

SOCIAL

We work on people-oriented management and CSR through supply chains.

We put our customers first when developing and providing products and services.



Respect for Human Rights



We comply with universal principles regarding human rights and labor practices worldwide, and respect human rights through sound business activities.

Policy on Respect for Human Rights

We designate "Respect for Human Rights" as Article 1 in the "Toshiba Tec Group Standards of Conduct" to which Toshiba Tec Group's executives and employees must adhere.

In addition to compliance with laws and regulations, our Standards of Conduct stipulate respect for basic human rights and oppose child labor and forced labor. They also explicitly state that we shall embrace basic human rights, individuality, privacy, and a diverse set of values from all individuals, and refrain from human rights violations such as physical violence, sexual harassment, abuse of power (workplace bullying or harassment), and discriminatory remarks and actions against race, religion, gender, nationality, physical or mental disability, age, and sexual orientation.

They also state that we must comply not only with the laws and regulations of countries and regions in which we operate, but also with the international principles on human rights, and demand our suppliers to take actions against basic human rights violations.

Education and Enlightenment on Respect for Human Rights

With the aim of establishing a discrimination-free organization that provides job satisfaction, we encourage our employees to foster awareness of human rights under the leadership of the Diversity Committee. We provide human rights education to new employees and appointed managers in training.

Education and enlightenment on prevention of harassment

Our employment regulations and collective agreements also prohibit sexual harassment and abuse of power and stipulate disciplinary action for anyone involved in wrongdoing.

We provide consulting services and establish a system to address employee concerns together by staffing both a trained male and female counselor.

We also raise awareness in our workforce by delivering a message from top management during Human Rights Week, providing regularly scheduled training and e-learning for all employees, distributing anti-workplace harassment booklets and posting information at all business sites. We make continuous efforts to create a sound and comfortable work environment of mutual respect.



e-learning



Poster

Topics

Human Resource Development and Labor Relations



We establish fair personnel systems to help diverse employees fulfill their abilities and play active roles, as well as devote our efforts to develop and use human resources.

Human Resource Utilization and Development

We define "respecting the individuality of each employee, striving to promote each one's abilities, and implementing a fair and appropriate system of evaluation and rewards" as part of our corporate philosophy, and aim to continue to secure and develop competent and competitive human resources to form a strong professional team that may tirelessly seek new challenges in a planned way for the growth and development of Toshiba Tec.

Training program / education system

We provide training programs to establish a shared base for our employees and systems that can respond to individual needs and career characteristics.

	Training program by position	Training program by professional capacity	Executive development program	Other programs
Managers	<ul style="list-style-type: none"> Career program for employees aged 30 Follow-up program for executives Program for newly appointed executives Program for newly appointed managers 	<ul style="list-style-type: none"> Sales and marketing program by position Technology human resource development program Production IE program Staff training program 	<ul style="list-style-type: none"> Selective executive candidate development program Selective global human resource development program 	<ul style="list-style-type: none"> Language program (on-site / correspondence language program) Compliance program (export control / intellectual property / human rights) Personal development support program
Specialists	<ul style="list-style-type: none"> Program for newly appointed leaders 			
Non-managerial employees	<ul style="list-style-type: none"> Career Design program for female employees Basic course for global human resources Mentoring program Program for new employees 			

Global human resource development program

Topics

Under the current business environment, the need for human resources who can play active roles in the international arena is increasing. With a focus on the development of global human resources who have a deep cross-cultural understanding and the ability to carry out their tasks through dialogue with people around the world, we provide the global human resource development program for young to mid-career employees.

Career development support program

As part of Human Resource Utilization and Development, since 2011 we have adopted the Career Design Program (CDP) to create an individual 3-year development plan based on the CDP, and annually conduct interviews and reviews in order to ensure that employees continue to grow as professionals. With the aims of ensuring that employees and supervisors understand and communicate with each other, as well as share their long-term career plans and express life-style wishes that include the employee perspective on life, without being bound by the CDP-based 3-year plan, we implement the Career & Life: Mutual Understanding Program along with interviews for CDP, helping a variety of employees work with enthusiasm, pride and will to challenge themselves.

We also provide career development systems that encourage employees to plan their careers autonomously. For example, our Internal Job Posting System helps each employee apply for personnel transfer in order to fill a vacant post announced by a division.

Employee survey

We conduct the TEAM Survey for the purpose of soliciting the opinions of employees. With the purpose of improving employees' engagement, we understand their awareness and measure the performance of the organization to identify problems and the gap in recognition, leading to improvements in management style and corporate culture. Based on these survey results, we hold dialogue with employees by providing the management vision and goals from the President and top management to employees, and visiting the workplaces.

Labor Relations

We have many opportunities to encourage labor-management dialogue for smooth labor relations and corporate business activities. Labor and management have agreed that business plans and performance, and major organizational reforms must be periodically explained to the labor union, and that changes in labor conditions must be discussed between labor and management in advance.



Business briefing labor-management meeting

Diversity Promotion



We believe that the utilization of diverse human resources, regardless of gender, age and nationality, leads to increased innovation and vitality, which allows us to more readily adapt to unexpected issues or changes in the market, thereby increasing our global competitiveness. We consider diversity management as a basis for implementing an effective overall management strategy.

Raising Management Awareness and Commitment

Since fiscal 2015, we have annually held a Diversity Committee, which has executives as members, in order to establish a system to clearly regard diversity management promotion as a management strategy. Based on commitments made by our executives, we aim to achieve our Human Resources Strategic Vision. This states that human resources and organizational strength contributing to the creation of customer value are to be enhanced and every one of us is to create a strong and trusting relationship between all business areas. Accordingly, we are committed to increasing productivity through work-style reform, helping create diverse human resources who can play an active role in responding to changes, and improving our corporate culture to become more accepting of diversity.



Strengthening executive management capabilities

In March 2015, we created a new booklet titled Guidebook for Training Managers who have Female Subordinates. It summarizes the key points that managers need to know in order to train female subordinates. We distributed the booklet to all managers and female employees.

In an effort to facilitate improvement of on-site management practices, we have provided the content of the training guidebook via e-learning in fiscal 2017, following fiscal 2016, an initiative that started in December 2015. In April 2018, we implemented a new e-learning program for managers to conduct better interviews with subordinates, with the aim of further promoting mutual understanding. We will continue these e-learning programs.



Initiatives for Women's Participation and Advancement

With an eye toward increasing the number of female employees who can achieve their desired career goals and work with enthusiasm, we are promoting initiatives to achieve the goals that have been set out in the action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace, by fiscal 2018.

Percentage of female employees and percentage of female managers (Toshiba Tec)

	FY2015	FY2016	FY2017
Percentage of female employees	12.1%	11.9%	12.1%
Percentage of female managers	2.2%	2.1%	2.4%

Action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

	FY2016	FY2017	FY2018	...	(Target) FY2019
Percentage of new female graduates employed	17.2%	19.8%	18.9%		25.0%

Creating an environment in which female employees can continue to work with peace of mind

Since July 2015 we have implemented the Mutual Understanding Program for Childbirth and Child Care to help female employees prepare for life events such as child bearing and rearing, which will provide peace of mind and allow them to continue to work for a long time even after these events. This program is intended to develop an easy-to-work environment where supervisors and female employees have periodic interviews to deepen mutual understanding during the period before and after maternity/child care leave.

39 employees took advantage of this program in fiscal 2017. We had the first male employee who took child care leave in fiscal 2015, one in fiscal 2016, and two in fiscal 2017.

Raising awareness of women

In September 2017, following fiscal 2016, we held a Women Exchange Meeting for the purpose of developing careers and building networks to help deal with life events. A guest speaker whom we invited from outside the Group talked about diversity management along with women's participation and management. Then, the participants shared information, presented and exchanged ideas in a workshop. A total of 28 female employees participated in this meeting.

We have also provided the Career Design Program to female employees in their fourth year of service from fiscal 2016. It is intended to increase career awareness with regard to long-term work in the future.



Women Exchange Meeting

Promoting Recruitment, Participation and Advancement of Non-Japanese Employees

We are actively recruiting non-Japanese employees. In addition to the recruitment of people who have studied in Japan as foreign exchange students, we have been carrying out the Global Recruitment Program in an effort to directly recruit students graduating from foreign universities since fiscal 2010. After entering Toshiba Tec Group, they play active roles in various fields such as sales, development and design. We provide a wide range of assistance and support including the first four-month Japanese language training program, for employees who entered through the Global Recruitment Program to facilitate their adaptation to life and work in Japan.

Transition of the number of non-Japanese employees

	April 2016	April 2017	April 2018
Toshiba Tec	20	19	24
Domestic group companies	7	8	9
Total of domestic Toshiba Tec Group	27	27	33

Promoting Employment of People with Disabilities

We are positively hiring people with disabilities and improving workplace environments to bring their capabilities into full play.

Employment ratio of people with disabilities

	April 2016	April 2017	April 2018
Toshiba Tec	2.08%	2.26%	2.21%
Domestic group companies	2.49%	2.70%	2.66%
Total of domestic Toshiba Tec Group	2.29%	2.47%	2.42%

* We are eligible as a company that employs people with disabilities.

Promoting Active Participation of Seniors

With the aim of developing a system to help seniors work with enthusiasm, regardless of their age, we have introduced a Senior Expert System that clarifies and handles special skills and expected roles in fiscal 2017, and established a new training program (Career Self Reliance Program) that helps to raise their awareness. We will encourage seniors to participate more actively in the workplace by putting the system into practice, comparing their own awareness with that of their workplace colleagues, and deepening their mutual understanding.

Work-style Innovation (WSI)

We are working on activities toward accelerating work-life balance under the unique name of "Work-style Innovation (WSI)". "WSI" refers to a campaign aimed at creating a positive spiral, where employees work in an efficient and lively manner as well as make the most of their private lives to rejuvenate and improve themselves so that they can add higher value to their work.

Each employee promotes activities to increase productivity by changing their working styles and methods.

Reducing working hours and considering scheduled working hours

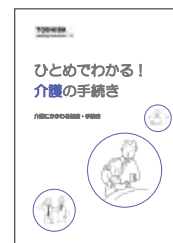
We are working on correcting long working hours, in order to allow the participation and advancement of diverse personnel, and to promote WSI.

Key systems and measures concerning working hours

System/measure	Overview
Flexible work system	Flextime system
Long leave system	Employee can take a maximum of 20-day accumulated leaves for clear and meaningful objectives, such as self-development, social contribution activities, nursing, and also for treatment of non-occupational injuries and diseases, and other conditions including infertility.
"Family Day" initiatives and no overtime days set to leave work at a specific time	In order to accelerate WSI and create time for employees to spend with their families, employees are prompted to leave work at a specific time at least two days during Japan's "Family Week" in November. In principle, no work is allowed on holidays. For employees posted away from their families, travel expenses are supported and annual paid holidays are recommended for visits home.
Making working hours visible	"Work Record Notification" (FY2012), and "Work Record Display" (FY2012) to increase transparency of working hours.
Improving the work environment	A satellite office is introduced on a trial basis.

Supporting employees in balancing work with child care/nursing care

All employees work with enthusiasm and fulfillment to carry out their responsibilities at work. Meanwhile, we are improving and expanding a variety of support systems, and enhancing their flexibility in order to help them live healthy and prosperous lives while having time for raising children and nursing care. We also post a handbook that provides information on these support systems and procedures on the internal bulletin board.



Nursing care seminar

Topics

Due to changes in family compositions and increase of two-income households, the percentage of employees expected to take care of elderly family members while working full time is increasing. As a result, we held three nursing care seminars in fiscal 2017.



Tour for employees' children

Topics

We invite our employees' children to our offices during the summer vacation. A tour of the showroom, workplace and a visit to the president's office along with the operation of cash registers are



organized to help children gain social experience as well as provide an opportunity for our employees and their children to deepen family bonds. In fiscal 2017, a total of 269 employees and their families participated in the tours held at the head office and Shizuoka Business Center, as well as the head office and brunch offices of Toshiba Tec Solution Services Corporation.

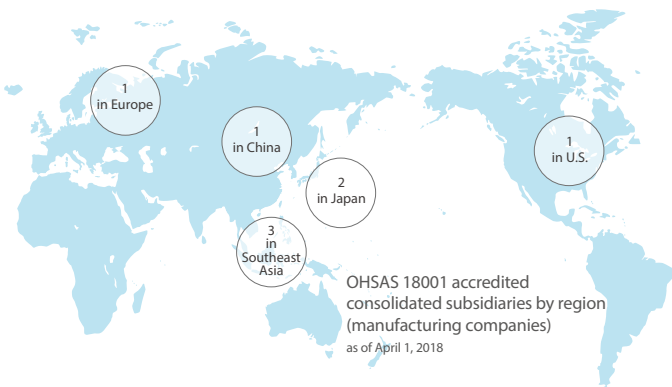
Health and Safety



By placing safety control and healthcare as a top priority issue for management, we are striving to create a safe and comfortable work environment with a focus on the safety and health of employees.

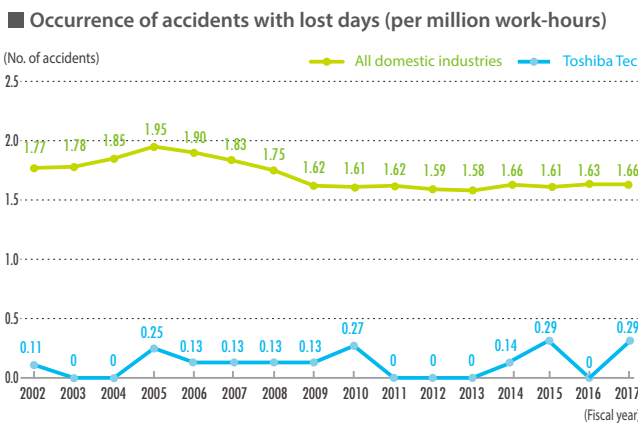
Promoting Occupational Health and Safety Management System (OHSAS)

Eight of our domestic and overseas manufacturing group companies have obtained OHSAS 18001 certification which is an international occupational safety and health management system specification. This management system is operated to improve health and safety issues related to each workplace and operations, create safe and comfortable workplace environments, maintain and promote the health of employees.



Preventing Industrial Accidents

The occurrence of accidents with lost days at Toshiba Tec is at a lower level than the average of all industries. We strive to prevent industrial accidents by identifying risks that may cause accidents through risk assessment, reviewing operation processes, renovating equipment, and providing training to employees in a planned manner to reduce risks.



Developing Awareness of Health and Safety

As a measure to raise safety awareness of employees, the President delivers messages by taking the opportunity of Nationwide Safety Week (July 1 to 7) and Occupational Health Week (October 1 to 7).

Implementing Safety Patrol

The President and the responsible officer of the Corporate Human Resources & Administration Group aim to raise safety awareness to prevent accidents, and to continue to increase the level of safety. Accordingly, they visit business centers and offices to conduct safety patrols, check the safety promotion structures and activities, as well as exchange ideas with those involved. In fiscal 2017, the responsible officer conducted safety patrols in July and the President in December at Shizuoka Business Center and group companies, respectively.



Safety patrol

Ensuring Health Management

We implement various approaches to help all employees raise awareness of health and maintain physical and mental well-being. We have introduced a system, which unifies information on the results of medical checkups and post-checkup cares as the basis for health care of employees, and utilize them for various purposes, including health guidance and education. To prevent disorders due to labor overload by working extreme long hours, we require all employees who worked over a certain amount of hours per month to have interviews with a physician for guidance, to maintain and promote their health.

Training program by age

Topics

Since fiscal 2015, we have provided this program. It is intended to encourage each and every employee to be aware of changes in their physical condition, to recognize their own knowledge and skill levels according to age, as well as to learn how to help them to autonomously promote better physical and mental health practices. In fiscal 2017, we provided this at the head office, Shizuoka Business Center (Mishima and Ohito) and some of our group companies.

<Details>

- Eligible: Regular employees
- Implementation: Provided by group aged 30, 40 and 50 years
- Time: 90-minute lecture (with group workshop)



Training program by age

e-learning mental health education program

With a focus on disease prevention and health promotion, we provide this program annually for all employees of Toshiba Tec and its domestic group companies. It is intended to encourage each and every employee to acquire the correct knowledge of mental health issues and how to cope with mental and physical disorders, as well as to put these mechanisms into practice. We implemented this in October of fiscal 2017.

Installation of Automated External Defibrillator (AED)

In December 2017, we installed AEDs at all business sites of Toshiba Tec and its domestic group companies as an aid to employee emergency medical treatment.



Promotion of CSR Procurement

We work on CSR through supply chains, in order to continue to develop together with suppliers to build better partnerships, as well as to promote CSR including suppliers.

Procurement Policy

As a member of Toshiba Group, we strive to build sound partnerships with suppliers through procurement activities based on the Toshiba Tec Group Procurement Policy.

We request suppliers to take into account human rights, labor, health and safety along with the environment. When selecting new suppliers, we promote transactions with suppliers that are committed to focusing on consideration for CSR.

The Toshiba Tec Group Procurement Policy was established in August 2007, for the purposes of helping suppliers, who play a key role in production and service provision for its group companies, understand the policy much better, and encouraging them to cooperate for CSR promotion. Since then, we have been requesting suppliers to put the policy in practice while amending it according to the social situation. In October 2014, we clearly specified to conduct activities in accordance with the United Nations Global Compact (UNGC) and the Electronic Industry Citizenship Coalition (EICC) Codes of Conduct, both of which Toshiba has pledged to follow, and thoroughly informed our domestic and overseas suppliers of the activities.

Toshiba Tec Group Procurement Policy
<https://www.toshibatec.com/company/procure/plan.html>

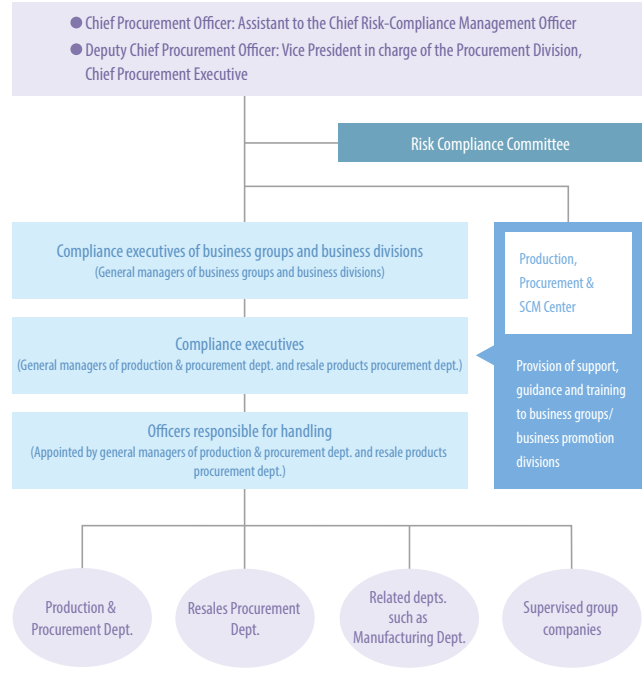
Compliance in Procurement

We have established a system to ensure compliance concerning procurement, which is connected with the procurement department under the system of Toshiba, and enhance procurement compliance. Information related to compliance concerning procurement is thoroughly shared with Toshiba Tec and its group companies through this system. Moreover, we thoroughly explain measures through group company procurement department manager liaison meetings organized by the Procurement Department of Production, Procurement & SCM Center.

We will continue with audits against the act for our domestic group companies with regard to subcontracted transactions to ensure fair transactions with subcontractors.

Since fiscal 2007, we have been annually providing e-learning on the Subcontract Act for employees of our domestic group companies. In fiscal 2017, a total of 6,998 employees including six domestic group companies participated in the e-learning program on the Subcontract Act. We actively participate in training sessions on the Subcontract Act organized by supervisory or other authorities.

Material procurement compliance management system



Addressing the Conflict Minerals Issue

Since Section 1502 on conflict minerals of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act (the Dodd-Frank Act) enacted in January 2013, companies listed in American Exchange are required to report on the use of conflict minerals mined in the Democratic Republic of the Congo and its adjoining countries. Toshiba Group is not a listed company, however, as a part of the supply chain of listed companies, is obliged to investigate and report to its customers. Prior to the enactment of the Act, Toshiba Group organized an internal system to address conflict minerals issues, and established the Toshiba Group's Conflict Mineral Policy and publicized it on its website in October 2011.

For humanitarian reasons, we prohibit the use of raw materials such as tin, tantalum, tungsten and gold mined in the Democratic Republic of the Congo and its neighboring countries which violate human rights, in accordance with the Toshiba Group's Policy.

In June 2013, we started a survey with overseas manufacturing subsidiaries and suppliers of Shizuoka Business Center which may use 3TG*, regarding the use of conflict minerals and the smelter verification using the Conflict Minerals Reporting Template (CMRT), and also continued with the survey in fiscal 2017.

* "3TG" stands for the initial letters of four conflict minerals, Tin, Tantalum, Tungsten and Gold.

Toshiba Group Conflict Mineral Policy
<https://www.toshiba.co.jp/csr/en/performance/social/procure.htm>

Enhancement of Customer Satisfaction



We exercise our business activities, while giving top priority to providing products and services that please customers with safe and reliable quality. To achieve this, each and every employee always thinks and behaves from the customers' point of view.

Voice of the Customer

We consider "earnestly listening to the voice of the customer (VoC) and finding the nature of customers' problems that they really want to solve, to provide attractive quality products and services that accurately meet their needs" as the practical implementation of Toshiba Tec's corporate philosophy for "all ideas originated at the creation of customer value". We work on activities to improve the quality of our products and services.

As a leading retail manufacturer that offers consistent services from product planning to development, distribution and maintenance, we aim to be a company that is always there for our customers.

Furthermore, we use feedback received from customers via system support centers and communications with our salespersons to analyze, improve and plan current products, and apply this feedback to future products. In the product development stage, we give robustness and implement redundant design by using quality engineering, as well as create more accurate and functional products.

In the product commercialization stage, we understand operating environments and conditions in cooperation with our customers, to create attractive products and achieve reliable systems through simulations and design reviews.

Provision of services by the system support center

We at Toshiba Tec Solution Services Corporation in charge of maintenance services in Japan, monitor our customers' networks and systems 24 hours a day, 365 days a year, via five system support centers nationwide. Our engineers (service technicians) provide operational support and handle failure recovery in a precise and smooth manner, in collaboration with approximately 130 local business sites.

We collect comments and requests for our services in order to enhance customer satisfaction and to improve services and operations. We also hold periodic meetings with the quality assurance, development and sales divisions on a branch basis, to thoroughly understand the market conditions from the perspective of customers.



Topics

Activities as a Global Company

We provide products and services that deliver customer satisfaction on a global basis.

We firmly run a global quality assurance system, as well as maintain and improve the level of quality through meetings with manufacturing subsidiaries. We share and use market quality information through the worldwide service network.

We also comply with laws and regulations in each country. As part of it, Mishima EMC Center (anechoic chamber) at Shizuoka Business Center has received ISO 17025*, the International Standard for Laboratories.

We comply with the standard and provide products in a timely manner based on reliable EMC measurements through the product life cycle.

* ISO 17025: International Standard for Laboratory Quality Management, Equipment and Technologies. Once a site has been certified, its high measurement reliability is confirmed and measurement data is available as official data worldwide.

Meetings with manufacturing subsidiaries

Topics

We regularly hold meetings with manufacturing subsidiaries including overseas group companies.

In January 2018, we held the 25th meeting and a total of 100 employees participated from China, Singapore, Indonesia, Malaysia, and Japan.



Commitment to Safety and Security

For product safety, we train specialists in product safety, reliability and risk assessment, and work on technical research to ensure quality that customers feel comfortable with, based on the Basic Policy on Product Safety. In order to ensure that our customers feel comfortable using our products and services, we implement risk assessments to prevent potential risks of failures and accidents we have predicted, and then provide products and services that have passed through evaluation and verification processes. According to customer information provided by the maintenance service division, we also endeavor to ensure the higher operational level of safety by understanding the customers' operating environments and end-users' operating conditions.

The importance of product security is increasing against the leakage of information and threat of cyber attacks. We endeavor to comply with relevant laws and regulations based on the Basic Policy on Product Security, and strengthen our commitment to products that provide security regarding customer data production.

In preparation for any event that reports a serious product accident, we have established a system to quickly and sincerely respond to any accident at the initiative of the CQO*, under the instruction of the President.

* CQO: Chief Quality Officer



Basic Policy on Product Safety

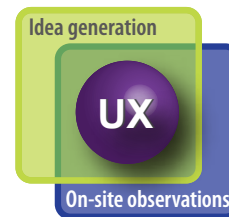
<https://www.toshibatec.co.jp/company/csr/customer/safetypolicy.html> in Japanese only

Basic Policy on Product Security

1. We observe both Japanese and overseas laws and regulations related to product security.
2. We strive to eliminate vulnerabilities from products prior to shipment.
3. We collect a wide range of information on product vulnerabilities in order to reduce risk as soon as possible.
4. We widely provide product security measures in cooperation with the relevant organizations.

Commitment to User Experience Design (UXD)

UXD is a development process to create new value as well as attractive products and systems. We observe installation conditions for interiors and devices in approx. 500 stores and select UX points to develop products. We also promote test demonstrations from ideas generated through shopping behavior.



WILLPOS-Touch QT-20 / WILLPOS-Mini QT-200 / WILLPOS-Unity M-9000

A variety of services, including prompt response, various procedures and payment methods, are provided for individual shops, merchandisers, specialty stores and restaurants. Three models from the WILLPOS series are arranged by category to conduct various types of UXs. We won the Good Design Award 2017 for our QT-20 and M-9000 POS systems by virtue of their highly evaluated compatibility with the store environment and high level of versatility.

WILLPOS-Touch QT-20

Multiple responses to information terminals and POS terminals



Vertical type with an attractive design for compatibility with the surrounding environment that does not impair the atmosphere of the store



Flat type designed for familiarity and easy installation in the counter by limiting the unit's height



WILLPOS-Mini QT-200

POS terminal with printer



Compact POS with a built-in printer that enables selection of the customer display from multiple options as well as installation of a keyboard the same size as the operation screen, depending on counter space and operation

WILLPOS-Unity M-9000

Response to diversified checkout operations



This system, in which a high-performance 15-inch display with control unit, keyboard, customer display, printer and base unit can be combined as needed, responds to a variety of storefront needs. It is also available as a two-way semi-self-checkout system as the printer can be also installed to send receipts out to the customer side.

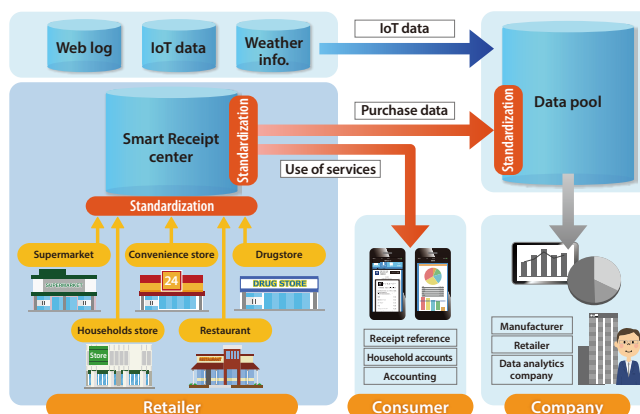
Demonstration experiment for Smart Receipt (electronic receipt)

As part of the New Energy and Industrial Technology Development Organization (NEDO) of the Ministry of Economy, Trade and Industry (METI)'s "Infrastructure Development for Creating New Industrial Models Utilizing IoT", we provided our advanced technologies in a test demonstration for Smart Receipt, which sends receipts to customers' smartphones, instead of receiving them during payment.

Through the experiment, customers were impressed that they were able to track previous purchases using their smartphone at any time, and did not have to keep receipts in their wallets. Store staff were pleased that they were able to easily and smoothly perform checkout operations.



Smart Receipt system Smartphone application screen



Smart Receipt system

Social Contribution Activities



As a member of the global society, we, Toshiba Tec Group, understand deeply the history, culture and customs of each country or region in which we operate. With the aim of creating a better society, we conduct a variety of activities that are rooted in the area, based on next generation development, social welfare, and environmental protection.

Toshiba Tec Philanthropy Fund

In October 1992, with the aim of contributing to society as a corporate citizen, we established the Toshiba Tec Philanthropy Fund, which is made up of contributions from employee salaries and bonuses. We annually use this fund to promote local welfare activities, support children who will lead the next generation, and promote environmental conservation. In the event of a large-scale disaster, we make a monetary donation.

In fiscal 2017, as our periodic donations to recovery, next generation development and social contributions appropriate for our company, we donated to the Fukushima Donation for Orphans affected by the Great East Japan Earthquake, the Red Feather Campaign of the Central Community Chest of Japan, and the Japanese Red Cross Society Fund Raising. We also donated picture books and playground equipment to the elementary schools, kindergartens and nursery schools in the areas where our head office and Shizuoka Business Center are located.



Donation to the Central Community Chest of Japan



Donation of books to kindergartens and nursery schools



Donation of unicycles to elementary schools

Simultaneous Social Contribution Activities

We participate in the Toshiba Group Simultaneous Social Contribution Activities targeted December 5, the International Volunteer Day set by the United Nations. We annually conduct a variety of activities related to clean-up, collection, fundraising, welfare and disaster relief at the business sites of our group.

The aim is to make a significant social contribution that cannot be achieved by individuals.



Next Generation Development

Workplace experience learning

We provide workplace experience opportunities to help children learn about product mechanisms and manufacturing. In fiscal 2017, a total of 51 students visited the business sites of our group from 7 junior high and high schools. We hope to help children in developing their thinking and understanding of work, as well as to contribute to their future learning, through showroom tours, product operation and interaction with our employees.



Storytelling volunteer

In 2011, we donated books to kindergartens and elementary schools near Shizuoka Business Center from the Toshiba Tec Philanthropy Fund. Since then, in addition to donations, our employee volunteers have been holding storytelling sessions. Storytelling is thought to be effective for children to cultivate sensitivity and learn vocabulary. In fiscal 2017, we donated picture books and playground equipment to 18 public kindergartens and nursery schools, 19 after-school kids clubs in Mishima, and 9 public kindergartens and nursery schools in Izunokuni. We also held a total of 20 storytelling sessions or 5 sessions at 4 of the aforementioned kindergartens and nursery schools, respectively.



On-site lesson

We provide experience-based on-site lessons to elementary and special-needs schools by capitalizing on our employees' expert knowledge and business activities. These lessons allow students to experience work involving the operation of checkout systems and scanners. These events allow us all to learn about science closely related to our daily lives, such as checkout operation and mysterious things about barcodes, together with children.



Welfare

Food drive

A food drive is a program for donating redundant food brought from home. As one of the Simultaneous Social Contribution Activities, we organized food drives at the head office, Shizuoka Business Center and business sites, and donated the collected food to neighboring food banks. At Toshiba America Business Solutions, Inc., we conducted creative activities to help employees enjoy and participate in these activities, such as stacking the collected food cans to make art.



Toshiba America Business Solutions, Inc.

Blood drive

At the head office and Shizuoka Business Center, we conduct blood drives once every half term by encouraging employees to participate. We actively conduct blood drives at domestic and overseas business sites during the period of the Simultaneous Social Contribution Activities.



Pull-tab donation

We have been collecting pull-tabs since 2002 in the Shizuoka Business Center, to raise environmental awareness and contribute to local communities. We collect pull-tabs from vending machines and from homes, and donate them twice a year to local welfare institutions to help their activities. In fiscal 2017, we donated approx. 40,000 pull-tabs (16 kg) in June and approx. 37,500 pull-tabs (15 kg) in December, and the sum total exceeded 500 kg.



Donations to welfare institutions and charity organizations

We actively support underprivileged children by donating clothing, stationery and toys to local welfare institutions and charity organizations.



Donation of books to children living in mountain regions (Toshiba Tec Information Systems (Shenzhen) Co., Ltd.)

Environmental Protection

We are actively working on activities, such as biodiversity conservation, local clean-up and tree planting, in collaboration with local residents.



Beach clean-up (P.T. TEC Indonesia)



Protection of green turtles (Toshiba Tec Malaysia Manufacturing Sdn. Bhd.)



Participation in the tree planting activity (Toshiba Tec Information Systems (Shenzhen) Co., Ltd.)

Disaster Recovery Support

To support recovery in areas severely affected by the earthquake, we make donations to support children in Fukushima, and organize a Tohoku and Kumamoto local products fair. We also provide special menus featuring local Tohoku and Kumamoto dishes in our cafeteria.



Donation to Fukushima



Fair of local products from Tohoku and Kumamoto