all laws and international rules regardless of the country and will behave with social common sense. We are making efforts to not only be an economic body that pursues profit through fair competition but also a valuable body in society. The Aisin Corporate Behavior Charter was revised and publicized with group companies on January 1, 2003.



Behavior Ethics Guidelines

Aisin Seiki also created the Behavior Ethics Guidelines as a standard of behavior for all employees in order to ensure that we never do what is not good as a member of society even if it brings the company profit. The Behavior Ethics Guidelines provide concrete rules for what employees often face in the workplace and calls on them to go back to the starting point, asking questions such as “Is what I am going to do right?” “Can what I am doing bear up under public scrutiny or can I explain it to my family?” “Can I protect the company’s trust by doing this?” when they are faced with a problem and they cannot see any judgmental standard.

Corporate Behavior Ethics Committee

Aiming at realizing just and highly transparent corporate activities, Aisin Seiki convenes the corporate behavior ethics committee consisting of all board members and auditors and reviews its system to comply with laws and regulations and the corporate behavior charter.

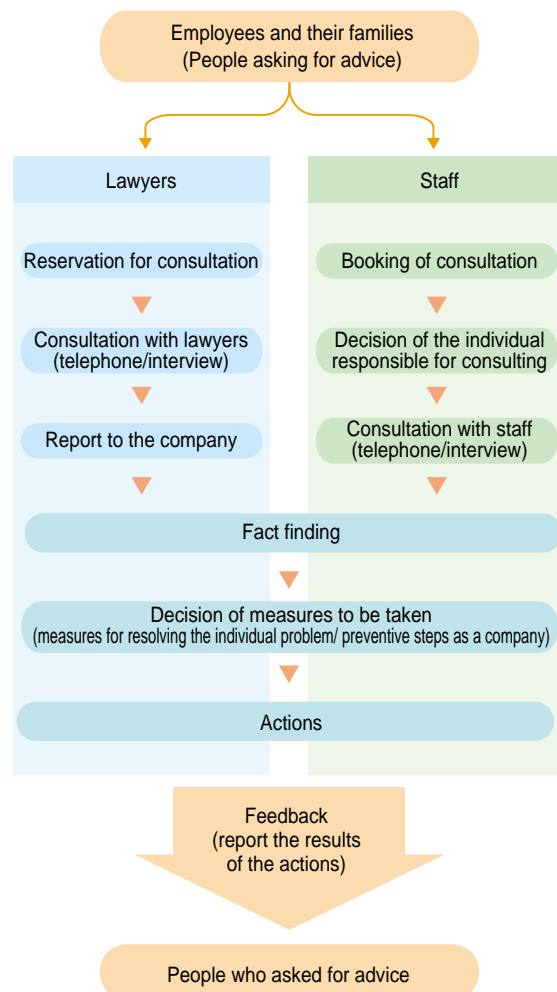
Publicity

In order to ensure compliance, Aisin Seiki conducts training and provides one-point advice on posters and company magazines for employees of the company and its affiliated companies.

Consultation

Aisin Seiki established a section in 1998 that provides appropriate consultation and advice related to the Behavior Ethics Guidelines, legal problems, and ethics in the workplace. In this section employees responsible for consulting and lawyers offer consultation with all employees in the company and its subsidiaries and their families. The contents of the consultation are confidential and people who asked for advice will never suffer repercussions.

Flow of consultation



Advice from an Environmental NPO

2003 was the year when many leading companies publicized their codes of conduct and ethics guidelines, so it can be called the first year for compliance. However, we saw accidents because of unethical behavior. It is required that people from top management to employees should be ethical corporate citizens not only by establishing philosophies and systems. This is also an unknown operational issue for Aisin Seiki. We hope Aisin Seiki works on this issue honestly as a whole body.