

Compliance

Basic approach

Based on the belief that commitment to compliance underpins a company's continued existence and is the foundation for its corporate activities, Aichi Steel established the Aichi Steel Group Action Guidelines and it ensures awareness of the guidelines among all officers and employees. In addition to laws and regulations, we also comply with social norms and decency, and internal company rules. To this end, we always strive to raise awareness of compliance, to prevent misconduct, and to fulfill the social responsibilities of the company.

Promotion structures

To maintain and strengthen compliance levels across the Group as a whole, we report on progress reviews and initiative policies in the Executive Committee, which is chaired by the president. This system enables us to share, with all employees, the determined initiative policies and activity plans via the persons in charge of compliance in each division and domestic subsidiary, and to reflect them in activities being conducted in each workplace. Group companies are working to ensure compliance through establishment of promotion structures in line with their own size and circumstances. The Compliance Liaison Meeting also holds four regular meetings each year to share things like revisions to laws and regulations and points of concern regarding legal compliance, and to promote Groupwide compliance activities.



Examples of specific initiatives

Education and awareness-raising activities

The persons in charge of compliance in each division and domestic subsidiary attend meetings of the Compliance Liaison Meeting and lead compliance activities in each workplace. A range of awareness-raising activities are also conducted in each workplace through Compliance Close Call activities (inspections of events in daily operations that could lead to violations of laws and regulations). In addition, compliance education is conducted for people at all levels in accordance with the roles that they have to play. From fiscal 2021, in addition to education on what not to do, which has been the norm until now, we have been providing ethical compliance education, through videos and other methods, to encourage employees to act as members of the Aichi Steel Group should.

Awareness surveys

We conduct compliance surveys of all employees once a year to understand the current state of compliance and any related issues. In fiscal 2022, over 98% of employees responded to the survey. By quantifying and visualizing such things as compliance awareness and activity penetration within the company, we are able to identify priority issues and implement effective improvements. Providing relevant feedback to divisions through the Compliance Liaison Meeting and other channels is also helping us to improve the level of workplace activities.

Aichi Steel Groupwide compliance activities

In fiscal 2022, we started a program to support self-driven improvement of compliance levels at Group companies. During the first year, we conducted separate interviews with every company in the Group to understand the compliance status of each company. During fiscal 2023, we have been following up with the companies to ensure they have achieved the basics for legal compliance.

Whistle-blowing system

We have established an internal whistle-blowing system to promote early detection of violations of laws and regulations, and misconduct, within the company and to self-govern through appropriate measures. Called the Aichi Steel Compliance Hotline, we have established three contact points operated separately by external legal representatives, internal Audit & Supervisory Board members, and the General Affairs Division. Information on whistle-blowing incidents is shared among the three contact points and appropriate measures are taken while fully considering privacy protections and ensuring no disadvantageous treatment.