

# Glory's CSR Philosophy

Our corporate philosophy states that “we will contribute to the development of a more secure society through a striving spirit and co-operative efforts.” Under this philosophy, the Glory Group will continue to contribute to the realization of a sustainable society by applying its accumulated core technologies and developing innovative technologies with the potential to create new value to solve social issues.

## CORPORATE PHILOSOPHY

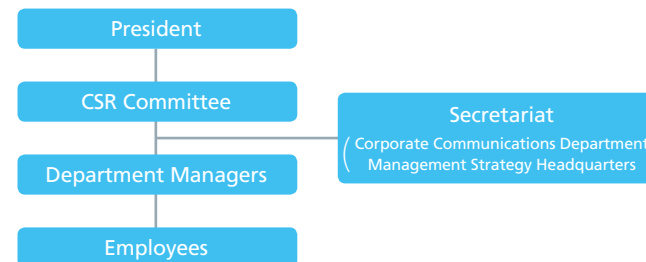
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## MANAGEMENT CREED

- Through a spirit of continuous development, we will provide products and services our customers can rely on.
- We will build a vigorous corporate group through respect for the individual and teamwork.
- We will endeavor to act as responsible corporate citizens and co-exist harmoniously with society at large.

## CSR Promotion Framework

CSR efforts in the Glory Group are led by the CSR Committee, which is chaired by the President and made up of management-level employees. The committee convenes twice a year, at which time it deliberates on the basic direction and plans for CSR management and establishes policies for major annual CSR initiatives.



## Participation in the United Nations Global Compact

The Glory Group operates in more than 100 countries. We contribute to every region in which we operate by matching technologies and services to the issues faced by customers and society, and as responsible corporate citizens, we conduct our work with awareness of the issues of the international community. To further clarify our stance on social contribution, Glory signed the United Nations Global Compact, an international framework for sustainable development, in March 2014.



Glory promotes various other CSR Activities. For further information, please visit our website. <https://corporate.glory-global.com/csr/>

# Environment

## Glory Environmental Vision

To promote the reduction of environmental impact and the preservation of natural resources on a global scale, we will contribute to “a solid future” for the global environment.

To create a sustainable society, the Glory Group has formulated an environmental vision with three areas of focus: products, business, and awareness. The themes for our environmental activities are the prevention of global warming, the management and reduction of chemical substances, the effective use of resources, and the preservation of biodiversity. Under our environmental vision, we have created the 2020 Medium-Term Environmental Plan covering the three years from fiscal year 2018. We are now implementing group-wide initiatives based on this plan.

## Developing Environmentally Friendly Products

The Glory Group develops environmentally friendly products that minimize environmental impact throughout each product's life cycle—from material procurement and customer use of the product through final disposal.

Glory certifies products as G-Eco products if they satisfy certain in-house standards for environmental friendliness—for example, if they exhibit electric power efficiency at least 15% better than existing products and if they conform to regulations on chemicals contained in products.

Of the G-Eco products developed in fiscal year 2018, the banknote unit of the CI-5 cash recycling system features around 40% less power consumption than previous products, and the coin unit of the product has around 25% less. In addition, we have achieved recyclability ratios of about 91% for the banknote unit and 89% for the coin unit.



Cash Recycling System <CI-5>

## Preserving Biodiversity

Since fiscal year 2011, Glory has strived to protect and maintain biodiversity through initiatives such as forest conservation activities and nature appreciation events at the Glory Yumesaki Forest (Himeji City, Hyogo Prefecture), with the aim of conveying to young people the importance of nature. Since fiscal year 2013, we have expanded the scope of these activities to the Kanto area and are engaged in biodiversity activities in collaboration with an NPO.

Another example of group-wide contributions to biodiversity preservation is the participation by employees of GLORY (PHILIPPINES), INC. in the Adopt-A-Tree Park Program since fiscal year 2011.



Tree-planting (in the Philippines)

# Society

## Human Resource Initiatives

### Work-Life Balance

Glory has in place numerous initiatives aimed at promoting a work-life balance. These initiatives enable employees to match their job and work schedule to their lifestyle while maximizing their abilities and career potential.

#### Balancing Work and Parenthood

We are creating environments in which employees can combine work with parenting, including the establishment of an in-house daycare center, the G-Kids Home, for the children of full-time employees. The facility accepts children from 57 days after birth until they reach elementary school age. We also provide subsidies to hire childcare services for female full-time employees working at locations other than our head office until the child's third year of elementary school.



G-Kids Home

### Fostering Human Resources

We have introduced a variety of skill-development and training programs for our diverse work force. These initiatives reflect our belief that personal growth by individual employees leads to corporate growth.

#### Training for Potential Corporate Executives

We operate the Glory Business College system to train management-level employees for a future role as next-generation corporate executives. Trainees acquire the skills and knowledge needed for a senior executive position by participating in a total of seven programs and attending outside seminars over a seven-month period. Participants also build networks within and beyond the company by taking part in discussions with other participants and meeting people from other industries.



Classroom exercise at Glory Business College

## Supply Chain Management

We, the Glory Group, procure parts from our suppliers in a fair and transparent manner in all aspects of our transactions, while strictly observing related laws and regulations, and establishing a relationship built on trust with them as their partner. We also proceed in our procurement activities by taking into consideration the concept of both CSR and environmental conservation for developing sustainable societies.

### CSR Procurement

In March 2014, we produced the "Glory CSR Procurement Guidebook" with the aim of further enhancing our CSR procurement performance. This Guidebook defines the Glory Group's basic stance on CSR and specifies our requirements for suppliers in relation to human rights and labor, health and safety, the environment, and other areas. We continue to work with our suppliers to implement CSR initiatives in our supply chains.