

CSR Management

To the Company, CSR entails remaining ever mindful of the expectations of customers and society at large and exercising its management philosophy based on the principles of *arigato no kokoro*, an ever-present feeling of gratefulness and gratitude, and *bushi no seishin*, a strong and noble samurai spirit that emphasizes teamwork and unity above all else.

ALSOK's Fundamental Spirit and CSR Policy

Protection of the Safety and Security of Society

Since its founding in July 1965, the Company has continued to develop its security services business with a strong sense of commitment to its fundamental spirit, which is defined by the two principles set out in its management philosophy: *arigato no kokoro* and *bushi no seishin*.

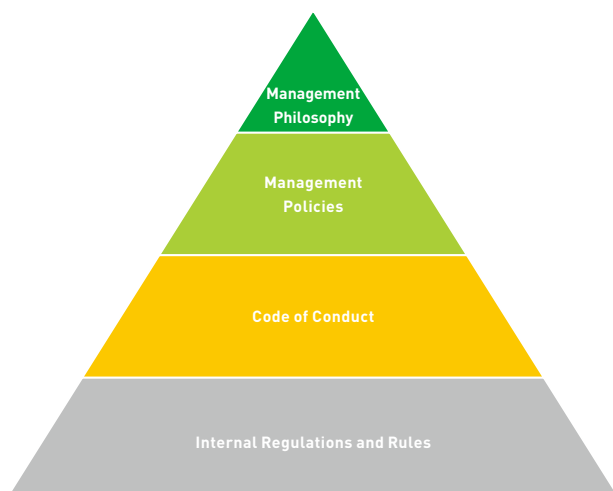
We believe that CSR entails protecting the safety and security of society by contributing to the resolution of the issues faced by customers and society through our business activities.

Structure of CSR Ideals

Clear Identification of Activities Based on Our Management Philosophy

Based on the Company's management philosophy, ALSOK has established its management policies and code of conduct as well as a framework of internal regulations and rules. Furthermore, the Company has outlined issues to address in its CSR activities, giving a clear structure to its CSR ideals.

The management policies set out the principles of how the ALSOK Group should engage with its stakeholders. The code of conduct defines how all members of the Company, including employees and executive officers, should act in carrying out their daily business activities (see page 2). The Company has also established various regulations and internal rules related to specific issues. Based on these guidelines, we are incorporating CSR activities into all areas of our business operations.



Strengthening of the CSR Promotion Framework

CSR Activities Centered on the CSR Office

In April 2011, the Company established the CSR Office. This office is responsible for all areas of the Group's CSR activities and undertakes such tasks as managing the implementation of CSR activities and communicating CSR-related information to stakeholders.

For the fiscal year ended March 31, 2015, the Company published *ALSOK Report 2015*, the first edition of a new series of yearly reports that compile both financial and non-financial information to provide a more-integrated and easier-to-understand view of the link between the ALSOK Group's business activities and CSR activities. Meanwhile, we provided more-robust disclosure of CSR-related information through our corporate website to better practice corporate accountability. Going forward, we will continue to advance CSR activities in accordance with ISO 26000 as we plan and construct our corporate website and future ALSOK reports and undertake other endeavors to further promote CSR.

Initiatives to Inculcate CSR

Improvement of Awareness and Cultivation of a CSR-Based Mind-Set

By distributing our in-house quarterly magazine, *ALSOK CSR Newsletter*, and our CSR Activities Guide, we strive to inculcate CSR in all employees. We also incorporate lectures on basic CSR principles and the importance of CSR into training for newly promoted managers and hold group training sessions to allow employees to think together about how to incorporate CSR activities into our business. Through such efforts, we are working to cultivate a CSR-based mind-set.

Furthermore, we have been conducting CSR activity surveys targeting employees at the Head Office, branches, and all Group companies since 2014. These surveys help us collect quantitative and qualitative information on the state of environmental, social, and governance (ESG) matters within the Group. Moreover, initiatives such as this provide an opportunity to promote CSR, and CSR awareness has been improving with each coming year as a result.



Training for newly promoted managers utilizing *ALSOK Report 2015*