



# 2014

Environmental & Social Report  
环境・社会报告书



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## Regarding the preparation of this report

This Environmental & Social Report, part of our commitment to keeping our various stakeholders informed, introduces in a clear and understandable manner the efforts of the GS Yuasa Group to implement sustainable business initiatives. We present this report for the purpose of soliciting the opinions of the public, and we intend to reflect the intent of these opinions in our management initiatives.

In compiling this report, we have followed the 2012 edition of the Environmental Reporting Guidelines issued by the Ministry of the Environment of Japan. We have prepared this report in print form in addition to posting digital versions on our website.

## Publication and requests for information

### ● Publication

July 2014 (next publication planned for July 2015)

### ● Production department / requests for information

GS Yuasa International Ltd., Environmental Management Division  
TEL. +81-75-312-0716 Fax. +81-75-312-0719  
Website <http://www.gs-yuasa.com/us>

## Reporting information

### ● Organizations covered in this report

This report presents information focused on the following four domestic offices.

Office	Date of ISO 14001 certification (certification number)	Primary business activities (Scope of ISO 14001 certification)
Kyoto office	December 24, 1997 (EC97J1151)	Research, development, design, manufacture and sales of storage batteries, power supply system, lighting equipment and other products
Osadano office	June 12, 1998 (JQA-EM0173)	The manufacture of automotive lead-acid batteries and industrial batteries; the research and development, manufacture and sales of automotive and industrial lithium ion batteries; the development and manufacture of battery production facilities; and the design / development, manufacture and sales of membranes, filtration systems and separators
Odawara office	November 27, 2009 (JQA-EM6438)	The manufacture of lead-acid batteries for automotive use and industrial use; the design / development and manufacture of alkaline storage batteries for industrial use and vehicle use; and storage and shipment of industrial batteries
Gunma office	December 25, 1998 (EC98J1133)	Manufacture of automotive lead-acid batteries

### ● Business activities covered by this report

The focus of this report is the product life cycle (including development & design, procurement, production, physical distribution & sales, use and collection of products).

### ● Period of report coverage

April 1, 2013-March 31, 2014  
(Some of the data, however, predates March 31, 2013.)

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## 关于本报告书的编辑

本报告书的编辑力求通俗易懂地向广大利益相关方报告杰士汤浅集团为建设可持续性发展社会所做的努力，并得到社会的广泛评价，以反馈在企业经营情况上。

另外，编辑本报告书时谨以日本环境省发行的《环境报告书指南（2012年度版）》作为参考。同时，

本集团的环境·社会报告书每年除以出版物的形式发布外，还刊登在本公司的网站上以备查阅。

## 发行时间和咨询处

### ● 发行时间

2014年7月（下次发行时间预计在2015年7月）

### ● 制作部门、咨询处

株式会社 杰士汤浅国际 环境统括部  
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网址：<http://www.gs-yuasa.com/us>

## 报告涵盖信息

### ● 报告涵盖的组织

本次报告以日本国内4家事业所为核心进行。

事业所	取得ISO14001认证日期 (注册号)	主要事业活动 (ISO14001注册活动范围)
京都事业所	1997年12月24日 (EC97J1151)	各种蓄电池、电源系统、照明器材以及其他电气机器的研究、开发、设计、制造和销售
长田野事业所	1998年6月12日 (JQA-EM0173)	汽车用铅蓄电池以及产业用电池的制造；汽车用以及产业用锂离子电池的研究与开发、制造和销售；电池生产设备的开发和制造；过滤膜和过滤系统以及分离器的设计、开发和制造、销售
小田原事业所	2009年11月27日 (JQA-EM6438)	汽车用和产业用铅蓄电池的制造以及产业用、车辆用碱蓄电的设计、开发和制造；产业用电池的保管及发货
群馬事业所	1998年12月25日 (EC98J1133)	汽车用铅蓄电池的制造

### ● 报告涵盖的企业活动

围绕对象组织在产品生命周期（开发·设计、采购、生产、物流、销售、使用、回收）方面的活动进行报告。

### ● 报告涵盖的时间

2013年4月1日—2014年3月31日  
(但是，部分数据包含2013年3月以前的信息。)



Pure holding company

### GS Yuasa Corporation

Form the management plan and strategy for GS Yuasa Group and administer the group of companies

Established April 1, 2004  
 HEAD Office 1, Inobanba-cho, Nishinosho, Kisshoin, Minamiku, Kyoto 601-8520, Japan  
 TOKYO Branch 1-7-13, Shiba-koen, Minatoku, Tokyo 105-0011, Japan  
 Capital stock 33 billion yen

Business companies

### GS Yuasa International Ltd.

Manufacturing & sales of automotive batteries, industrial batteries, power supply systems, switch gear, lighting equipment, ultraviolet systems, specialty equipment and other electrical equipment

#### GS Yuasa Battery Ltd.

Sales of automotive battery for replacement market; sales of automobile-related products

#### GS Yuasa Technology Ltd.

Manufacturing & sales of other batteries

#### GS Yuasa Fieldings Ltd.

General engineering services for industrial batteries, power supply systems and power conversion systems

#### GS Yuasa Accounting Service Ltd.

Affiliated-company finance and accounting business

#### Lithium Energy Japan

Development, manufacturing & sales of large lithium-ion batteries

#### Blue Energy Co., Ltd.

Manufacturing, sales and R&D of high-performance lithium-ion batteries

纯粹控股公司

### 株式会社 杰士汤浅

杰士汤浅集团企业整体经营战略的统筹策划

设立 2004年4月1日  
 总公司 邮编 601-8520 日本国京都市南区吉祥院西之庄猪之马场町1番地  
 东京分公司 邮编 105-0011 日本国东京都港区芝公园1-7-13  
 资本金 330亿日元

经营公司

### 株式会社 杰士汤浅国际

汽车用和产业用各类电池、电源系统、受变电设备、照明器材、紫外线应用机器、特种专业机器、其他电气设备的生产和销售。

#### 株式会社 杰士汤浅蓄电池

补修市场中汽车电池以及汽车相关。

#### 株式会社 杰士汤浅工艺

其他电池的生产和销售。

#### GS Yuasa Fieldings Ltd.

产业用电池、电源系统、受变电设备的综合工程服务。

#### 株式会社 杰士汤浅财务公司

分公司财务、财会业务。

#### Lithium Energy Japan

大型锂离子电池的开发、生产和销售。

#### Blue Energy Co., Ltd.

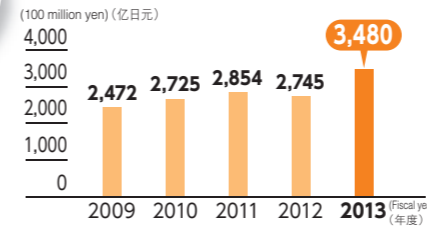
高性能锂离子电池的生产、销售和研发。

International locations 海外基地

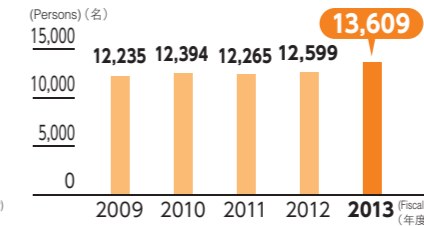
36 locations in 16 countries 16国 · 36个基地

Corporate Data 业绩数据

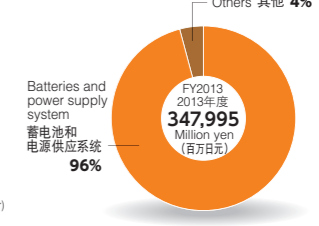
Consolidated sales 联结销售额



Number of employees in consolidated businesses 联结员工数



Sales by business area 不同业务领域的销售额



Principal Products 主要产品

- Automotive and motorcycle battery 汽车、摩托车电池
- Motorcycle battery 摩托车电池
- Automotive battery 汽车用电池
- Power supply system 电源系统
- Utility-connected photovoltaic inverter 太阳能发电用功率调节器
- Lithium-ion battery 锂离子电池
- Lithium-ion battery for electric vehicle 电动汽车用锂离子电池
- Lithium-ion battery for industrial use 产业用锂离子电池
- Industrial battery 产业用电池
- Stationary valve regulated lead-acid battery 控制阀式固定铅蓄电池
- Forklift battery 叉车用电池
- Lighting equipment, ultraviolet system 照明装置、紫外线应用机器
- Ceramic-metal-halide-lamp 陶瓷金属卤素灯
- Irradiator for printing business forms BF印刷机用UV照射装置
- Membrane system 膜过滤系统
- Micro filter 微孔滤膜
- Special battery 特殊电池
- Thermal battery 热电池
- Specialty equipment (small power supplies & battery chargers, electric tools, and hydrogen/oxygen-related equipment) 特殊机器 (小型电源·充电器、电动工具·氢·氧关联)
- Battery chargers 充电器
- Hydrogen gas generators 氢气发生装置

By storing and managing electricity with our innovative technologies, the GS Yuasa Group is improving environmental management while contributing to the emergence of a society committed to the environment.



We are pleased to present to the reader the 2014 edition of our Environmental & Social Report.

The year 2014 marks our milestone 10th year since our Group initiated its management integration initiative in April 2004. Looking back on this decade, we are convinced that this effort has ushered in major positive changes to our company, both in Japan and throughout our Group.

It has become quite clear that Japan is undergoing deindustrialization of its manufacturing sector in the face of intensifying cost competition arising from financialization and globalization of the economy. These circumstances have been exacerbated by the influence of the Lehman Brothers collapse (September 2008). However, in the aftermath of that event, the impact of the Great East Japan Earthquake (March 2011) disrupted the stable supply of the energy required by Japan's manufacturing sector. At the same time, this undercut the country's commitment to reducing CO<sub>2</sub> emissions and offered an opportunity for Japan to leave the Kyoto Protocol (which took effect in February 2005). I can say that this one incident put us face-to-face with the challenge of achieving harmony between energy and the environment for the final three years of our first decade.

As we can see in the Basic Energy Plan recently announced by the Japanese government, no "magic bullet" exists that enables humanity to achieve a sustainable society. Inevitably, we will have to prioritize each issue with a levelheaded approach while addressing problems which, at first glance, appear mutually exclusive, or which we will find no solutions to. There is no way forward without addressing these issues directly and in a straightforward manner.

"Energy and the Environment" represents one of the most important business domains of our Group. In fiscal 2013, the appeal of lithium-ion batteries widened significantly beyond their application in electric and hybrid electric vehicles. Peak shaving, a process formerly known as load leveling, is being fully implemented through the capability of storing electricity generated during periods of load concentration. The adoption of battery power by railroads and other means of public transport has also been progressing steadily. By pursuing a new agenda through innovations linked to the development of power electronics, our Group will resolutely strive to bring energy, the economy, and the environment into harmony.

Fiscal 2014 represents the first year of our Third Five-Year Environmental Plan. This report contains the results of our Second Five-Year Environmental Plan (known as the medium-term plan for environmental conservation until the preceding fiscal year). Looking ahead, the important challenge for our Group is to review our second plan and implement our third plan's environmental management provisions while determining how to contribute to society as we develop our business to achieve harmony between energy and the environment.

In addition to dedicating ourselves to global environmental initiatives, we remain committed to full compliance with relevant laws and ordinances. Equally important, in our relations with our customers, business partners, shareholders, local communities, and our own employees, we shall proactively strive to meet our responsibilities in full cognizance of our role as a good corporate citizen.

This report has been prepared in two editions: a Japanese-language edition and a combined Chinese-language and English-language edition. This publication is intended to promote a better understanding of our environmental management initiatives and our efforts to contribute to society through our communities, business partners, shareholders, and investors both inside and outside Japan. In disclosing information related to our environmental and social initiatives, we aim to provide more transparency and foster greater trust. Clearly, by working with a common interest, we will contribute to the emergence of a sustainable society.

GS Yuasa Corporation  
President Makoto Yoda

杰士汤浅集团将凭借蓄备、控制电力技术承当社会责任，为实现环境对应型社会做贡献，并致力于进一步提升环境保护经营。

本年度，杰士汤浅集团继续向大家公布环境·社会报告书。

本2014年度，恰逢杰士汤浅集团自2004年4月经营合并以来10周年的重要之年。回顾过去的这几年，毋庸置疑，无论是对于日本还是本公司集团而言，均是经历了重大变化、令人难忘的10年。

在经济的金融化和全球化将雷曼冲击（2008年9月）的影响无限放大，且成本竞争不断激化的形势下，我国制造业的空洞化被反复强调。而2011年3月发生的东日本大地震，又让制造业所不可或缺的能源稳定供应受到重大的影响，且CO<sub>2</sub>排放量削减的推进事业也陷入进退维谷的两难境地，这也成了我国脱离京都议定书（2005年2月生效）的契机。可以说，环保与能源共存的难度，正是在这10年的最后3年中得到进一步的认识。

从之前政府发表的能源基本计划也可以看出，对于人类来说，要实现可持续发展的社会并无“灵丹妙药”，即使是看似“二律背反”，或是找不到解决头绪的问题也应予以正视，对于各种课题都冷静地予以区分先后急缓，并逐个予以认真的解决，除此之外，别无捷径。

环保与能源是杰士汤浅集团重要的事业领域之一。2013年度也是锂离子电池将用武之地扩大到电动汽车和混合动力汽车之外领域的一年。以前被称为负载均衡的负荷平准化，通过加上将负荷集中时发生的电力进行蓄积的功能，并易名“削峰填谷”而力争正式普及。此外，铁路等公共交通机关的蓄电池动力引进也在稳步推进。杰士汤浅集团将利用不断发展的电力电子技术开拓以上新领域，从商务方面为“实现环保与能源共存”的目标做出贡献。

2014年度是第3个环境保护5年计划的第1年度。上年度为止的环境中期计划“第2个环境5年计划”实施情况，请参阅本报告书的正文。如何通过总结第2个计划和实施第3个计划，如何将为社会做贡献的“实现环保与能源共存”目标与公司的事业发展相结合，是杰士汤浅集团“环境经营”中的重要课题。

而且，杰士汤浅集团并不只是停留在地球环境保护的相关活动上，今后，除了严格遵守各类法律法规之外，我们还将重视企业作为社会一员的职责，在处理与客户、合作伙伴、股东、地区社会以及员工的关系中积极致力于承担企业责任的事业活动之中。

本报告书以日语版和中英文双语版的两种版本形式制作。我们希望通过它，能够使杰士汤浅集团事业活动所在地区社会的人们、国内外的合作伙伴以及股东和投资者，了解我们在环境保护管理活动和社会工作方面所作的努力。通过向公众展示我们在环境保护管理活动和社会工作方面的信息，我们将确保透明可信的事业活动。今后，集团上下仍将团结一致，为实现可持续发展的社会作出贡献。

株式会社 杰士汤浅  
董事长 依田 诚

#### Philosophy

### Innovation and Growth

We are committed to the people, society and global environment through Innovation and Growth of our employees and business entities.

#### Vision

We are committed to delivering security and comfort to our customers around the globe through advanced technologies developed in the field of stored energy solutions.

#### Management policy

1. GS Yuasa will become "First call" company based on our "Customer First" policy.
2. GS Yuasa considers "Quality" and "Safety" as most important, and supply environmentally considered product all over the world.
3. GS Yuasa will comply with all laws and operate by clear and fair management.

#### 企业理念

### 革新与成长

通过员工和企业的“革新与成长”，为人类、社会和地球环境作出贡献。

#### 经营目标

我们通过电池而培植积累起来的先进能源技术，致力于为全球客户提供舒适而安心的服务。

#### 经营方针

1. 杰士汤浅将以“客户至上”为宗旨，成为客户的“首选”公司。
2. 杰士汤浅重视“质量”，提供考虑到环境与安全的产品以及服务。
3. 杰士汤浅将遵循所有法律规定，实现高度透明、公平的管理。



**Aiming to become an energy device company providing comfort and security to customers worldwide, we are committed to expanding the scope of our business, maintaining our growth, and taking a giant step forward as the renewed GS Yuasa.**

### Strengthening our business foundation in new industry sectors (renewable energy and lithium-ion batteries)

Improving the technical capabilities of our photovoltaic power generation system

#### ① Mega Solar installation by Iwaki Yuasa Ltd.

In June 2013, Iwaki Yuasa Ltd., a subsidiary of our Group, began operating a 1 MW Mega Solar facility constructed on the premises of its main plant (Iwaki, Fukushima). This facility is interconnected with the power grid of the local electric power company, and all generated electricity is provided through this connection on the basis of the Feed-in Tariff\* system. By operating this Mega Solar plant, not only is this company contributing to a new source of power, but it is also making a meaningful contribution to the city of Iwaki after the Great East Japan Earthquake as a symbol of post-earthquake revival.

Our Group is a pioneering manufacturer of the photovoltaic inverters that are interconnected to the commercial power grid for converting the DC power generated by the photovoltaic panels into AC power. Our Group has a track record of almost 20 years as a system integrator handling design, construction, and follow-up. We provide systems that make good use of renewable energy, such as systems combining batteries and photovoltaic power generation to supply electricity during blackouts and disasters.

By making photovoltaic inverters and batteries widely available, our Group is providing society with the ability to flexibly cope with a constantly changing power generation environment.

\* A regime under which electric power companies are required to purchase the electricity generated by renewable energy at a contracted price

High-performance batteries

#### ② Enhancing the performance of lithium-ion batteries used in electric vehicles

In November 2013, our Group established Lithium Energy and Power GmbH & Co. KG, a joint venture in partnership with Robert Bosch GmbH and Mitsubishi Corporation. This company is developing a next-generation lithium-ion battery aimed at doubling the current level of performance.

Our improvements in battery efficiency are enhancing the performance of electric vehicles by extending the distance these vehicles can travel on a single charge. Our Group is promoting the development of the next-generation lithium-ion battery that is needed to grow the size of the electric vehicle market.

Contributing to the community by utilizing our batteries

#### ③ Supplying the lithium-ion battery for an electric streetcar

In March 2014, a streetcar equipped with lithium-ion batteries provided by our Group began operating in Kyoto City's Umekoji Park.

Our Group supported Kyoto City's eagerness to apply cutting-edge technology in an effort to revive the streetcar, a form of transportation that greatly contributed to the development of Kyoto during and after the Meiji era. Specifically, our Group donated advanced lithium-ion batteries as well as the technical support required for battery management. At the streetcar departure ceremony, Kyoto City presented us with a letter of appreciation for our efforts.

Our Group remains committed to supporting community development through energy technology.



① Photovoltaic inverter  
功率调节器

Mega Solar facility at Iwaki Yuasa Ltd.  
株式会社磐城汤浅的大型太阳能发电

### Securing a position of strength in the global marketplace

Responding to growing demand in Southeast Asia

#### ④ Technical Center established in Thailand

In Southeast Asia and neighboring regions, environmental impact reduction technologies such as vehicle stop-start systems and fuel-efficiency innovations are increasing; moreover, demand is growing for the development of vehicles that accommodate regional characteristics.

In January 2014, our Group established the GS Yuasa Asia Technical Center (GYAT) as a wholly owned subsidiary in Thailand. As a result, we strengthened product development, marketing research, and development of production facilities for lead-acid batteries for motorcycles and automobiles in Southeast Asia.

By establishing GYAT in Thailand, a country attracting a great deal of Southeast Asia's motorcycle and automobile industry, we are increasing the pace of product development while improving our competitiveness and customer support capabilities.

#### ⑤ Our Vietnamese subsidiary increases production capacity for lead-acid motorcycle batteries

As demand for motorcycles in Vietnam remains strong, the replacement market in particular has demonstrated steady growth that shows no sign of abating.

Our Group subsidiary, GS Battery Vietnam (GSV), introduced the valve regulated lead-acid battery\* onto the replacement market in addition to supplying carmakers. In fiscal 2012, GSV's share of Vietnam's lead-acid motorcycle battery market reached 60%.

GSV plans to gradually expand its production capacity for lead-acid motorcycle batteries to approximately 13 million/year by 2017 from its current level of 6 million/year in anticipation of ongoing market growth.

\* A sealed battery with a gas recombination construction that requires no monitoring of the electrolyte level and watering

### Strengthening the earnings capacity of existing businesses

#### ⑥ Introducing automotive lead-acid batteries with the longest service life in our Group's history

In recent years, the market has adopted increasing numbers of hybrid electric vehicles and vehicles with stop-start and other environmental technologies. In particular, the rapid adoption and increasing spread of stop-start technology, mainly for light motor vehicles, has led to new requirements for battery production.

In response to these developments, in July 2013 our Group introduced the high-efficiency ECO.R Long Life (EL) Series lead-acid batteries for private vehicles equipped with advanced technologies. The EL Series provides double or triple the service life of our standard products. It is the first battery in Japan that can be mounted in both regular vehicles and vehicles with stop-start technology (applies to most models in the series).

By enhancing the performance of automotive lead-acid batteries, our Group is contributing to the conservation of the global environment.



③ Streetcar in Umekoji Park  
梅小路公园的有轨电车

Lithium-ion battery  
锂离子电池

**以成为为全球客户提供舒适和安心的能源设备公司为目标，扩大事业领域、取得持续增长，以实现“新杰士汤浅”。**

### 强化新事业（新能源领域、锂离子电池）的事业基础

提高太阳能发电系统的技术能力

#### ① 在磐城汤浅设置大型太阳能发电

杰士汤浅集团在子公司株式会社磐城汤浅的总公司（福岛县磐城市），设置输出容量为1MW的大型太阳能发电，并于2013年6月开始正常运行。充分利用固定价格购买制度\*，将产生的电力全部连接到电力公司的系统。作为东日本大地震后首个在磐城市启动的大型太阳能发电，不仅可为新形电力提供作贡献，也将成为地震灾后重建的象征。

杰士汤浅集团是将太阳能面板产生的直流电力转换为交流电力，并与商用电力系统连接的功率调节器的先驱者。作为从事从设计、施工到后续服务的系统集成商，我们积累了近20年的经验和成果。此外，杰士汤浅集团通过将太阳能发电与蓄电池的组合，提供停电时或灾害时进行供电等有效利用可再生能源的系统。

今后，杰士汤浅集团仍将通过普及功率调节器及蓄电池，为实现可灵活应对不断变化的电力状况的社会作贡献。

\*固定价格购买制度

电力公司用固定价格购买利用可再生能源产生的电力的制度。

蓄电池的高性能化

#### ② 电动汽车用途的锂离子电池的性能提高

杰士汤浅集团、罗伯特·博世有限公司及三菱商事株式会社の3家公司于2013年11月成立了合营公司Lithium Energy and Power GmbH & Co. KG，致力于现有性能2倍的下一代锂离子电池的开发工作。

提高电池的性能，就意味着提高电动汽车的性能，如可延长1次充电的行使距离等。杰士汤浅集团正在开发扩大电动汽车市场规模所不可缺少的下一代锂离子电池。

充分利用蓄电池，为地区社会作贡献

#### ③ 利用杰士汤浅集团的锂离子电池运行有轨电车

搭载杰士汤浅集团提供的锂离子电池的京都市梅小路公园市营电车（有轨电车），于2014年3月开始运行。

杰士汤浅集团赞成京都市“用最尖端的技术复活明治以后为京都市区的发展做出贡献的市营电车”的想法，在捐赠最新型锂离子电池的同时，提供了可电池控制所需的技术支援。在有轨电车的始发仪式上，京都市向杰士汤浅集团赠送了感谢状。

今后，杰士汤浅集团仍将充分利用能源技术为地区社会的发展作出贡献。



⑤ GS Battery Vietnam Co., Ltd.

### 提高在全球市场中的地位

应对东南亚地区的需求扩大

#### ④ 在泰国设立技术中心

东南亚及周边地区，无空转车和低油耗车等降低环境负担技术不断发展，符合地区特性的车辆开发需求正在不断提高。

杰士汤浅集团于2014年1月，在泰国设立全资子公司GS Yuasa Asia Technical Center（以下简称GYAT），在东南亚周边强化了汽车及双轮车用铅蓄电池方面的产品开发、市场调查及生产设备开发等。

杰士汤浅集团通过在引领东南亚汽车、双轮车产业的泰国设立GYAT，以加快新产品开发的速度，提高竞争力和客户应对能力。

#### ⑤ 加强越南子公司的双轮车用铅蓄电池生产能力

越南的双轮车需求有增无减，特别是替换市场在不断增长。

杰士汤浅集团的子公司GS Battery Vietnam（以下简称GSV），除了新车厂家之外，还将控制阀式铅蓄电池\*投入替换市场，2012年度，该公司在越南的双轮车用铅蓄电池市场达到的60%的份额。

今后，随着市场的进一步扩大，GSV将逐年提高双轮车用铅蓄电池的生产能力，计划从现在年产约600万个增加到2017年的约1300万个。

\*控制阀式铅蓄电池

密封型气体吸收构造，不需要液面点检和补充水份的蓄电池

### 加强现有事业的盈利能力

#### ⑥ 发售杰士汤浅集团有史以来寿命最长的汽车用铅蓄电池

近年来，混合动力车及无空转车等环境对应型汽车不断投入市场。特别是无空转车正在以轻型车为核心迅速普及和扩大，所以，在电池方面也不断涌现了新的需求。

为了应对这种形势，杰士汤浅集团从2013年7月开始销售配备先进技术的私人汽车用高性能铅蓄电池“ECO.R LONG LIFE”（以下简称“EL”）。EL系列实现了本公司标准产品比为200-300%的超长寿命，且是国内首个普通车和空转车均可使用的电池（系列中的部分产品除外）。

杰士汤浅集团将通过提高汽车用铅蓄电池的性能，为保护地球环境做出贡献。



⑥ High-performance ECO.R Long Life lead-acid battery for private vehicles  
私人汽车用高性能铅蓄电池  
“ECO.R LONG LIFE”

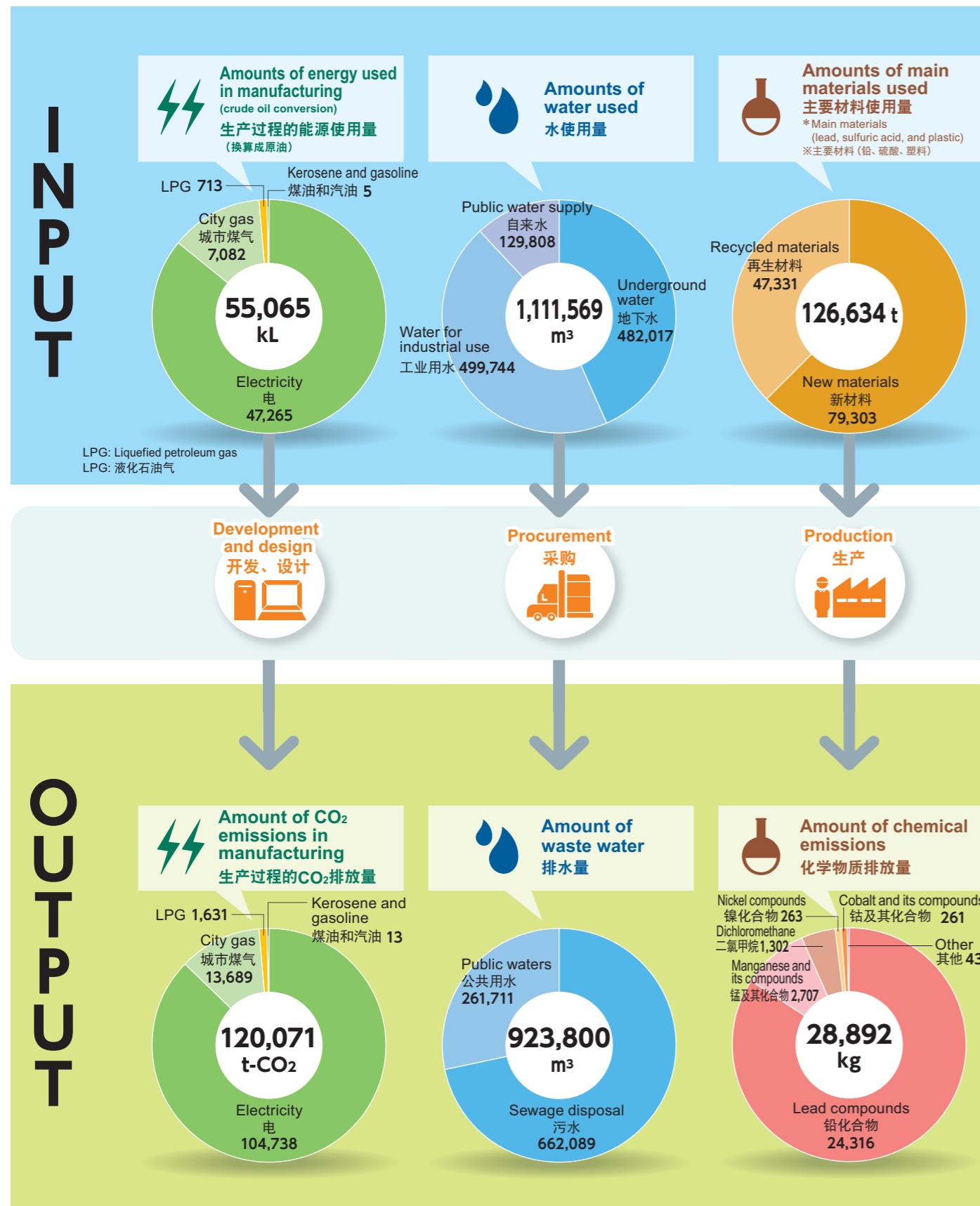




**We are committed to reducing environmental burdens throughout the product life cycle, and not merely during manufacturing operations.**

Our Group manufactures and sells batteries, power supply systems, and lighting equipment and provides related services to many sectors of business and society. Our business operations consume energy, water, raw materials, and other resources while generating waste water, waste products, the greenhouse gas, and other materials. We are well aware of the impact of our business operations on the environment. At the same time, we are striving to reduce CO<sub>2</sub> emissions and use resources efficiently. In addition, we consider environmental impacts right from the product development and design stages through to the stages of material procurement, production, transport, sale, use, and disposal. Thus, our "product design for the environment" initiative strives to reduce environmental burdens throughout the product life cycle by, for example, promoting the recycling of depleted batteries.

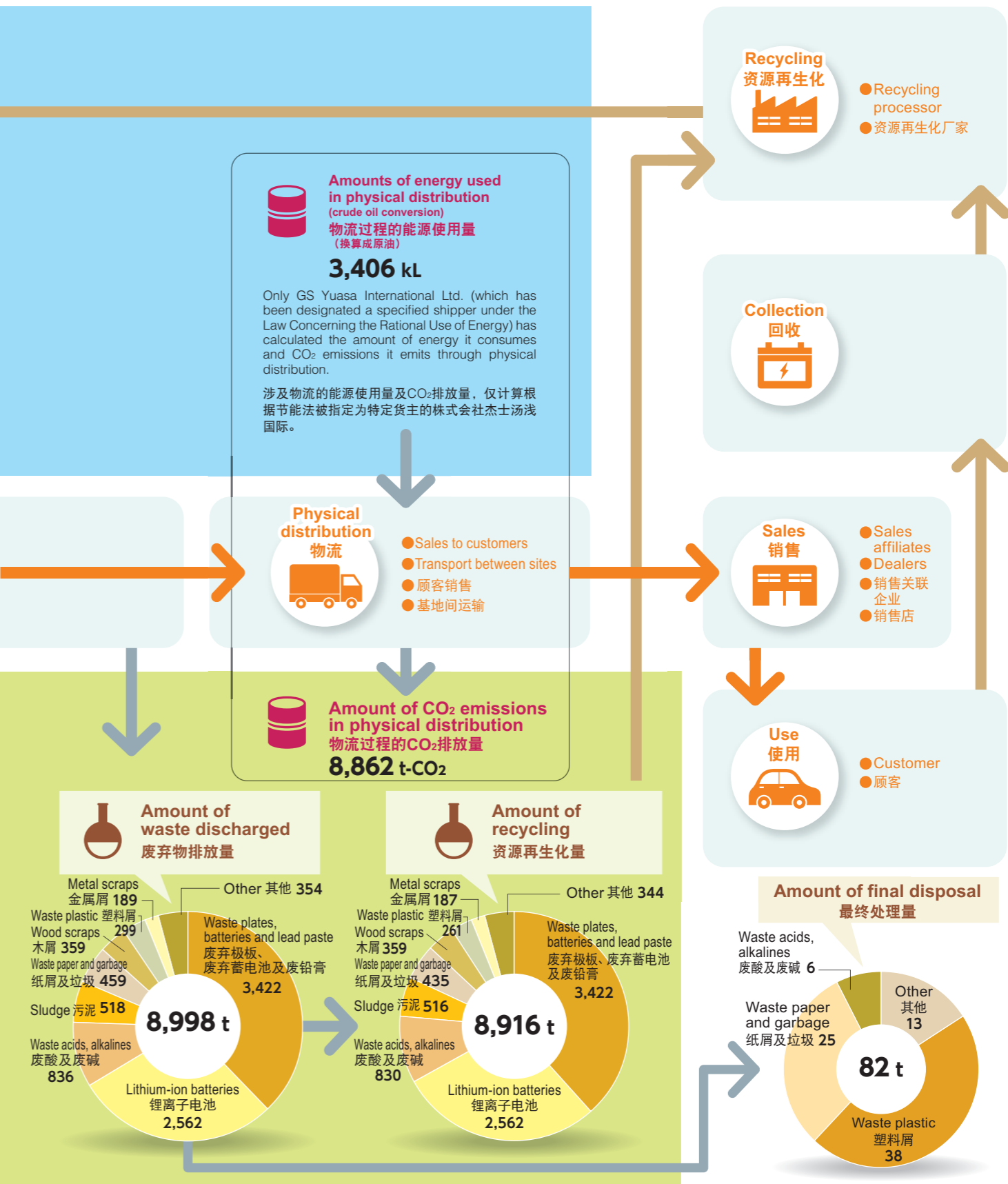
**Material flow in business activities (Scope: Fiscal 2013 results from four offices in Japan)**



**不仅是在生产工序，还致力于考虑产品生命周期的降低环境负荷的活动。**

杰士汤浅集团生产提供在各领域中被广泛应用的电池、电源供应设备和照明器材等产品和服务。在此经营活动过程中，我们使用了原材料、能源和水等资源，而排放了废弃物、温室效应气体和废水。我们充分认识到集团的经营对环境造成的影响，并致力于推进资源的有效利用以及减少CO<sub>2</sub>排放量等活动。此外，我们还考虑到从产品的开发、设计阶段到采购、生产、运输、销售、使用及废弃的各阶段中的环境负荷，在致力于基于环保的产品设计的同时，还推进了对使用后蓄电池资源再生化等活动，努力降低产品生命周期整体的环境负荷。

**事业活动中原材料流程 (统计对象：日本国内4家事业所的2013年度实际业绩数据)**



We will balance environmental conservation and economic development by developing a medium-term plan with policies targeting environmental conservation.

Our Policies and Medium-term Plan for Environmental Conservation

The Fundamental Environmental Policy of the GS Yuasa Group was established to serve as a guideline for the environmental management efforts implemented throughout the Group. In our domestic offices, we have developed an organizational environmental management system and have been promoting initiatives to implement our environmental policy, which is based on our overarching environmental policy.

We have developed medium-term plans for important issues related to our environmental policy in order to contribute to the emergence of a sustainable society. We continue to manage the status of implementation of these initiatives. Fiscal 2013 marks the final year of our Second Five-Year Environmental Plan; therefore, after evaluating the results of this plan, we will formulate our Third Five-Year Environmental Plan.

GS Yuasa Group Fundamental Environmental Policies

Fundamental philosophy

At the GS Yuasa Group, we set conservation of the global environment as one of our most important tasks, and we contribute to the creation of a sustainable society through the development, manufacture and sale of batteries, which are a form of clean energy, power supply systems, and lighting equipment.

Action agenda

- We carefully evaluate the environmental impacts of our business activities, products and services, and we are working to reduce environmental burdens and to prevent pollution. Through energy and resource conservation, waste reduction and recycling, we will continuously improve our results.
- We promote the development and design of products that protect the environment throughout product life cycles. We seek to reduce environmental burdens from the product development and design stages to manufacture, use and disposal.
- We work to decrease environmental burdens with our business partners throughout our entire supply chain, including materials procurement and physical distribution.
- We have created environmental management systems according to ISO 14001 standards and have enacted environmental policies at each of our offices based on these fundamental policies. We also advance our environmental management activities by setting related objectives and targets.
- We abide by all laws, ordinances, agreements and regulations related to the environment, as well as other requirements agreed on by the Group. We also make voluntary management standards according to these as necessary to promote environmental conservation.
- We steadily execute revisions based on environmental audits and management reviews to maintain and improve our environmental management systems continuously.
- Through education, training and other environmental awareness efforts, we promote the environmental awareness of all group employees, and we contribute to society through our environmental preservation activities.
- We seek to achieve good communications with our stakeholders and with society as a whole by providing information related to the environment, including our fundamental environmental policies.

Second and Third Five-Year Environmental Plans

	Second Five-Year Environmental Plan (Fiscal 2009 to 2013)		Third Five-Year Environmental Plan (Fiscal 2014–2018)
	Key items Objectives	Results	Self-assessment/Challenges
1	<b>Reduction of energy and resource usage</b> We will reduce CO <sub>2</sub> emissions related to production by at least 30% of the fiscal 1990 level by fiscal 2013. We will reduce the energy consumption intensity related to physical distribution by at least 5% of the fiscal 2008 level by fiscal 2013. We will promote energy efficiency initiatives at our operations division such as sales branches.	In fiscal 2013, CO <sub>2</sub> emissions related to production increased by 19% compared to the fiscal 1990 level. In fiscal 2013, we reduced energy consumption intensity related to physical distribution by 7% of the fiscal 2008 level. In fiscal 2013, we reduced the amount of energy consumed by our operations division by 12% of the fiscal 2009 level.	In the future, rather than managing aggregate amounts, it is important that the lithium-ion battery business consider carbon management. In the future, it is important that we work on energy efficiency and cost reduction. The benefits of energy conservation measures at our operations division are evident. In the future, efforts must address energy conservation and cost reduction.
	We will reduce the rate of production errors and defective products (consistency with ISO 9001). We will reduce the lead scrap rate to less than 2% by fiscal 2013. We will reduce the volume of waste water related to production by at least 67% of the fiscal 2003 level by fiscal 2013.	The lead scrap rate in fiscal 2013 was 4%. In fiscal 2013, we reduced the volume of waste water by 59% of the fiscal 2003 level.	Through coordination of process improvement and "product design for environment," we must strengthen efforts to reduce waste and loss. It is important that we make efforts to increase the water-recycling rate.
	We will promote the proper disposal and recycling of used products according to the wide area certification system.	In fiscal 2013, the percentage of industrial products we discarded under the wide area certification system was 95%.	The volume of industrial products discarded under the wide area certification system has been increasing annually. This system is gradually taking root.
	<b>Focusing on higher levels in the management of environmental aspects</b> We will implement product design for the environment and life cycle assessment in development and design departments and prepare to address the issue of carbon footprints. We will address the issue of MIPS (Material Intensity Per Service) in product design.	We promoted the development and design of environmentally considered products on the basis of the GS Yuasa Design for the Environment Guidelines issued in October 2005.	Compared with the varied development of product applications, the incorporation of environmental consideration in product design is insufficient.
	<b>Promotion of green procurement</b> We will support the acquisition and advancement of environmental management system certification by suppliers.	In fiscal 2013, seven of our suppliers obtained third-party certification of their environmental management systems.	The introduction and improved support of environmental management systems by suppliers must continue to be promoted.
	<b>Management of chemicals</b> On the basis of GS Yuasa Group Chemical Management Guidelines, we will monitor the material flow of chemicals regulated by these guidelines.	In coordination with green procurement activities, we implemented the comprehensive identification and management of chemicals contained in products, and attained compliance with both Japanese and overseas regulations on the amount of contents.	It is important that we continue practicing management of chemicals contained in products in accordance with regulatory compliance and customer requirements.
	<b>Increased sensitivity to environmental risk</b> We will implement environmental risk education based on the GS Yuasa Group Regulation Guidelines on Environmental Risk.	We implemented environmental risk management through our environmental management systems.	The environmental risk presented by deteriorating facilities must be reviewed.
	<b>Compliance with laws</b> We will set voluntary management standards that exceed the requirements of municipal and national government environmental regulations and pursue the improvement of our environmental management technologies.	There were no instances of emergencies directly related to environmental pollution, and there were no instances of lawsuits, punitive fines, or administrative fines related to environmental aspects.	Continuing into the future, we will need to ensure effective compliance control by employing the framework of our environmental management systems.
6	<b>Maintenance and continuous improvement of environmental management systems</b> We will conduct internal environmental auditing and undertake continuous improvement of our environmental management efforts. We will undergo environmental auditing from external inspection agencies and seek to upgrade our environmental management efforts.	We improved our environmental management systems by addressing the issues identified through our periodic internal and external audits.	We are committed to continuous improvement of our environmental management systems in conformance with the ISO 14001 standard.
	<b>Contributions to society</b> We will actively and continuously participate in environmental conservation efforts and community beautification activities. We will conduct continuous environmental education and training for our employees.	Under our environmental management systems, we developed and implemented training programs. Moreover, we undertook various activities such as cleaning the areas around our office grounds and conducting environmental educational programs at elementary schools.	It is important that we continue to practice social contribution initiatives employing the framework of our environmental management systems.
8	<b>Communication about the environment</b> We will continuously provide information about our activities and the environment through Environmental & Social Reports and other means. We will strive to receive positive appraisals of our environmental management efforts from society.	We engaged in external communication to reach a wider range of stakeholders, including the publishing of the Japanese-language edition of our Environmental & Social Report as well as a combined English-language and Chinese-language edition.	It is important that we continue to implement environmental communication initiatives.



## 环境基本方针及中期计划

依据环境基本方针，制定中期计划，为同时实现环境保护和经济发展而努力。

### 杰士汤浅集团的环境基本方针及中期计划

本公司制定了杰士汤浅集团整体的环境管理活动基本准则《环境基本方针》。国内各事业所根据该环境基本方针制定相应的环境方针，并构建组织性环境管理体制，推进为实现环境方针的相关活动。

关于环境基本方针的重点事项，以为实现可持续性发展社会作贡献为目的而制定的中期计划，并对其实施情况进行管理。此外，由于2013年度为第2个环境5年计划的最后年度，所以，我们将在对该计划进行总结的基础上，开展第3个环境5年计划。

### 杰士汤浅集团环境基本方针

#### 基本理念

在杰士汤浅集团，我们将地球的环境保护作为最重要的经营课题之一，通过对清洁能源的蓄电池、电源供应系统、照明设备等的开发、生产和销售，为建造可持续性发展的社会作出贡献。

#### 行动准则

- 1 确实地评估经营活动、产品和服务对环境造成的影响，通过节省能源、节省资源、削减废弃物及循环再利用等途径，努力降低对环境负荷，预防污染，并针对这些方面进行持续改进。
- 2 力争降低贯穿产品开发、设计至生产、使用、废弃的各个阶段的产品生命周期中对环境负荷，推进考虑到环境保护的产品的开发、设计。
- 3 致力于降低包括原材料的采购和物流等所有的合作伙伴在内的整个供应链中对环境负荷。
- 4 根据ISO14001标准创建环境管理体制，根据该环境基本方针制定各个事业所的环境方针，设定环境保护目标、指标，推进环境管理活动。
- 5 除了遵循与环境保护相关的法律、条例、协议等规定以及集团认同的其他方面的要求事项之外，根据需要制订自行主动管理基准，致力于环境保护。
- 6 确实地实施环境监察以及经营决策层所进行的修正，力求环境管理体系的维持及持续改进。
- 7 通过教育、培训等来提高集团全体员工的环境保护意识，并通过环境保护活动贡献于社会。
- 8 通过提供展示包括该环境基本方针在内的与环境保护相关的信息，致力于同利益相关方及社会的良好沟通。

### 第2个及第3个环境5年计划

	第2个环境 5年计划 (2009年度~2013年度)	第3个环境5年计划 (2014年度~2018年度)
	<b>重点项目 目标</b>	<b>重点项目 目标</b>
1	<b>削减能源的使用量以及节省能源化</b> 2013年度的有关生产方面的CO <sub>2</sub> 排放量比1990年度增加19%。 2013年度的有关物流能源使用原单位比2008年度削减7%。 推进营业分公司等业务部门的节能活动。	今后，并非总量管理，重要的是要对基于锂离子电池事业的碳排放进行管理。 今后的重点仍是继续致力于节能和降低成本工作。
	降低废品、不良品率（与ISO9001共通任务化）。 2013年度的铅废弃率将低于2%。 2013年度的有关生产方面的排水量比2003年度削减67%以上。	业务部门的节能对策效果已逐渐体现。今后，仍需要着眼于确保能源及采取成本对策。 必须通过工序改善和产品环保设计的结合，强化减少浪费和损失的工作。
	通过使用后产品的广泛认定推进正当处理及再生资源化。	重要进一步提高水的循环利用率。 针对使用后产业用产品的广泛认定处理比率逐年增加，该制度的运用已逐步固定下来。
	<b>环境因素管理的视线向上流转移</b> 开发、设计部门在对产品环保性设计以及实施对生命周期评估的同时开始进行对“碳足迹”的对策准备。 进行商品设计时采取MIPS (Material Intensity Per Service / 资源效率化设计)。	与产品的用途方面开展的多样化相比，在产品环保性设计方面的投入显得不足。
	<b>推进绿色采购</b> 要求供应商企业取得环境管理体系认证注册，同时对其水准提高进行支援。	必须继续推进对供应商的环境管理体系的引进以及水平提高的支援。
	<b>化学物质的管理</b> 根据化学物质管理指南，监控该指南规定的化学物质的材料流程。	重点是必须继续实施符合法律法令及客户需求的产品含有化学物质管理。
	<b>对环境风险灵敏度的提高</b> 根据“环境风险特定指南”实施环境风险教育。	必须重新考察考虑设备陈旧化的环境风险。
	<b>遵循法规</b> 设定高于国家、地方政府环境保护规定值的更为严格的自行主动管理基准，推进环境保护管理技术的改善。	今后仍需继续实施具有充分利用环境管理体系机制效果的合规精神管理。
2	<b>环境管理体系的维持、持续改进</b> 开展内部环境审核，不断进行环境管理体系的改善。 接受来自外部检查机构的环境审核，力求提高环境管理体系的管理水平。	致力于遵循ISO14001标准的环境管理体系所要求的持续改进。
	<b>对社会的贡献</b> 积极地不断进行环境保护活动和美化活动。 不断实施员工环境保护教育与培训。	重要的是今后仍需继续实施充分利用环境管理体系机制的社会贡献活动。
3	<b>环境保护方面的交流沟通</b> 通过环境·社会报告书及其他方式，不断提供展示所开展的环境保护方面的信息，获得环境保护管理活动的社会性评价。	重要的是今后仍需继续实施环境保护方面的交流沟通活动。





Effort of overseas affiliated companies

## Environmental Burden Reduction Initiatives of Siam GS Battery Co., Ltd.

Siam GS Battery Co., Ltd. acquired certification of ISO 14001 registration in September 2002; since then, it has continued to implement its environmental management system. The company promotes environmental initiatives through energy-efficiency innovations and emission control of hazardous substances, and improves its occupational health and safety programs on an organizational basis.

### 1. Energy-efficiency initiatives

The company carried out measures to prevent air leakage from plant facilities, thus reducing energy consumption by 2% relative to the preceding fiscal year.

### 2. Construction of roof over lead alloy storage yard

By erecting a roof over the entire lead alloy storage yard, the company is preventing lead pollution of the surrounding soil as a result of rain.

### 3. Reduced concentration of atmospheric lead

Upgrading of the plant's dust collector to a high-performance model has reduced the concentration of lead in the air that is exhausted into the atmosphere.

### 4. Strengthening occupational health and safety

In fiscal 2012, the company initiated a project to reduce employee blood lead density while also enhancing employee welfare facilities and upgrading personal protective gear. As part of the effort to improve the work environment, the company implemented measures that included enlargement of the hand-washing stations, designation of a smoking area, additional supply of improved filter masks and uniforms, and employee training on the issue of lead poisoning.



1 Implementing air leakage countermeasures  
实施防止空气泄漏对策



2 Roof over the lead alloy storage yard  
铅合金保管场所的屋顶



Head office of Siam GS Battery Co., Ltd.

#### Corporate Profile of Siam GS Battery Co., Ltd.

Scope of business: Manufacture and sales of automotive and motorcycle batteries  
Date established: July 1969  
Location: 78 Moo 3, Sukhumvit Rd., Bangpoomai, Samutprakarn Province, Thailand  
Number of employees: 824 (as of December 31, 2013)  
Annual sales: THB 6,552,000,000 (fiscal 2013)



## 海外关联公司的环保努力 Siam GS Battery公司的 降低环境负担的活动

Siam GS Battery公司于2002年9月获得ISO14001标准认证后, 不断开展环境管理活动, 并有组织地开展节能及减少排出有害物质等降低环境负担和职业健康改善活动。

### 1. 节能活动的推进

实施工厂内设备的空气泄漏对策, 能源使用量比上年度削减2%。

### 2. 设置铅合金保管场所的屋顶

为了由于下雨时造成的周边土壤铅污染, 在铅合金保管场所设置覆盖整体的屋顶。

### 3. 降低大气中的铅浓度

将工厂内的集尘机更新为高性能的设备, 降低了向大气中排放的铅浓度。

### 4. 职业安全健康的强化

2012年度启动了降低作业人员血液铅浓度的项目, 开展了加强福利保健设施、更新防护设备等工作。通过增加洗手处、指定吸烟处、补充提供新型过滤面罩和工作服以及针对作业人员进行铅中毒相关的培训教育等措施, 以打造舒适的作业环境。



3 Upgraded dust collector  
更新后的集尘机



4 Smoking area  
吸烟处



Hand-washing station  
洗手处



Siam GS Battery总公司

#### Siam GS Battery公司概况

事业内容: 汽车及摩托车用蓄电池的生产和销售  
设立: 1969年 7月  
地址: 78 Moo 3, Sukhumvit Rd., Bangpoomai, Samutprakarn Province, Thailand  
雇员数: 824名 (截至2013年12月31日)  
年销售额: THB 6,552,000,000 (2013年度)



### Corporate governance

We are engaging in an ongoing effort to improve our corporate governance to ensure the transparency, soundness, and legal compliance of our management.

企业管控

为了确保经营的透明性、健全性和守法性，持续强化企业管控。



### Risk management

Implementing thorough compliance management and risk management

风险管理

力求贯彻合规精神经营和风险管理。

## Maximizing Corporate Value

### Approach to corporate governance and our governance system

To implement our philosophy of contributing to "people, society, and global environment through Innovation and Growth," our Group is working to manifest its vision of "delivering security and comfort to our customers around the world through advanced technologies developed in the field of stored energy solutions" and to unite all Group employees in this common commitment.

Moreover, we believe that a continued focus on corporate governance will maximize our corporate value to ensure management transparency and soundness while strengthening corporate profitability through timely decision-making and operational efficiency.

To ensure the effectiveness of management and processes along with appropriate decision-making throughout our Group, we have established a governance system intended to strengthen our Board of Directors. This initiative includes periodic reporting to the Board on the work status of each business subsidiary and important related issues. In addition, corporate and outside auditors present their opinions to the Board and to important meetings of the Group. As well, we are establishing a framework for conducting effective audits by facilitating the exchange of information at Auditor Meetings and ensuring coordination with the GS Yuasa Corporation Business Auditing Office and accounting auditors.

## 追求企业价值的最大化

### 企业管控理念及体制

杰士汤浅集团为了实现“通过革新与成长，为人类、社会和地球环境作出贡献”的企业理念，把“通过电池而培植积累起来的先进能源技术，致力于为全球客户提供舒适而安心的服务”的经营理念具体化，力求集团公司员工的意志统一。

另外，企业管控的持续推进，与确保经营的透明性和健全性，通过快速的决策和事业的高效执行，强化企业收益能力等企业价值的最大化息息相关。

本公司为了实现集团整体的有效管理以及正确的经营决策，采用定期向董事会报告事业分公司业务执行情况和重要事项的方式，构筑强化董事会职能的管控体制。另外，公司内部、外部监察员在董事会和集团的重要会议上陈述意见的同时，通过监察员会议上的信息交流，以及与本公司监察室和会计监察人员的合作，完善了可开展有效监察的体制。

## Establishing Systems that Support Sound Management

### Focused on internal controls

In order to strengthen its management foundation, the GS Yuasa Group has improved its system and relevant rules to ensure the maintenance of ethical business practices based on the Companies Act. This system includes mechanisms to ensure proper auditing, information management, and risk management throughout the Group.

In order to comply with the internal control reporting system required under the Financial Instruments and Exchange Law, we are maintaining an internal control system and financial reporting mechanisms to meet all requirements.

Our international subsidiaries and other consolidated Group companies evaluate the status of the improvement and implementation of their internal controls. Following external audits, reports on these internal controls are publicly disclosed.

## 构筑使公司健全经营的组织结构

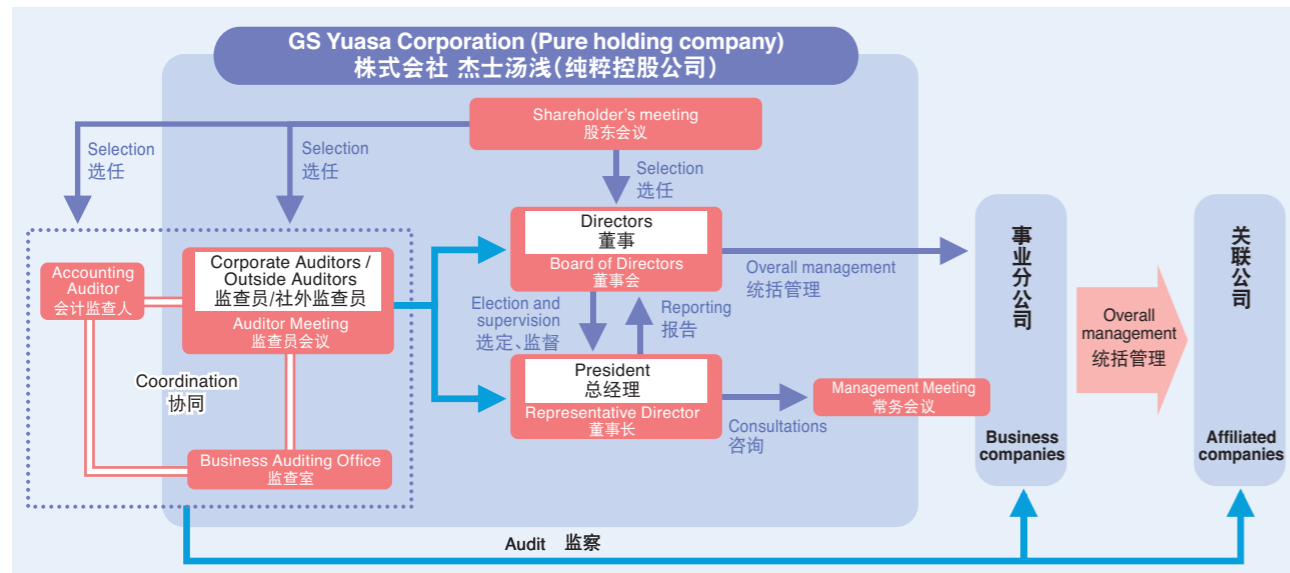
### 有关内部控制的措施

杰士汤浅集团为强化经营基础，完善了确保基于公司法的业务正确性的体制，以及必要的公司规则，并运用了合适的经营信息管理、风险管理以及集团的监查等组织结构。

另外，为应对基于金融商品交易法的内部控制报告制度，构筑并维持了财务报告相关的内部控制的体制和组织结构。

包括海外分公司的关联集团各公司，在公司内部评估内部控制制度的完善以及运用情况，并在接受公司外部的监察后，公开内部控制报告书。

### ● Governance structure ● 管控制度



## Evaluating the Scope of Risk in Detail and Appropriately Managing the Risk

### Thorough risk management and crisis management

The GS Yuasa Group has adopted Risk Management Rules intended to avoid or reduce exposure to business risk and minimize potential corporate losses.

Each department uses a Risk Management Sheet to evaluate the extent of risk and the potential impact of risks identified within the department. These departments hold monthly meetings to review the results of risk evaluations performed by their respective risk management committees. In addition, the Group Risk Management Committee — headed by our president with members comprising chairs of various departmental Risk Management Committees — holds semiannual meetings to promote Group-wide risk management and to encourage the sharing of key information related to risk management. The Risk Management Committee confirms that appropriate risk management measures have been implemented, and the committee chairs report on progress in this area.

Moreover, in preparation for the possibility that a risk materializes, the system maintains an emergency contact network to swiftly implement crisis management. When a serious crisis occurs, members of the Group Risk Management Committee are appointed to organize a crisis management headquarters under the president in order to minimize corporate losses. We have also established a system to implement an appropriate response to moderate the situation.

## 周密地评估风险的大小程度，对风险进行正确管理

### 风险管理的贯彻与危机管理

杰士汤浅集团为避免、减少经营风险并力求将企业损失降到最低，制定了《风险管理规则》。

各事业部门采用《风险管理一览表》，评估各自部门所特定的风险影响的重要性和发生的可能性，进行风险管理，在每月召开的风险管理委员会会议上修正风险评估的结果。另外，为推进集团整体的风险管理和共享风险信息，本集团每半年召开一次集团风险管理委员会会议，该委员会委员长由本公司总经理担任，组员由各事业部门风险管理委员长组成。在委员会会议上，听取各事业部门的风险管理委员会委员长对风险管理情况的汇报，检测风险管理是否合理。

特别是，我们建立了预防风险的显著化事态，快速掌握经营危机的紧急联络网等体制。一旦发生重大的危机事件，我们将从集团风险管理委员会中选拔成员，设立由本公司总经理担任委员长的危机管理对策总部，确立为平息事态而采取适当应对措施的组织，力求将公司的损失降到最低。

## Publishing Guidelines and Manuals and Conducting Compliance Training

### Compliance activities

By training our personnel according to our philosophy of "Growth and Innovation" while manifesting our commitment to society and preserving the global environment, we are ensuring that all employees are guided in their behavior focusing on compliance with laws, company regulations, and ethical standards.

In this spirit, we have adopted the GS Yuasa Corporate Ethical Standards comprising 10 items that all employees must uphold. Moreover, we have established Corporate Ethical Behavior Guidelines that stipulate responses to specific situations. We also compiled and distributed Compliance Manual to all employees. In fiscal 2013, we continued our fiscal 2012 initiative to improve each employee's compliance awareness through workplace meetings. In each workplace, we choose two themes from the nine high-priority themes including abuse of power in the workplace, health and safety, and management of working hours. The teaching materials inevitably contribute to lively exchanges of views and opinions.

We have also established the GS Yuasa Group Corporate Ethics Hotline for employees who become aware of behavior that is unethical or otherwise inappropriate. Accessible both internally and externally, the hotline enables employees to provide information anonymously. Our investigation team conducts inquiries and takes appropriate action while remaining committed to protecting whistleblowers.

Moreover, our president periodically conducts a compliance survey by distributing an in-house email questionnaire to all Group employees. The survey contains questions on compliance practices that arise in day-to-day operations.

## 发行准则和手册，实施合规精神教育

### 合规精神活动

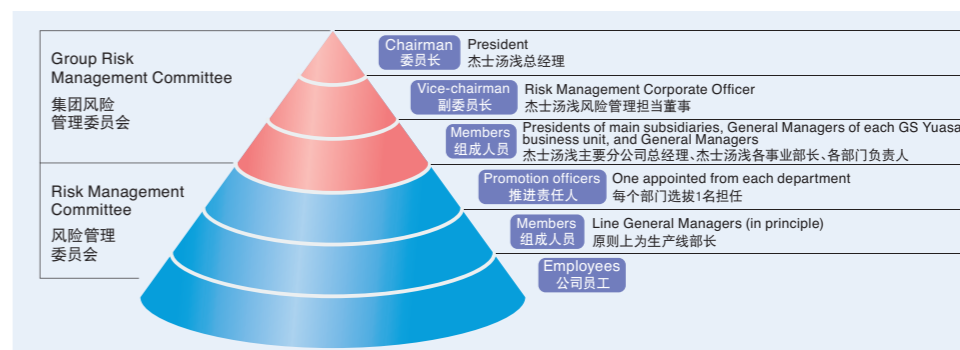
杰士汤浅集团为了通过“革新与成长”的企业理念为社会和地球环境作贡献，充分认识到全体员工开展重视遵守法律法规、伦理及公司规则相关活动的重要性。

为此，我们制定了明确全体员工应该遵守的十项行动规则《杰士汤浅集团的企业伦理标准》，和表明其具体措施的《企业伦理行动准则》，并向全体员工分发了归纳该内容的《合规精神手册》。2013年度，我们继续实施了继2012年以来开展的提高每个员工合规精神意识的“合规精神职场会议”。各职场从权利骚扰、安全健康及工作时间管理等9个主题中选择两个优先顺序高的主题，并使用教材热烈活跃地交换了意见。

此外，我们在公司内部和外部设置“企业伦理热线”，以便一旦员工发现有合规精神方面的不恰当行为可用匿名进行报告。完善了在力求保护信息提供者的同时，可进行详细调查和采取适当措施的体制。

还有，以全体员工为对象，本公司总经理定期地进行合规精神调查——通过公司内部邮件收集日常业务中的合规精神方面的疑问等信息。

### ● Risk management structure ● 风险管理体制图







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