



2023 CSR Activity Report



ICREX Company Limited

CSR Activity Action Guidelines

Purpose

The aim of ICREX's CSR activities is to contribute to the development of sustainability through the dissemination of our corporate philosophy "We will create useful value for society with creativity and contribute to a prosperous future."

About our Commitment to Corporate Social Responsibility (CSR)



In order to contribute to the development of sustainability (a sustainable society), it is the social responsibility (CSR) initiative of ICREX to continue, improve, and develop activities such as "sound management," "human rights," "labor practices," "the environment," "fair business practices," "customer issues," and "community involvement" through all of its

business activities, giving consideration to all stakeholders.

Initiatives for Sound Management

ICREX's initiatives for "sound management" is that management demonstrates its management philosophy to employees in order to realize the penetration of the corporate philosophy, and employees formulate, practice, and update their own code of conduct.



Human Rights Initiatives

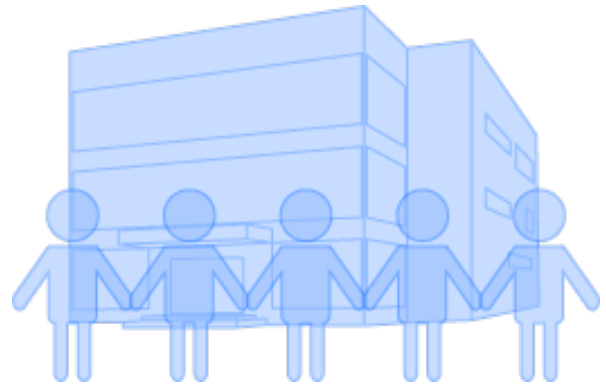
ICREX's commitment to human rights is as follows

- In all corporate activities, ICREX prohibits any discrimination or harassment, including race, nationality, creed, gender, social status, age, or physical disability.
- We will respond to all surveys of minerals that could be a funding source of armed forces related to civil war and conflict that cause serious human right infringement (conflict mineral surveys).
- We prohibit acts such as forced labor, bonded labor, slave labor, non-voluntary labor for prisoners, child labor, etc.
- In labor-management relations, a contract between labor and management shall be concluded in accordance with an employment contract, employment regulations, etc., after sincere explanation and mutual satisfaction



Labor Practices Initiatives

- As initiatives for safety, occupational health and safety, we define hazards and clarify risks.



The Environment Initiatives

- In order to continue our environmentally friendly activities, ICREX has established a basic environmental philosophy and environmental policy.
- To prevent accidents involving environmentally hazardous substances, we ensure that product materials and fixtures do not contain hazardous chemical substances.



Fair Business Practices Initiatives

The initiatives for ICREX's fair business practices are as follows.

- We will faithfully comply with laws, regulations, and social norms.
- We will conduct corporate activities in accordance with what is recognized as social rules.
- We will cut off the relationship with antisocial forces and take a firm response.
- Each and every one of us will act with a high sense of morality and ethics.
- Information security measures are taken to protect information and intellectual property related to customers.



Customer Issues Initiatives

- We are constantly aware of the need to provide products that help customers solve their problems, and we will continue to conduct sales, development, and improvement.
- We propose solution products to our customers based on the standard product lineup that ICREX has cultivated over the years.



Community Involvement Initiatives

- We will continue to promote initiatives that can contribute to the local community, starting with what we can do.



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Initiatives for Sound Management

- Corporate philosophy

"We will create useful value for society with creativity and contribute to a prosperous future."

- Management philosophy

"Become a good company"

Be aware of the following and behave in order to become a good company

- Make a company that provides products and services that are more pleasing to customers
- To become a company where employees are happier
- Make the company more profitable
- Making a Company Contributing to Society

In order to realize the above management philosophy, employees will continue to practice the Code of Conduct.

- Explanation of performance and company conditions at monthly regular meetings of each organization, posted in shared spaces within the company



Human Rights Initiatives

- Continue to encourage employees to participate in training to promote their understanding of human rights

Labor Practices Initiatives

Safety

- Provide employees at manufacturing sites with work clothes, safety shoes, and work hats
- Manage AED



- Inspection and updating of in-house stockpile of disaster prevention equipment
- Inspection and updating of disaster prevention bags provided to employees
- Continue to use the disaster prevention safety confirmation system to ensure safety so that employees and their families can understand their safety information and conditions in the event of an emergency.

Employees

- Holding internal study meetings

- Proactive participation in courses, seminars, etc. is recommended and support is continued.
- Continued operation of an on-demand training system capable of viewing more than 400 titles
- Establishment of a new library corner at the request of employees
- Issue an in-house report periodically to share in-house information, improve employee motivation, and promote communication

Materials describing what the company's products will be in the company's shared space



- Continued operation of exercise equipment installed in the company's common areas to promote health
- A free coffee server and a tea supply machine were permanently installed in the company's shared space as part of the welfare program.
- As part of the welfare program, we have installed a charging spot for mobile devices in our shared space.

- Reclining chairs are installed in the company's shared space to enable refreshing during breaks.



- Continuous employment system continued for senior employees
- To enable mid-career recruits to prepare for joining the Company with a sufficient margin, the Company will provide employees with a refresh leave before starting work.
- Although the status of new-type coronavirus infection has been changed from "new-type influenza and other infectious diseases (so-called category 2 equivalent)" to "category 5 infectious diseases," we continue to take the following infection prevention actions and measures to prevent the spread of infection, placing the health and safety of our employees first
 - Active use of telecommuting
 - Special leave for vaccination against new coronary infections recommended

- Continued installation of automatic alcohol sprayers at two entrances to the company building
- Continued installation of alcohol disinfection bottles
- Continue to bear the full cost of vaccination in the workplace for influenza vaccine (applicable to dependents)
- Continue to bear the company's burden of preventive inoculation to overseas travelers as needed
- Recommend active use of virtual meeting

The Environment Initiatives

Basic environmental philosophy

Everyone will continue to act in harmony with the environment in every corporate activity.

Environmental policies

1. All organizations will work together to reduce the burden on the environment.
2. We will investigate the environmentally hazardous substances of our products and comply with related laws and regulations and agreed regulations.
3. As a member of society, we will strive to raise awareness of environmental conservation.



- Publication and posting of environmental activity reports
- Properly dispose of industrial waste in accordance with the manifest system
- Maintain greening of a portion of the site



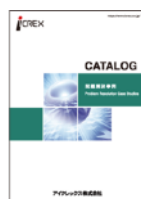
- Endorse and promote the "COOL CHOICE" movement to achieve greenhouse gas emission reduction targets
 - Further promote the introduction of energy-saving equipment such as LED lights
- Promoting Cool Biz
- Conduct environmental education to raise employee awareness of environmental activities.
- Respond to customer requests for surveys on environmentally hazardous substances

Fair Business Practices Initiatives

- Posting in-house information on accident cases involving employees to raise awareness

Customer Issues Initiatives

- Extract Problem resolution case studies and update on website



- Re-certification of quality-management-system ISO9001



Community Involvement Initiatives

- Conduct monthly community cleanups (neighborhood cleanup actions)
- Concluded an employment contract with the Silver Human Resources Center to provide an environment where elderly people in the region can play active roles through planting and cleaning operations

- Exhibition at Sai-no-kuni Business Arena, an industry promotion event sponsored by Saitama Prefecture





2023CSR-EN

ICREX Company Limited

1-11-19, Shinsayama, Sayama-shi,
Saitama prefecture, 350-1331, Japan
<https://www.icrex.co.jp/english/index.html>