



SWS CSR REPORT 2011

Corporate Social Responsibility Report

Under the basic policy of "contributing to the global community through the development of the corporate business," we will continue to pursue better relationships among people, cars and the global community.





Editorial Policy

The Sumitomo Wiring Systems (SWS) Group has been publishing an environmental report annually since 2001. Since 2008, we have also been disclosing information on our socially-oriented activities to meet societal demand and to report to a wide range of stakeholders surrounding our Group. This year's CSR report is the fourth issue.

- This year, the report presents progress in the CSR activities of the SWS Group on the eight CSR priority items.
- For information not included in this report, please visit the SWS website:<http://www.sws.co.jp/en/csr/index.html>

We would be grateful if you could take the time to go through this report and let us have your candid opinions.

Period Covered by This CSR Report

April 1, 2010 through March 31, 2011 (fiscal 2010)

Some activities conducted in fiscal 2011 are also covered.

Scope of This CSR Report

Sumitomo Wiring Systems Group

In this CSR report, "Sumitomo Wiring Systems," "the (our) Company" or "SWS" refers to Sumitomo Wiring Systems, Ltd.; and "the SWS Group" or "the Group" refers to Sumitomo Wiring Systems and its subsidiaries. However, items referenced within a specifically limited scope are indicated in the text or footnoted in the table or graph.

Guidelines Referenced

Global Reporting Initiative (GRI)'s "Sustainability Reporting Guidelines 2006" and "Environmental Reporting Guidelines 2007" issued by the Ministry of the Environment of Japan



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In the spirit of “**Connect with the Best**”, Sumitomo Wiring Systems will aim to develop future-oriented business activities.

I would like to offer my sincere prayers for the repose of the souls of those who lost their lives in the Great East Japan Earthquake, and my deepest sympathies to those who have been affected by this disaster. The Sumitomo Wiring Systems (SWS) Group will provide full support for restoration and rehabilitation of the affected areas through its business activities.

The earthquake caused no deaths or life-threatening injuries among employees of the SWS Group. Yet, the disaster destroyed part of our production and distribution facilities and affected our business activities. Our employees made a united effort to restore the facilities, and we managed to resume business activities by the end of March.

On the basis of the Sumitomo Business Spirit and the Sumitomo Wiring Systems Group Basic Principles, the SWS Group is developing its business activities on a global scale with social contribution through sustainable growth of the Group as the basic CSR policy. The worldwide recession, which started in the latter half of 2008, and the Great East Japan Earthquake of March 2011, gave us opportunities to rethink about the factors necessary for sustainable growth and to further enhance the CSR activities of the Group. The absolute foundation for sustainable growth of the SWS Group is to live up to the trust of stakeholders. To achieve the foundation, we identified eight priority items (refer to P13) that we needed to focus on. We restructured the whole organization to promote the priority CSR activities and, in fiscal 2010, launched specific activities in consideration of the priority items. In line with the approach, we reviewed the structure of the CSR report to introduce our activities in each of the eight priority items

The Sumitomo Business Spirit

Article 1

Sumitomo shall achieve strength and prosperity by placing prime importance on integrity and sound management in the conduct of its business.

Article 2

Sumitomo shall manage its activities with foresight and flexibility in order to cope effectively with the changing times. Under no circumstances, however, shall it pursue easy gains or act imprudently.

Article 1 states that Sumitomo's business should be based first and foremost on the valuing of trust.

The first part of Article 2 clarifies that Sumitomo should pursue profit by responding quickly and appropriately to changes in society. The article also emphasizes the importance of positive, progressive spirit in continuously making decisions on the adoption or cancellation of business projects, without becoming complacent about existing business conditions. The latter part of the article, however, strongly admonishes us against acting rashly and carelessly in pursuit of easy gains, which refer to short-term, immediate and unfair profit obtained by unethical means.

Basic Principles

In the spirit of “**Connect with the Best**,” we at SWS Group are committed to:

- Contributing to the global community through business success,
- Realizing customer satisfaction through high-standard service,
- Developing the prospective future through creation and innovation,
- Preserving corporate ethics based on integrity and trust, and
- Respecting individuality and nurturing a vigorous and prosperous corporate culture.

from this “SWS CSR Report 2011.” To continue to develop the trust of stakeholders, we believe that it is essential to understand their “expectations” from the Group and make sincere and honest efforts to respond to them. We regard this CSR report as a communication tool to understand your “expectations.” We would be grateful if you could take the time to read through this report and let us have your candid opinions.

The SWS Group is currently committed to its midterm management plan, “12Vision,” which was initiated in fiscal 2008, and has entered the last stage towards the final year (fiscal 2012). In addition, we have started specific activities towards the next midterm management plan, “17Vision,” in fiscal 2011. Fiscal 2017, the final year of “17Vision,” is also the year when Sumitomo Wiring Systems will celebrate its 100th year in business. Looking back on the past 100 years and looking forward to the next 100 years, it is the perfect opportunity to clarify what our group should be like in the future, and strive to realize this ideal.

We recognize that the key to realization of the midterm targets is promotion and enhancement of our CSR activities. Regarding the CSR basic policy as an operating foundation, all members of the SWS Group will make continuous efforts for the Group’s further growth.

The SWS Group will contribute to the realization of a sustainable society and to developing a better future society through its sustainable growth.

I would like to ask you for your continued support and guidance in the years to come.

President, Sumitomo Wiring Systems, Ltd.

内 柳 文 靖
Fumikiyo Uchioko



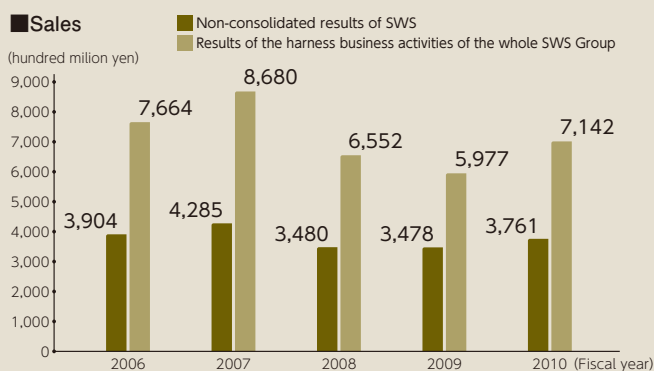
Company Overview

With wiring harnesses for automobiles as its core business, the SWS Group is making the world its stage.

Company Overview

Sumitomo Wiring Systems was established in 1917 as an electric wire manufacturer, when industries in Japan were in the foundation period. With the development of the car industry in Japan after World War II, we started producing wiring harnesses for automobiles and their parts. Since then, SWS has focused on rationalization of the wiring harness production and promoted quality assurance and cost reduction. We have now become a top wiring harness supplier not only in Japan but also in the world. We will continue to move forward as a world class partner for automotive manufacturers.

Company Name: Sumitomo Wiring Systems, Ltd.
Established: December 1917
President: Fumikiyo Uchioko
Capital: 20,042 million yen (as of March 31, 2011)
Head Office: 1-14 Nishisuehiro-cho, Yokkaichi, Mie, Japan
Affiliates: 13 in Japan; 97 overseas
Employees: 13,138 in Japan; 172,099 overseas
 185,237 in total (as of March 31, 2011)

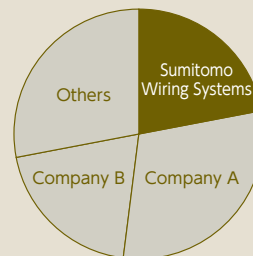


Market environment and midterm management plan

We have the second largest market share in both global and Japanese markets.

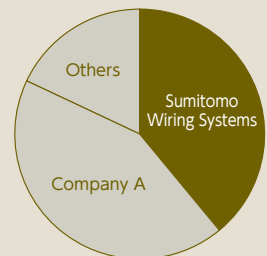
Sumitomo Wiring Systems has formulated a midterm management plan, "12Vision," and is committed to achieving the targets.

■ Global share



No. 2 in terms of sales in the world

■ Domestic share

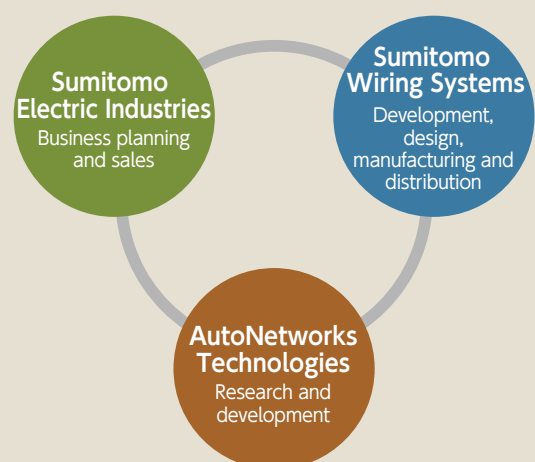


No. 2 in terms of sales in Japan

Close cooperation among three Group companies

SWS's harness business activities of Sumitomo Wiring Systems are based on cooperation among three companies: SWS, Sumitomo Electric Industries, Ltd. (parent company of SWS) and AutoNetworks Technologies, Ltd. (established through joint investment by the other two companies).

Making effective use of the managerial resources and technical strengths of the Sumitomo Electric Group, we are promoting integrated business management.



Product Outline

As a global supplier, we manufacture and sell wiring harnesses and components for automobiles, wiring harnesses for office equipment, and diverse cables around the world.

Wiring Harness

Wiring harnesses "connect" various parts in cars. They can be compared to the main artery and central nerves in a human body, and extend into every part of cars.

The globalization of automobile manufacturers has created demand for cars that are resistant to harsh conditions such as frigid temperature and tropical climate. Therefore, it is becoming more necessary to provide products that are not susceptible to disruption due to formation of thick ice or due to exposure to water during downpour.

Pipe-shielded Wiring Harness for Hybrid Cars



Wiring harnesses for hybrid cars need to have high heat resistance and tolerance to electromagnetic noise to carry high currents at high voltages. The harnesses are also shielded with pipes for their protection.

Aluminum Harness



To conserve the environment and improve fuel efficiency, the weight of harnesses needs to be reduced. By replacing the conventional copper with aluminum, we have succeeded in reducing weight while maintaining high reliability.



Connector



The connectors developed for connection of electric wires are resistant to severe conditions of heat, coldness and vibration. They also satisfy various other needs including small size and high reliability.

Junction Box



In this box, electric circuits can be connected in a concentrated manner for the total support of electronic control.

Heat Control Panel



We also supply heat control panels and displays that have a security alarm indicator as well as air conditioner control and display functions.

Global Business Development

Germany

- ☆ ANT-E
- ◎ SEAUTO-E
- SEBN

U.K.

- SEWS-E
- ◎ SEWS-CE

Italy

- SEWS-CI

Portugal

- Cabelauto

Morocco

- SEWS-CM
- AWSM
- SEWS-M

Spain

- ◎ SEWS-Es

Tunisia

- SEBN-TN

Slovakia

- SEWS-S
- SEBN-SK

Poland

- SEWS-P
- SEWS-CP
- SEWS-CEP
- ◎ SDE-EU
- SEBN-PL

South Africa

- SEWS-SA

Hungary

- SEWS-H
- SEWS-CEH
- SEWS-AWH

Bulgaria

- SEBN-BG

Ukraine

- SEBN-UA

Russia

- ◎ SEWS-RUS

Romania

- SEWS-R
- AWSR

Turkey

- ◎ SEWS-TR
- SET-TR

India

- ◎ SWS-I
- ◎ MIND
- MSSL
- SMIEL

Thailand

- ◎ SWS-T
- SEWT
- SEWS-CT
- ☆ SEWS-ATC

Malaysia

- JKWH
- JKS

Singapore

- ◎ SEAPS

Cambodia

- SCWS

Indonesia

- SBI
- SIWS

Egypt

- SEWS-Eg

1910~
1959

1917 February

Founded Tokai Electric Wire Works to start manufacture and sales of both bare and shielded wires



The company at the time of its foundation

1917 December

Reorganized the works and founded Tokai Electric Wire Co., Ltd.



Charter of foundation Registration of company mark

1931 July

Entered into technology and capital alliance with Sumitomo Electric Wire & Cable Work (now Sumitomo Electric Industries, Ltd.)



Sumitomo Electric Wire & Cable Works

1959 February

Started production of wiring harnesses for two-wheeled vehicles



Soldering Assembly Taping harnesses

1960

1960

Started production of wiring harnesses for three-wheeled vehicles



Tanaka-model Conveyor

1961 January

Started production of wiring harnesses for four-wheeled vehicles and equipment



Assembling wiring harnesses for four-wheeled vehicles

1965 December

Started full-scale production of resistance cords

1967 February

Merged with Izumi Electric Wire Co., Ltd.



Company logo of Izumi Electric Wire



Company logo of Tokai Electric Wire

1970

1976 August

Developed waterproof connectors

1978

Established a corporation in Brazil: the first overseas corporation



Sumiden-Tokai do Brasil Industrias Electricas Ltda.

1978 October

Completed the research hall at the Suzuka Plant



The first research hall

1980

1984 April

Completed the headquarters office



Headquarters building

1985 April

Changed the trade name to Sumitomo Wiring Systems, Ltd.



Company flag



President Komatsu announcing the company name change

1986 November

Listed stocks in the second section of the Nagoya Stock Exchange



President Shimizu speaks at the Nagoya Stock Exchange

In Japan
13
Companies

Korea

- KSC
- ◎ SWS-K

Vietnam

- SHWS
- SDVN
- SVAW
- SVWS
- SEWS-CV

Philippines

- ◎ IWSR
- ◎ 8 GIFTS
- IWSP
- IEWP
- PKI
- SPWS
- ☆ SAT-A
- ◎ SDE-PH

Australia

- ◎ SEWS-A
- ◎ SWS-A

China

- HZR
- HZAW
- TJWS
- TJWSC
- CQWS
- HKWS
- SDM-S
- FJK
- SEWS-CHZ
- HZC
- ◎ SDE-HZ
- SZAW
- SDM-HZ
- WHSW
- HZSW
- FZWS
- ☆ SEWS-STC
- ◎ SEWS-TW
- ◎ SIS-C
- CSEB
- SBN
- ◎ SDL-C
- JXWS
- ◎ SWS-C
- SEWS-CCS
- KZC

- ◎ Sales and other companies
- Manufacturing companies
- ☆ Design and development centers

North America

Canada

- ◎ SEWS-Canada

U.S.A.

- ◎ SWS-USA
- SEWS

MEXICO

- CONTEC
- K&S-Mexico
- ATR
- SEBN-MX

South America

Brazil

- SDB
- SDA

32 Countries
in the World
97 Companies

1990

1995 October

Established Harness System Technologies Research, Ltd. jointly with Sumitomo Electric Industries, Ltd. (now AutoNetworks Technologies, Ltd.)

1997 October

The Suzuka Plant obtained the first ISO 14001 Certification in the group

1998 July

Formulated the Sumitomo Wiring Systems Group Basic Principles

1999 June

Completed the Suzuka Technical Center at the Suzuka Plant



Suzuka Technical Center

2000

2004 December

Achieved "zero emissions" at 38 sites in Japan

2005 February

Incorporated a two-headquarters system consisting of Yokkaichi Headquarters and Tokyo Headquarters



Yokkaichi Headquarters

2006 May

Completed the technical center at Yokkaichi Headquarters



Yokkaichi Technical Center (Building E, north side)

2007 August

Delisted stocks from the Nagoya Stock Exchange through a stock swap with Sumitomo Electric Industries, Ltd.

2009

Developed under-floor pipe-shielded wiring harnesses for hybrid cars



Pipe-shielded wiring harness

2010

2010 June

Increased financial capital by 12,500,000,000 yen, to 20,042,000,000 yen, by issuing shares to stockholders

2010 October

Consolidated four manufacturing subsidiaries in Western Japan to establish SWS West Japan



SWS West Japan Headquarters

2010 November

Developed low-voltage automotive wiring harnesses using aluminum wires



Aluminum harness

2011 October

Consolidated four manufacturing subsidiaries in Eastern Japan to establish SWS East Japan

History

Thailand CSR-Activity



Social contribution activities of the SWS Group are producing outstanding results in Thailand

Thailand is known as the “land of smiles.” It has a long history of exchanges with Japan, whose origins date back 600 years to Japan’s Edo Period. Following the initiation of official diplomatic relations in the modern age,

Thailand and Japan enhanced their economic ties with economic growth in Thailand and an increase in Japanese businesses going overseas. Thailand’s trade with Japan now accounts for about one third of its total trade, with many Japanese companies having established their operations in the

land of smiles. The people are always cheerful and smiling. They have a wonderful concept called “Tamboon” in the Thai language, which means “accumulate virtues for happiness.” This mindset is exactly the foundation of CSR activities. For its social contribution activities, SEWT received the gold award in a project operated by the Thai royal family in 2011: the first such award given to a private company. We were also selected as one of the excellent companies in the SWS Group’s first commendation for social contribution activities. SEWT has thus achieved remarkable performance. This feature article presents the social



country. Moreover, the two countries share spiritual values such as belief in Buddhism and respect for the imperial family, and pro-Japanese sentiments are strong among Thai people.

I have worked in Thailand for 22 months, and have directly experienced the national character expressed as the



SWS Group’s commendation for social contribution activities

contribution activities of the company.

Sumitomo Electric Wiring Systems (Thailand) Ltd.

TAKAHISA WAKISAKA President

The SWS Group in Thailand is increasing its presence as a total supplier of wiring harnesses for automobiles



Sumitomo Wiring Systems initiated its relations with Thailand when SEWT founded its Siam Plant in 1995. Launching the components business in 1996 and the electric wires business in 1997, the plant has grown to be a major manufacturing base with 7,200 employees, as opposed to only 12 or 13 employees and 70 operators at the time of its foundation. Three other bases, of SEWS-CT (component manufacturing factory), SWS-T (distribution and procurement base) and SEWS-ATC (sales and design/development base), have also been set up to concentrate



around SEWT all functions in the area related to wiring harnesses for automobiles.

As a result, the SWS Group now functions as a “total wiring system supplier” in Thailand, and contributes significantly to the constantly growing automobile market in the country. Encouraged by tax breaks for foreign

companies, global car manufacturers are expected to continue to advance aggressively into Thailand. SEWT aims to achieve further growth and development with the expansion of the market.

The top management is handled by the nine persons who have been



working for SEWT since its foundation.

They facilitate bonding among the local employees and allow the company to perform community-based operations. More than 9,000 employees work at the 4 sites, which makes SEWT one of the top 10 Japanese companies in Thailand. The large number of employees implies that the company contributes to Thai society through job creation and also has major impact on the communities surrounding the employees.

The spirit of social contribution activities has taken root among the Thai people. Therefore, SEWT does



not place particular emphasis on social contribution. Boxes are placed in the company to collect opinions from employees, which are used to launch projects taking various social conditions into consideration. At present, around 20 members from “To Be Number One Committee,” “Welfare Committee” and “Safety Committee” act as the leaders in the activities.

In SEWT, CSR activities are performed by both employees and top management as part of their everyday activities. It is not a matter of whether they do or not, but the spirit of mutual assistance is always in the life of Thai people. Probably because SEWT is a big organization consisting of people with such a spirit, this ethos is now bearing rich fruits. Some of the specific activities are introduced in the following pages.



SEWT engages in the Thai royal family's "To Be Number One" project



Princess Ubolratana

SEWT started its CSR activities with participation in the "To Be Number One" project. This is an anti-drug campaign of the Thai royal family launched in 2003 with Princess Ubolratana Rajakanya as the project leader. The Department of Mental Health under the Ministry of Public Health operates the project with the cooperation of many other governmental agencies including Ministry of Education, Ministry of the Interior and Ministry of Labour. This extensive project, which also involves a large number of companies, is known to all Thai people. SEWT joined the project in August 2004.



Sumitomo Electric Wiring Systems (Thailand) Ltd.
CHATCHAY PROMACHOTE Assistant Department Manager

The chairperson of the executive committee, Chatchay Promachote, recalls the days when SEWT launched the activities as follows:

"The initial budget allocated for the

activities was only 5,000 baht because we could not properly explain to the President what the 'To Be Number One' project was and what benefits the activities would provide for the company." Although the way ahead was uncertain at the time the "To Be Number One" project was kicked off, a solid body to operate the project has been formed with the enthusiastic efforts of Chatchay, Nucharee Uttanon (vice chairperson), and the employees who participated in the activities as volunteers, along with support from government agencies and advice from the local health administration office.



Receiving the highest award in the nation-wide company category

As a result of the revitalization of the activities, SEWT received the highest award in the nation-wide company category in 2007. In the same year, Princess Ubolratana visited SEWT in person and gave words of encouragement.

The pillar of the activities is education. We educate young people on the dangers of drugs and on how to protect

themselves from drugs. With continuous efforts in the four areas of physical training, mental training, achievement of social skills and social contribution, we are enhancing awareness of



commitment to anti-drug efforts. SEWT has earned an award every year since 2007, and in 2011 received the first gold award given to a private company. Currently, all new employees join the activities as members of "To Be Number One," and the budget provided by the company has increased to 250,000 baht. The company also provides support staff and ensures availability of time and place for the activities to assist the project. The gold award has placed SEWT in a position to guide other companies, and further expansion and continuity of the activities are necessary. "The numbers of visitors have increased remarkably," says Nucharee with a smile. Chatchay also states, "Through the activities, we are making our employees and their families as well as locals physically and mentally healthy and happy. I feel that the results are better than expected."

* The photo of Princess Ubolratana is published with approval.



Various social contribution activities grow out of a “Friend Corner”

SEWT has set up a contact for the “To Be Number One” activities, called “Friend Corner.” While Friend Corners have been established in approximately 150 sites across Thailand, the one inside SEWT is among the few located in a company site. The Friend Corner, which is open during the daytime on



weekdays, is used for communications between the members, and full-time consultants provide advice and solutions.

When the Great East Japan Earthquake occurred on March 11, 2011, the employees of SEWT spontaneously expressed their will to do something, and installed a donation box in the Friend Corner. Approximately 500,000 baht was collected over a week and sent to the affected areas via the Japanese Red Cross Society.

The Friend Corner is also used as a venue for knit hat making and doll making workshops to give the articles



to cancer patients. Employees make voluntary efforts to do what they can do mainly during lunch break. In the Friend Corner, community-oriented social contribution activities are developed in line with the slogan of “relieve suffering, establish happiness, solve problems and foster EQ (strong mind).”

“Head for the sun and share the dreams” campaign to protect mangrove forests

Since 2007, SEWT has been engaged in tree planting activities under a campaign called “Head for the sun and share the dreams.” While the company initially used to plant trees in the premises, the activities were later expanded in response to a proposal from Toyota Motor Corporation.

In May every year, we plant 3,000 to 5,000 mangrove trees along Gaikan Beach in Rayong Province. Approximately 100 employees participate in the activities.

Nucharee says, “Let’s reduce CO₂ emissions, let’s protect the global

environment... As a company involved in car manufacturing, SEWT has been performing these activities with great passion. Then, through our relationship with Toyota, we took part in the large-scale tree planting campaign in Thailand. I am pleased to have played a part in the activities.”

Social contribution is also “human development” for SEWT. “Social



contribution activities are like the blood vessels that transport blood towards the heart, namely production, in our company. I think it is important to develop the people involved in production to be great persons in order to be able to manufacture high-quality products,” says Chatchay. SEWT will continue with its social contribution efforts enthusiastically as one of its two main activities along with its business operations in the Thai society.

Sumitomo Electric Wiring Systems (Thailand) Ltd.

NUCHAREE UTTANON Manager

CSR Management

We will develop CSR activities in a sustainable manner through the CSR Committee with focus on eight priority items.



The “ideal figures” that the SWS Group wants to attain through CSR activities:

Global corporate group that offers globally uniform best quality

Global corporate group that is familiar to, trusted by and accessible to its stakeholders

Global corporate group that is rooted in and lives with local communities

■ Priority Items in the Promotion of CSR Activities

Trust of stakeholders (As a global corporate group)

Roles as good corporate citizens

① Contribution to the local communities

Fields that can be foundations for sustainable growth

- ① Strengthening and promotion of the governance system
- ② Strengthening and promotion of the compliance system
- ③ Development, strengthening and promotion of the risk management (BCP) system
- ④ Health and safety – Commitment to the elimination of industrial accidents –
- ⑤ Quality control – Achievement of globally uniform best quality –
- ⑥ Global environmental conservation
- ⑦ Creation of vigorous and lively workplace

Promoting CSR activities with focus on 7+1=8 priority items

Sumitomo Wiring Systems has identified a total of eight items as priority items in the promotion of CSR activities, of which one is “roles as good corporate citizens” and the other seven cover “fields that can be foundations for sustainable growth.”

Understanding stakeholder needs through the CSR Committee

Sumitomo Wiring Systems promotes CSR activities mainly through the CSR Committee established in May 2010. The committee also plays a role in disseminating information among stakeholders and collecting their opinions, and makes efforts to meet the needs identified through the activities.

■ CSR Promotion Structure



01 Strengthening and Promotion of the Governance System

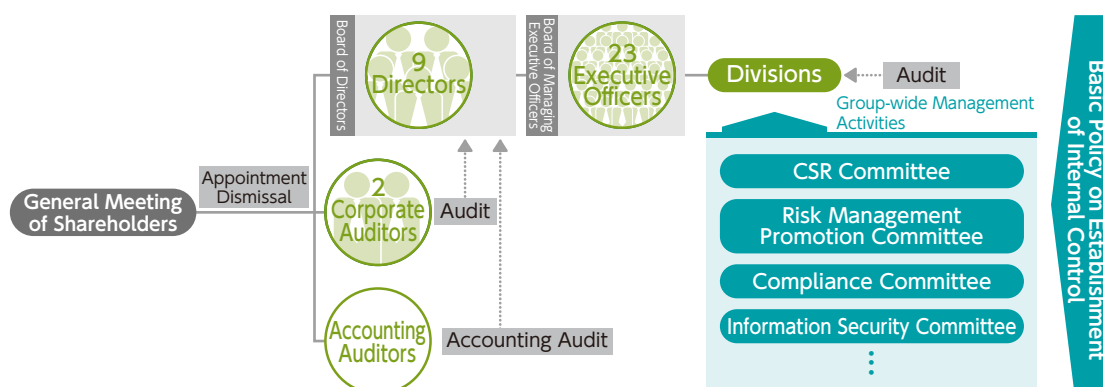
We are working to strengthen our management and supervisory functions in order to consolidate the foundation for solid and steady business activities.



Point 1

Conducting discussions to enrich the debate

We adopted the Executive Officer System in June 2003 to accelerate decision making and enhance supervision and business execution functions. To enrich the debate, the Board of Managing Executive Officers also conducts discussions before the matters are submitted to the Board of Directors. SWS have two Corporate Auditors to audit the business execution performance of the Directors.



Board of Directors

The Board of Directors is operated as the body to discuss important management issues. The agenda is discussed actively under the direction of the chairperson, and opinions of the members are collected to determine whether to approve or disapprove the items in question. According to the items approved by the Board of Directors, necessary instructions are given to the responsible executive officers and managers of the operating departments through the responsible directors. In fiscal 2010, board meetings were held 12 times and were attended by all directors and auditors.

Board of Managing Executive Officers

The board discusses important matters including organization, personnel affairs, business plans and accounting. Among the matters approved by the Board of Managing Executive Officers, important management issues are submitted to the Board of Directors for final discussions. For matters not requiring submission before the Board of Directors, necessary instructions are given to the managers of the operating departments through the responsible executive officers after receiving approval from the Board of Managing Executive Officers. There were 31 board meetings held in fiscal 2010.

Development of a system to ensure proper business operations

<Basic Policy on the Establishment of Internal Control>

Sumitomo Wiring Systems adopted a resolution on “development of a system to ensure proper business operations” at the Board of Directors meeting held in April 2006, and formulated basic policies on the “system to ensure that the execution of duties by directors and employees complies with the laws and articles of association” and other issues. We are ensuring compliance with these basic policies to enhance corporate governance.

02 Strengthening of the Compliance System

We will promote procurement activities in cooperation with suppliers to strengthen the compliance system.



Legal Department Kazuya Okuoka

Compliance is a foundation of CSR. We will therefore be committed to it seriously on a Group-wide scale.

To strengthen the compliance system of the SWS Group as a whole, we provide “compliance training” for our affiliates in Japan. In fiscal 2010, 700 employees from 5 companies participated in the sessions. The pillars of compliance are legal compliance and corporate ethics. In the training sessions, we introduce a wide range of cases and share information to prevent inadvertent violations of the law. We also encourage the use of the “Contacts for Compliance Reporting” set up in the company. Compliance is essential for CSR. What expectation will stakeholders have on a company that has committed a serious violation of law or ethics? How can an undependable company continue its business? We regard compliance as the very foundation of CSR, and continue to make efforts to enhance the compliance system from a group-wide and global perspective.



The compliance training was a good opportunity to learn about the compliance activities of the SWS Group as a whole. Cases of failure in the Group were introduced, and I felt that the sharing of the causes and countermeasures would help prevent violations of compliance in my company. Especially in the area of the Subcontract Law, I identified key points to be noted in the daily business, and would like to use them for my work.

Performance Management Group Leader, Accounting Department, SWS West Japan, Ltd. **Masahiro Kobayashi**

Point 1

Strengthening the system to ensure fair competition

The SWS Group recognizes the importance of complying with the Antimonopoly Act and similar laws in foreign countries (hereinafter “competition laws”), and accordingly enhances the competition law compliance system to eliminate real or

alleged violations of competition laws such as through cartels and collusions. We formulated our competition law compliance rules in March 2011 and, in May 2011, conducted a briefing session on these rules for core employees.

Point 2

Preventing violations of compliance through delivery sessions customized to needs

Ignorance or misunderstanding can occasionally lead to a corporate scandal, and this has become a big social issue.

The SWS Group also considers legal compliance to be a crucial factor in the practice of compliance management.

For legal compliance, we organize delivery sessions customized to the needs of the divisions by giving lectures on necessary subjects on an as-needed basis, so as to prevent violations of compliance caused by insufficient understanding.

In fiscal 2010, we provided delivery sessions on significant laws including the Subcontract Law and competition laws; a total of 381 persons participated in 28 sessions across the company.



Point 3

Publishing the CSR Guidelines for cooperation with suppliers

The Guidelines consist of the three items of “Sharing management attitudes,” “Our requests for the provision of product and services” and “Our requests for the manufacturing process of product and services,” and mention our requests and expectations for suppliers along with “the Sumitomo Spirit, Group Basic Principles and Charter of Corporate Behavior” and “Procurement Policy” as shown in the figure on the right.

We asked our suppliers to affirm these CSR Guidelines for Suppliers and introduce them to their own companies at the Global Suppliers Meeting, which is held as a venue for communications with suppliers, and mailed the printed materials to the 126 suppliers who attended the meeting.

We have also prepared these Guidelines in English and Chinese, considering that suppliers may wish to forward them to their overseas affiliated companies.

■ Structure of the CSR Guidelines for Suppliers



Publication of the Guidelines has made us rediscover the strong will of Sumitomo Wiring Systems for compliance and reaffirm what we are expected to do and what we have to comply with. While enhancing the efforts of our staff to strengthen the compliance system, we will pursue the introduction of the Guidelines to our suppliers and joint efforts with them.

President, Morita Seisakusho K.K. **Mr. Sadayuki Morita**

Sumitomo Wiring Systems promotes all-inclusive risk management based on the action policies formulated in 2009, and performs specific activities through subcommittees.



General Affairs Department Koichi Hashimoto

We will verify our response to the Great East Japan Earthquake with an aim to create an organization more resistant to natural disasters.

The Great East Japan Earthquake on March 31, 2011 caused massive damage to large areas in Tohoku and Kanto Regions mainly along the Pacific Coast. The facilities of Sumitomo Wiring Systems in Tohoku also suffered damage to some of the buildings. We gave priority to confirmation of the safety of the employees and their families, and provided material resources and personnel for the affected sites, cooperating companies and suppliers. Within hours of the earthquake, we established a countermeasure conference composed of the president and other staff, and assessed the status of the facilities, infrastructure and logistics in the affected sites for the resumption of production activities.

Sumitomo Wiring Systems has prepared a business continuity plan (BCP) on large earthquakes, which worked well this time and allowed us to respond smoothly to the disaster. However, risks to companies are not only from earthquakes. We will continue to prepare ourselves for serious risks and work for risk reduction and minimization.



SWS East Japan suffered extensive damage to buildings and production facilities. We received many material resources and human support from other SWS Group companies, and worked hard for restoration. As a result, we managed to resume the wiring harness business within six days and production activities for the compaction parts business within ten days from the earthquake. Once again, I realized that the SWS Group is a large organization with strong ties. While huge aftershocks still continue to occur, we will take this opportunity to renew our determination to make efforts to restore the affected areas and develop the company's business.

Manager, General Affairs Department, SWS East Japan, Ltd. Naoki Sawada



Point 1

Providing training sessions on business continuity at the time of disaster

- Through inspecting disaster-prevention facilities and attending lectures on BCPs, we deepened our understanding of earthquakes and other natural disasters as well as of measures to minimize the damage, and learned keys to successful risk management for recovery from earthquake disaster.
- We attended lectures and exercise classes by full-time instructors to enhance our understanding of the damage caused by large-scale earthquakes and its social impact. We also learned about the initial response actions to be taken in our company and business continuity with focus on the supply chain.



Point 2

Preparation for disaster through drills and inspection

- Each of our divisions, offices and affiliates in Japan has formulated a BCP to raise their business continuity capabilities. In addition, we conducted map training to enhance initial response actions for the improvement of crisis management skills.
- We inspected the functions of the alternative equipment, systems, transportation routes, etc. to be used in an emergency situation in order to strengthen our crisis management.



Point 3

Improving the drills to protect the safety of employees

We conducted map training for initial response actions, which prepared a scenario of the actions after the occurrence of an earthquake and simulated the scenario, 20 times to promote measures against earthquake disaster in Sumitomo Wiring Systems and its affiliates. The conventional evacuation drills were also improved by introducing ladder trucks, group first aid and experience of smoke.



Point 4

Conducting joint emergency drills to prepare for disaster together with the local community

Yokkaichi Headquarters of Sumitomo Wiring Systems conducts joint emergency drills in collaboration with local governments. We offer our training center as a refuge area to develop cooperation with the local community.

Under the principle that
“Safety is our top priority,” we are
continuously performing health and
safety activities on a global scale.



Safety & Environment
Department Norihiko Hashimoto Teruharu Kawakita

“Safety First”

We have 180,000 colleagues all over the world.
Our health and safety activities to protect
their lives will never end.

In fiscal 2010, Sumitomo Wiring Systems launched a “safety conference” at its overseas sites. Composed of key persons in each of the sites, the conference aims to improve the safety environment through inspection of local plants and safety diagnosis. Safety measures cannot be taken sitting at the desk. It is important to visit the shop floor, talk with the staff working on the floor and take the necessary measures on the floor. We will appoint a safety manager in each site, and hold exchanges with these managers to help them conduct voluntary safety activities.

The conference has been organized twice (in Morocco and Romania) for the three companies in Europe, once (in Mexico) for the five companies in North America and once (in Vietnam) for the four companies in Asia. We worked for the conference in Vietnam. The sites in the Vietnam region have acquired capacity to hold regular meetings independently and serve as a model for other countries. Under the principle that “Safety is our top priority,” we will continue to perform health and safety activities on a global scale.



I learned much from the first safety conference such as regarding safety diagnosis, factory inspection and “Hirameki KY.” In safety diagnosis, sharing of results between different companies will facilitate problem identification and improvement. The factory inspection was a good chance to confirm the contents of a safety action report. The “Hirameki KY” video was also excellent, and SDVN plans to employ it. In the future, we will make efforts to enhance educational activities to improve awareness among employees, promote “Hiyari-Hatto” activities and strengthen inspections and follow-ups for the correction of unsafe actions and conditions, in order to enhance our safety activities.

ADM Supervisor, Safety and Environment Committee Chief, SDVN **Nguyen Thi Hue**

Point 1

Strengthening the safety management system with SWS's original certification system

In Japan, Sumitomo Wiring Systems endeavored to strengthen its health and safety management system with focus on establishment of a system based on introduction of OSHMS (occupational safety and health management system) to its affiliates. In fiscal 2010, SWS established its

original certification system and provided the affiliates with support in the introduction of the system. In fiscal 2011, we are auditing the main offices of the affiliates to raise the overall level of the management system.

Point 2

Improving the health promotion system for comprehensive health development

To ensure that employees can work in a safe and healthy manner, we have enhanced the functioning of the health management office in Yokkaichi and Suzuka, and increased the number of staff to take care of as many people as possible. We aim to develop comprehensive activities to promote both physical and mental health through such measures as the treatment of mentally ill employees and consultation services after health checkups.



Point 3

Health Festival to learn about health in an enjoyable format

We organize a Health Festival every year so that employees can enhance their interest in health while having fun. Employees appreciate the programs of the event including the measurement of arteriosclerosis level and body fat. We will make plans to further improve the program in cooperation with various companies, experts, educational institutes and governmental agencies.



With more than 90% of overseas production ratio, we are committed to quality control on a global scale in an integrated manner.



Quality KAIZEN Department Yosuke Ito

We support quality control activities at all our manufacturing facilities around the world.

According to the figures for fiscal 2010, 95% of the products of the Sumitomo Wiring Systems Group are produced in countries other than Japan. Quality control activities at overseas sites are vital to our commitment to quality control. We therefore perform HAI-Q (harness innovation project quality) activities to identify quality problems at the plants and support their improvement efforts. In fiscal 2010, we initiated the cultivation of trainers who promote the activities at our sites around the world in cooperation with local employees. For example, HAI-Q trainers (personnel who can perform quality improvement) were developed in Sumidenso Mediatech Suzhou Co., Ltd., one of our main plants in China, and eight trainers were fostered with training over six months in 2010. Independent quality improvement efforts have already been launched locally in the company.

To achieve “globally uniform best quality,” all our colleagues around the world must have the same mind and maintain their activities towards the same direction. We will continue to assist the quality control activities at our manufacturing facilities around the world.



From the HAI-Q activities, I learned that it is important to make steady efforts patiently, not to miss a thing and not to give up until determining the real cause even it takes much time. It was very encouraging to find that other people were also as pleased as I was when improvements had favorable effects. From now on, I would like to take the initiative on quality improvement as a HAI-Q trainer and make the workplace lively and pleasant.

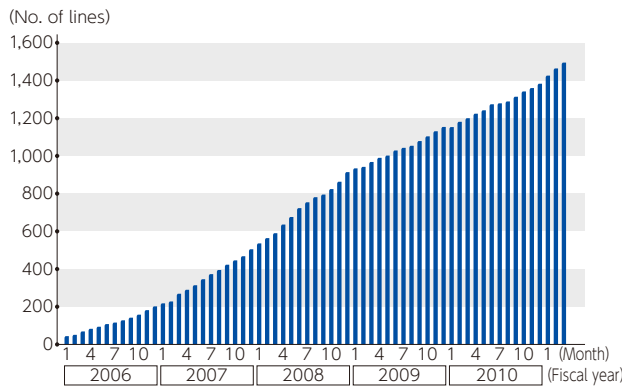
Chief Assistant, Production Department 1, Sumidenso Mediatech Suzhou Co., Ltd. (Automotive Section) **Lina Wang**

Point 1

HAI-Q activities to eliminate defects

If a defect is detected in a process, the line is stopped first to analyze the cause and to plan a measure for prevention of recurrence. In our “assurance of each process” activities, we send information on the problems in the elimination of defects identified on the manufacturing floor to the design and production engineering sections to promote improvement from the drawing and equipment levels.

As a result of these activities, 1,495 lines achieved the target of “10 straight days with zero effects” while we aimed to meet the target in 1,400 lines.



Point 2

Wiring Harness Skill Olympic Games to compete on manufacturing skills

Wiring Harness Skill Olympic Games are an exciting event for more than 100,000 workers involved in wiring harness production in the SWS Group worldwide to compete with their world class skills.

In fiscal 2010, 29 teams of representatives from 13 countries competed in five categories including the newly added inspection games. In the team competition, Huizhou Zhurun Wiring Systems Co., Ltd. (China) won the gold medal while the silver and bronze medals went to SUMI-HANEL Wiring Systems Co., Ltd. (Vietnam) and Sumidenso do Brasil Industrias Eletricas Ltda. (Brasil), respectively.



Point 3

Organizing a quality forum to enhance awareness of quality improvement

In November, which is specified as “Quality Month” every year, we organized “Quality Forum 2010.” Under the theme for the Quality Month, “Returning to the original point of Quality to learn from the wisdom of pioneers,” we held briefing sessions on “cases of quality improvement activities” and “cases of countermeasures against defects” and organized a panel exhibition.



06 Global Environmental Conservation

We are committed to conservation of the global environment through manufacturing, which is our main business, and through environmental management activities on a global scale.



Electronics Group Power Unit Division
Western Customers Unit Design Department Yukinori Kita

Our products that go around the world must not pollute the global environment.

Since joining Sumitomo Wiring Systems, I have been engaged in the design of junction boxes, which protect electrical automotive components such as relays and fuses. One of my earlier junction box designs was certified as an Eco-product by Sumitomo Electric Industries, Ltd. in June 2010 because its weight had been reduced significantly from 1kg to 600g. Weight reduction also improves fuel efficiency of the automobile and saves materials including rare metals.



 Sophisticated lightweight junction box

In the production of automotive components, it is necessary to eliminate inefficiency and reduce costs while ensuring high safety. It is a challenging mission for engineers to satisfy these seemingly contradictory targets. A new product of my design will be introduced in many cars in the international market in fiscal 2011. With a monthly output of 170,000 units, the product must not turn into waste that pollutes the earth. I believe that such pride in an engineer will maintain the environmental conservation activities performed through SWS products.



Environmentally conscious products are certified internally based on the quantitative assessment of environmental impact reduction effected through the products. As environmental activities have attracted attention in recent years along with cost reduction, I hope that this program helps publicize our technologies and environmental measures. While various products are developed in our company, all of them have the potential to be environmentally friendly, and I hope that as many products as possible are certified to publicize our environmental measures.

Environmental Engineering Group, Safety & Environment Department Shotaro Suzuki



Sophisticated and lightweight power distributor

This power distributor has been developed to reduce the size and weight of the relay box in the engine space of cars and install a communication function in the engine space. While the number of parts installed in an engine box has been on the increase due to the computerization of cars and the development of electric cars, we were required to respond to the need for downsizing the engine space to improve the amenity of car seats. We attempted to develop a product to satisfy customers while meeting the challenge, and reviewed and simplified the structure of the product. As a result, we have not only reduced both size and weight substantially but have also cut energy use during production and also while driving

through improvement in fuel efficiency, all of which contributes to reduction in CO₂ emissions. We will continue to pursue environmentally conscious development while meeting customer needs.



Electronics Group Power Unit Division
Eastern Customers Unit Design Department
Yoshikazu Sasaki



High frequency connector for radio

This connector is used in the circuit for the car radio, and is characterized by drastic reduction in weight. While the parts used in such connectors have usually been of metal, this product is mainly made of resin and uses only minimal amounts of metal for noise shielding purposes. While including environmentally friendly features such as being lead free as well as lighter in weight, we have also reduced usage of material resources and energy. More specifically, we have improved the work efficiency in the assembly of wiring harnesses and installation to car bodies so that our customers can simplify their production process in using the

product. We will continue to make efforts to develop parts in response to customer needs.



Components Group Design & Development Division
Design Department 1
Ai Mitsumura



Aluminum harness

We have developed automotive wiring harnesses that use aluminum wires. Aluminum wires are environmentally friendly products because they are 30 to 50% lighter than conventional copper wires and accordingly contribute to increase in fuel efficiency and saving of copper resources. While aluminum has a disadvantage that it corrodes when the part in contact with copper is exposed to an electrolytic solution such as salt water, we have developed an anti-corrosion measure for this product to overcome the disadvantage. We will promote development activities to expand the application of this product in the future.



Western Customers Group Division 1
Development & Engineering Division 1
Hideo Takagi

Description
of the icons



Reduction in resource use

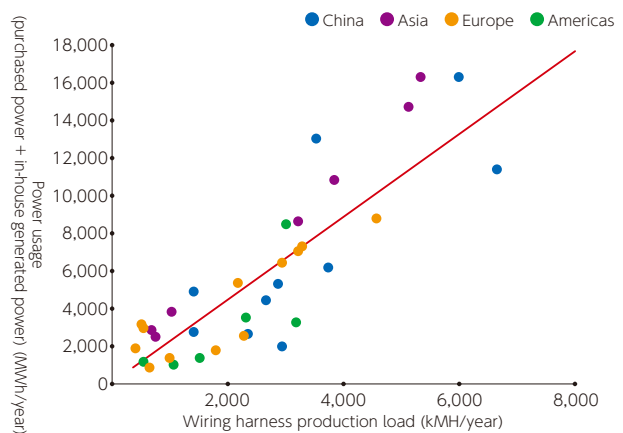


Energy efficiency, energy control, energy saving

Point 1 Visiting overseas sites to assess their environmental management

To enhance environmental management in overseas affiliates, we have visited Vietnam, Philippines, China and Thailand for overseas environmental surveys. While a wide range of measures are being taken at the sites, the activities vary between countries and plants. Among them, active commitment to energy saving is notable at SEWS-CT in Thailand, which is making efforts to identify problems by promoting transparency and visual workplace management. Using an idea from the activities of the company, we will introduce the graph of correlation between production volume and power usage or waste generation as shown on the right, and create an environment to encourage the sites to recognize their differences from other sites and make proactive efforts to improve their energy efficiency.

■ Correlation graph between production volume kMH and power usage



Point 2 SEWS-CT received an award for energy management



SEWS-CT correctly grasps the power consumed by the whole plant and by each compressor with the establishment and use of an original system. With a graph showing correlation between power use and production volume based on the collected data, the company identifies any abnormal values promptly and responds to them for improvement. For these activities, SEWS-CT received the Prime Minister's Industry Award 2010 from the Thai Government.

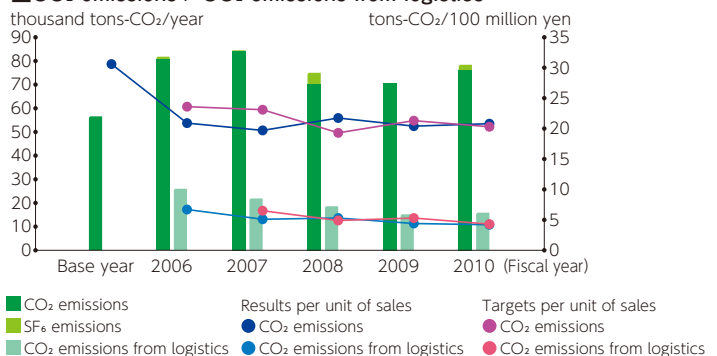
Point 3

Reduction of CO₂ emissions including those from logistics for environmental conservation

CO₂ emission in the first half of fiscal 2010 increased due to growth in production volumes and to the increased use of air conditioners in hot weather, while both production volumes and CO₂ emissions declined dramatically in the second half because of the earthquake in March. The output in March 2011 also decreased sharply, by 9.4 billion yen, from the level in March 2010. In the full fiscal year, total CO₂ emissions increased by 9.9% and CO₂ emissions per unit of sales grew by 1.7%, which indicates failure to meet the target. It was also attributed to insufficient SF₆ recovery. To reduce CO₂ emissions from logistics, we took two measures. Firstly, we reviewed the operation route of the regular transport service for overseas products according to the change in the unpacking and repacking points on the way from the port to the site for delivery to customers. This shortened the transport distance by 621km and reduced CO₂

emissions from logistics by 9.1 tons per month. Secondly, we partly changed the means of shipping overseas products, from the base for importing to the base for delivery to customers, with ferry transportation to reduce CO₂ emissions from logistics by 32 tons per month.

■ CO₂ emissions / CO₂ emissions from logistics



Point 4

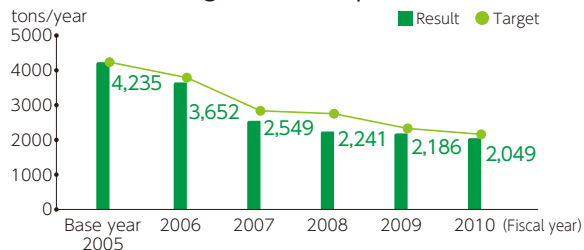
Promotion of resource recycling in cooperation with waste disposers

In fiscal 2010, we reviewed items that would conventionally be disposed of as industrial waste on the effective use of resources, and sold them instead as valuable materials.

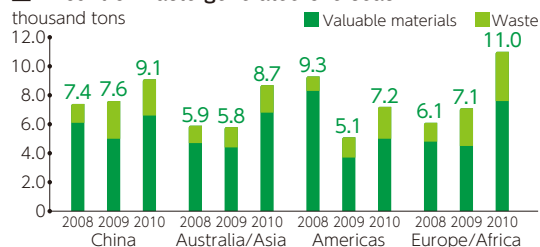
In particular, inorganic sludge and thermal paper, which traditionally could not be recycled, can now be sold as valuable materials in cooperation with the waste disposers.

We also started to utilize the waste treatment plant with in-house power generators installed, that makes use of the heat produced by waste disposal, which raised the recycling rate of waste liquid, sludge, waste oils, etc. As a result of these measures among others, we met the target for fiscal 2010 throughout the Group.

■ Amount of waste generated in Japan



■ Amount of waste generated overseas



curtains to prevent heat from entering the rooms, to reduce the power consumption of air conditioners.



Point 5

Energy saving activities in the Kanto area

The Kanto area faces a serious shortage of energy due to the impact of the earthquake. The earthquake reminded our employees of the fact that electricity and material resources are finite, and they have actively committed themselves to energy saving activities in the company.

Oyama Manufacturing Engineering Center and Omiya Office have introduced thermal insulation

Challenge-Eco

The SWS Group established Challenge-Eco 2012 to pursue better relationships with the global community on a world-wide basis through reduction of environmental impact at all stages of its operations from product development to disposal.

Activity item	Fiscal 2010 targets	Fiscal 2010 results	Evaluation	Fiscal 2011 targets
Strengthening Environmental Management				
Enhancement of Group-wide activities	Overseas: the ratio of overseas manufacturing companies with ISO certification to be 80% or more In Japan: start of the operation of EMS at small sites	Overseas: 74.3% (52 out of 70 companies) In Japan: established departmental standards, and operated EMS with minimal information collection	△	Establishment of environmental management activities in compliance with ISO 14001 at 90% of the main sites in Japan and overseas
Promoting Design and Development of Environmentally Conscious Products (Improving Product Capabilities)				
Increase in number of certified environmentally conscious products	Ratio of certified products in sales: 10% Launch of the certification system for "Eco Mind" products and global warming countering products	Ratio of certified products in sales: 4% Established the Group standards for "Eco Mind" products. Standards on global warming countermeasure products are being prepared by Sumitomo Electric	△	Ratio of certified products in sales: 50% Launch of the certification system for "Eco Mind" products and global warming countering products
Realizing Clean Factories				
Energy saving (CO ₂ reduction)	In Japan: CO ₂ reduction by 1% from fiscal 2009 (per unit of sales) Consideration of an eco point system as a CO ₂ reduction campaign Overseas: CO ₂ reduction by 10% from fiscal 2008 on individual company basis (per unit of sales)	In Japan: CO ₂ increase by 1.1% from fiscal 2009 (per unit of sales) Participated in the Eco Life support program of the Ministry of the Environment Overseas: Achieved the target from fiscal 2008 in 18 out of the 34 groups	×	In Japan: CO ₂ reduction by 2% from fiscal 2010 (per unit of sales) = reduction by 35.6% from fiscal 1990 (per unit of sales) Overseas: CO ₂ reduction by 15% from fiscal 2008 (per unit of sales)
Promotion of logistics efficiency (CO ₂ reduction)	In Japan: improvement by 1% from fiscal 2009 (per unit of sales)	In Japan: improvement by 3.0% from fiscal 2009 (per unit of sales)	○	In Japan: improvement by 2% from fiscal 2010 (per unit of sales) = improvement by 30% from fiscal 2006 (per unit of sales)
Reduction of total volume of waste	In Japan: reduction by 49% from fiscal 2005 Overseas: reduction by 10% from fiscal 2008 (per unit of sales)	In Japan: reduction by 50.5% from fiscal 2005 Overseas: achieved the target from fiscal 2008 in 13 out of the 33 groups	△	In Japan: reduction by 49% from fiscal 2005 Overseas: reduction by 15% from fiscal 2008 (per unit of sales)
Contribution to Communities, Communication Enrichment				
Coexistence with communities	Continuance, expansion and enhancement of volunteer activities	Provided environmental education for elementary school students, and participated in environmental events Expanded and enhanced local environmental conservation activities in overseas affiliates	○	Continuance, expansion and enhancement of volunteer activities



For our other activities and their details, please visit our website: www.sws.co.jp (Top page > CSR Activities > Connection with Environment)

●Details of Challenge-Eco ●Material balance ●Environmental data ●Provision of environmental education ●Promotion of environmental audits ●PRTR
●Treatment of PCBs ●Energy saving activities ●Records of environmental complaints, accidents, etc.

We will endeavor to become a truly global company by creating an energetic workplace through enhanced communications.



Human Capital Development Department Yukiko Masuda Junya Hashimoto

Through improvement of the education system, we will foster human resources that can take an active part globally.

With an aim of training the human resources that will manage overseas affiliates and give support to their manufacturing activities, which are important for the expanding overseas business, Sumitomo Wiring Systems reviewed the training system in Japan and upgraded the curriculum in fiscal 2010. Meanwhile, we also upgraded the program for cultivation of the human resources (core personnel with leadership potential) that will play leading roles in the management of overseas affiliates in the future; this is called the Global Leadership Development Program. In this program, we invite such core personnel from around the world to Japan. The main goals of the curriculum are development of the communication skills necessary for management and acquisition of the knowledge needed as a member of the SWS Group. In particular, we have added lectures by Japanese top management members and also a factory tour to visit the manufacturing floor in Japan so that the participants can directly learn about the history of Sumitomo and SWS as well as the SWS WAY to raise their motivation. It is encouraging for us to see most of these participants return home with new “awareness” and play important roles in their companies by making use of their network with the top management in Japan and with other participants. The education system and curriculum will be continuously improved. We aim to enhance the ties in our global network and help the members keep growing together.



The Global Leadership Development Program was a very precious opportunity for me. We, the participants, learned about the spirit and principles of Sumitomo, and were determined to apply them to our own duties. The best thing was that I promoted good “fellowship” with many managers all over the world. I feel that the business relationships and friendships developed at this time will last long and produce mutual benefits.

General Manager Design Engineering Dept. Toyota Wiring Harness Division Sumitomo Electric Wiring Systems, Inc. (U.S.A.) Joddie Scott

Point 1

Management education to broaden the view and network among overseas affiliates

Sumitomo Electric Wiring Systems (Europe) Ltd. in the UK has promoted management education for team leaders and managers as part of its position-based education.

The team leader education covers all the roles that team leaders have to play, and the participants learn the theory and practice for about two days.

In the education for managers, the management diploma program, the participants improve their competencies as managers over 18 months. Those managers who successfully complete the diploma receive a certificate from the educational institute.



Management Development Academy Programme Overview

[Benefits of the education]

- Acquire broad knowledge on main functions ranging from manufacturing to personnel affairs
- Put the lessons into practice at the sites
- Gain international insight through cross-cultural experience
- Build a network of participants

Point 2 Efforts to create a sense of unity among the Group in Japan

We have consolidated the affiliates involved in the production of automotive wiring harnesses in Japan. Four affiliates in western Japan were consolidated to establish SWS West Japan, Ltd. in October 2010, and four affiliates in eastern Japan were integrated into SWS East Japan, Ltd. in October 2011.

The companies have conventionally learned from each other through friendly competition. The SWS Group is now making a concerted effort to establish manufacturing technologies and develop human resources so that the Group companies can develop cooperative relationships and enhance the Mother functions in the future.

In particular, to facilitate exchange of personnel

with Sumitomo Wiring Systems, adjustments were made to the basic framework of the personnel system, requirements for human resources and the personnel evaluation mechanism to match with SWS. This has allowed a common education system to be applied to the companies, and established the structure to develop human resources in a unified manner across the Group.



Point 3 Development of a mechanism to foster overseas players with multiple abilities

While we are expanding our overseas business operations, there is a concern about shortage of the human resources that can play an active role in the overseas affiliates in the future. We have therefore started to review the education system in consideration of development of players with multiple abilities who can also work actively in the international arena.

In fiscal 2010, we interviewed our divisions and domestic Group companies that had employees assigned abroad, and surveyed what education would be required and when.

We will review the curriculum and then establish a mechanism to allow employees in our Group companies in Japan to participate in the curriculum.

Picture of the Education System for Global Human Resource Development

Category	Qualification	Description of each level in the development of global human resources	Position-based training	Selection-based training	Recommendation-based and optional training by qualification		Optional training
					Global mind / cross-cultural understanding	Business skills	
Working overseas	Overseas supervisor M-3 P-3 M-2 P-2	Has adequate knowledge as an overseas supervisor; proposes policies on the corporate organization and talks passionately about his/her aspirations for the policies to attract the attention of people around him/her.	M/P Course	Training before overseas assignment (including language education)			<Country-based education> Cross-cultural understanding (China, Islamic sphere)
	Global manager M-1 P-1 G-3 E-5 E-4	Understands the local culture (relevant laws), and can achieve organizational targets while managing the organization and staff of the local corporation.			Cross-cultural management training II	Marketing training Negotiation training Facilitation training Safety officer training	Business practice training (China)
	Global staff G-2 E-3	Has the skills, abilities and knowledge required for overseas resident officers, and can also demonstrate his/her capacity in the international arena.	G Course E Course	On-site improvement practical training (E Course)	Cross-cultural management training I	Logical thinking training	<Technical education> English writing training International logistics I/II training W/H production control training
		Can communicate directly with local employees smoothly for international duties and during overseas business trips.		Overseas plant training (G Course)	Diversity (mutual respect) training Global mindset training	Presentation training	

Point 4

Revision of the personnel system for non-career track employees based on their opinions

Since fiscal 2008, we have been conducting the “Energetic Survey” to evaluate the level of satisfaction of our employees with the jobs and various systems. The results of the analysis show that non-career track employees (administrative and engineering staff) are less satisfied with the personnel system and have greater concerns about their future career in comparison with career-track employees.

Accordingly, we have clarified the requirements for human resources so that non-career track employees can perceive their future career more easily, and have introduced fairer and more convincing criteria for personnel evaluation.

In line with the concept that “Human resource development means communication,” we

have adopted a point-addition scoring system for personnel evaluation and evaluation points for feedback based on absolute criteria into the new personnel system so that superiors and subordinates can have more positive communications.



Point 5

Strengthening of the corporate structure through promotion of the employment of temporary workers as full-time employees

Although we used to have a policy to make active use of temporary workers, it was replaced in 2010 with the policy to promote the employment of temporary workers as full-time employees in order to accumulate know-how on operations, which are becoming more complicated, and pursue continual business improvement.

This shift is also aimed at enhancing compliance because we have to comply with the Worker Dispatching Law, which is being applied more strictly.

We recruited 260 short-term contract workers in October 2010. In addition, we periodically give a full-time employee recruitment exam for temporary and short-term contract workers to promote their employment as full-time clerical staff.

As a result of the exams, we recruited 50 full-time employees in February and August 2011, respectively, or 100 employees in total. Even after their employment as full-time staff, we will continue to provide them with training and help them pursue career development.



08 Contribution to the Local Communities

We will make efforts that bring joy, and promote those activities that give broad support to local communities and to the Earth.



Production Engineering Development Group
Global PIKA PIKA Center Taeko Okamoto

I want to communicate the excellence of manufacturing to the local children who will play a leading role in the next generation.

As part of the “School Class Capabilities Improvement Plan through Collaboration with Companies” promoted by the Yokkaichi Board of Education, we hold on-site science classes using the products of SWS for junior high school students in Yokkaichi City. In these classes, we teach scientific knowledge and about electricity and its safe handling through manufacturing of wiring harnesses, and explain the spirit of manufacturing and the significance of group work.

I have been working in the shop floor as a lecturer of the harness school for many years. Although the classes are limited to one hour, I am trying various measures to make the classes more interesting for children.

Children are precious “human assets” of local communities, who will play a leading role in the next generation. Together with those who assist local communities including parents and school staff, I would like not only to teach basic knowledge but also to tell about the joy of working and the preciousness of teamwork directly to children through the on-site classes.



Many companies located in Yokkaichi City produce the goods we use in our daily life as well as materials that we never expected. To broadly utilize the skills, knowledge and experience possessed by such companies for the improvement of science and for other educational activities, we have been conducting collaborative education with companies since fiscal 2007. I hope that Sumitomo Wiring Systems continues to provide support for the promotion of science education as well as human education to make students think actively about their way of living.

Chief of the Guidance Section, Yokkaichi Board of Education **Mr. Hitoshi Ito**



Point 1

Performance by the Suwa-Daiko Drum Team consisting of our employees

To inherit the traditional performing art of the historical Yokkaichi Suwa-Daiko Japanese drum, approximately 20 employees of Sumitomo Wiring Systems have formed a Suwa-Daiko Drum Team. In fiscal 2010, they performed at the Grand Yokkaichi Festival in August, the Yokkaichi Japanese Drum Festival for the 50th Anniversary of Suwa-Daiko in October, and the visit to a nursing home as a respect-for-senior-citizens event in October.



Point 2

Activities for the healthy development of young people

For the healthy development of young people through sports activities, we co-sponsor various sports (baseball and soccer) competitions and events for children in Yokkaichi City. More specifically, every year we support the operation and provide opportunities for activities at a family sports festival in May, Little League Baseball Autumn Meet in September and Boys Soccer Rookie Competition in October. Thus, we support the sports activities of young people broadly.



Point 3

Assistance activities for reconstruction after the Great East Japan Earthquake by volunteer employees

Many employees of Sumitomo Wiring Systems participate as volunteers in reconstruction assistance activities in Yamada Town, Iwate Prefecture, organized by the Mie Disaster Volunteer Support Center of Mie Prefecture (18 employees as of September 30, 2011).

These employees are helping with broad support activities related to living in devastated areas, such as reconstruction of devastated sites, adjustment of needs of disaster victims at the local volunteer center, sorting of relief supplies, assistance with meal supplies, etc.

Among support activities that can be implemented without visiting devastated areas, there is a program to clean photographs salvaged from destroyed houses and return them to the owners, and many employees participate in this program.



For other activities and details, please see our website: www.sws.co.jp (Top page > CSR Activities > Connection with Region)

● Specific social contribution activities

Connect with the Best

~Technologies Connecting You to the Future~



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