

Compliance

Compliance activities of the Toyo Ink Group are based on the belief that it is important that every single employee should be aware of compliance. We discuss compliance in daily operations, aiming to steadily instill within the Group an awareness of the importance of compliance with laws and regulations.

Policies on Compliance Activities in FY2021

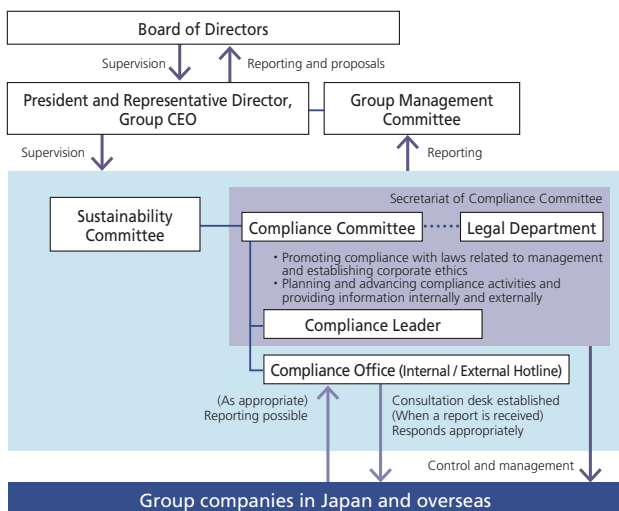
We will implement compliance measures to strengthen governance toward sound and sustainable growth based on our corporate philosophy—a timeless and invariant pillar—to build a solid corporate foundation that underpins trust in our CSR management.

1. Guiding compliance activities that foster a sound corporate culture for the Group
2. We will reinforce and monitor the system for addressing domestic / overseas legal risks.
3. We will provide compliance education with an emphasis on preventing the occurrence of serious legal risks.

Compliance system

We are disseminating the way of thinking about compliance and providing education on regulations throughout the Group, with the leading role played by the Compliance Committee under the Sustainability Committee. We are also proactive in creating opportunities to deepen our awareness of compliance related to daily operations, with the central role played by compliance leaders in each operation site.

Compliance system (FY2022)



* Excerpts and additions from P.31 Sustainability promotion system (FY2022)

Whistleblowing system

We have established internal / external Compliance Office as a consultation desk for compliance. We have also established the “Operating Regulations of Compliance Office” to ensure fair and proper operation of the Office. We investigate the fact based on consultation, and take measures immediately if there is any concern of problem occurrence.

In addition, we give maximum consideration to protection and confidentiality of whistleblowers. In consultations with the Compliance Office in FY2021, no issues were reported that could lead to serious risks.

Major activities in FY2021

• Compliance meetings in each site (from May to July)

Compliance leaders, who play a leading role in our compliance activities, held meetings at each operation site (3,456 participants) using Group-common materials, while taking measures against infection such as utilizing web conference tools, etc. Through these efforts they promoted the identification of issues and the formulation and implementation of solutions.

• Compliance Improvement Month held in October

We held meetings at each operation site (3,740 participants) while taking measures against COVID-19 infections. We confirmed and studied response status of the issues identified at each site, as well as any newly occurred risks, to entrench, improve, and strengthen our CSR and compliance awareness. In addition, we sent the Toyo Ink Group’s Code of Business Ethics and its explanatory materials, which are translated into local languages, to all representatives at overseas affiliates, and requested that they hold compliance meetings including local staff, and strengthen their awareness of compliance.

• Compliance education

We ran some educational programs tailored to different levels and duties, including Compliance Training for New Employees, Overseas Assignment Training, etc. We also held web seminars on the Anti-monopoly Act (28 seminars with a total of 857 participants,) on the Subcontract Act (24 seminars with a total of 544 participants) and on handling of confidential information (31 seminars with a total of 1,065 participants.)

• Compliance auditing, with the goal of creating an organization with integrity

In FY2021, we conducted a questionnaire—based on Q&A previously published by the Japan Fair Trade Commission—to check whether transactions are being conducted in compliance with the Subcontract Act, at all Group companies which engage in transactions subject to the Subcontract Act. As a result, we found no illegal transactions.

• Response to overseas legal risks

We also established external hotlines for overseas sites to facilitate whistleblowing and informed overseas representatives and local staff of these hotlines. Further, in China, we check the status of operations in the country every six months based on the “Bribery Prevention Regulations.”