

# 19. Targets and Achievements of Activities 1/2

We have expanded the content of our management, social and environmental performance initiatives and publish the details, achievements and our own evaluations of them in this section.

Looking to the future, we will continue to push forward with social contribution and environmental protection activities and to disclose related information in the interests of transparency and fulfilling our responsibilities as a good corporate citizen.

Legend: ○: Target accomplished, △: Part of the target not yet accomplished, ×: Target not yet accomplished

Management Performance				
Initiative	Voluntary Targets (Medium to Long-Term Targets)	Results for FY 2008	Evaluation for FY 2008	Initiatives for FY 2009
Internal control initiatives	•Continually review and develop internal control system	•Reviewed internal control system (Established Terumo Group Code of Conduct)	○	•Continually develop internal control system
Promoting compliance	•Continue compliance training	•Provided compliance training to new graduates, mid-career hires and new managers	○	•Continue compliance training

Social Performance				
Initiative	Voluntary Targets (Medium to Long-Term Targets)	Results for FY 2008	Evaluation for FY 2008	Initiatives for FY 2009
A highly accessible call center	•Maintain rate of over 95% of incoming calls answered within 2.5 seconds	•95.3% of incoming calls answered within 2.27 seconds	○	•Maintain rate of over 95% of incoming calls answered within 2.5 seconds
Promoting employment of disabled workers	•Maintain a disabled-worker employment ratio of 1.8%	•1.80% disabled-worker employment ratio as of the end of March 2009	○	•Maintain a disabled-worker employment ratio of 1.8%
Promoting occupational safety	•No work-related deaths or serious injuries, and fewer work-related accidents than the previous fiscal year	•Zero work-related deaths or serious injuries in FY 2008 (zero in previous year); 16 other work-related accidents (14 in previous year) Frequency rate <sup>1</sup> : 1.93697 Severity rate <sup>2</sup> : 0.00886	△	•No work-related deaths or serious injuries, and fewer work-related accidents than the previous fiscal year
Career advancement of female associates	•Train and promote associates based on skills and performance, without gender bias	•Women accounted for 2.9% of management positions (as of the end of March 2009)	△	•Train and promote associates based on skills and performance, without gender bias
Promoting fair hiring	•Conduct hiring based on skills, regardless of race, nationality, gender, religion, physical disability or other factors	•Educated hiring managers and created manuals	○	•Continue to practice fair hiring and educate hiring managers

1 Frequency rate: The number of casualties due to industrial accidents divided by hours worked and multiplied by 1,000,000

2 Severity rate: The days lost due to industrial accidents divided by hours worked and multiplied by 1,000

# 19. Targets and Achievements of Activities 2/2

Environmental Performance				
Initiative	Voluntary Targets (Medium to Long-Term Targets)	Results for FY 2008	Evaluation for FY 2008	Initiatives for FY 2009
Determining the environmental impact of our business activities	<ul style="list-style-type: none"> <li>Quantitatively determine the environmental impacts of development, production and sales activities</li> </ul>	<ul style="list-style-type: none"> <li>Continued to conduct environmental impact assessments</li> <li>Continued to investigate alternatives to HCFC-141b<sup>1</sup></li> </ul>	○	<ul style="list-style-type: none"> <li>Continue to conduct environmental impact assessments</li> <li>Complete investigation on alternatives to HCFC-141b</li> </ul>
Environmentally friendly products	<ul style="list-style-type: none"> <li>Remove mercury from healthcare practice</li> <li>Respond to regulations of different countries</li> </ul>	<ul style="list-style-type: none"> <li>Promoted sales of digital blood pressure monitors for hospital use</li> <li>Started assessing the environmental impact of products using LCA</li> <li>Promoted the development of products compliant with RoHS Directive</li> <li>Substituted a PVC plasticizer, adipic acid ester, with an alternative</li> <li>Recovered and recycled used small rechargeable batteries</li> </ul>	○	<ul style="list-style-type: none"> <li>Continue to develop products compliant with RoHS Directive and to build an assurance system</li> <li>Introduce Human x Eco Development Guidelines</li> <li>Assess the environmental impact of products using LCA</li> </ul>
Preventing environmental pollution	<ul style="list-style-type: none"> <li>Maintain dichloromethane emissions of no more than 99 tons</li> </ul>	<ul style="list-style-type: none"> <li>Dichloromethane emissions were 71 tons</li> <li>Carried out voluntary measurement of ethylene oxide concentrations along the boundaries of our facilities</li> <li>Installed an additional catalytic oxidation treatment system at Ashitaka Factory</li> </ul>	○	<ul style="list-style-type: none"> <li>Maintain dichloromethane emissions of no more than 99 tons</li> <li>Continue voluntary measurement of ethylene oxide concentrations along the boundaries of our facilities</li> </ul>
Using resources and energy effectively	<ul style="list-style-type: none"> <li>Reduce CO<sub>2</sub> emissions per unit of sales by 50% relative to FY 1990 level by FY 2012</li> </ul>	<ul style="list-style-type: none"> <li>Promoted conversion from gas to electricity, which has a lower CO<sub>2</sub> emissions coefficient</li> <li>Reduced CO<sub>2</sub> emissions per unit of sales by 36% relative to FY 1990 level</li> <li>Fujinomiya Factory received the Director General's Prize in the Kanto Bureau of Economy, Trade and Industry's Awards for Outstanding Energy Conservation by a Factory</li> <li>Participated in the Team Minus 6% project and carried out in-house eco campaign</li> <li>Held an internal Eco-Driving Competition</li> <li>Promoted energy-saving activities in offices</li> <li>Started experimental liquefaction of waste plastic</li> </ul>	○	<ul style="list-style-type: none"> <li>Continue conversion to electricity</li> <li>Promote eco driving</li> <li>Continue to promote energy-saving activities in offices</li> <li>Continue experimental liquefaction of waste plastic</li> </ul>
Reducing waste	<ul style="list-style-type: none"> <li>Reduce the amount of landfilled waste to less than 1% of the total amount of waste at all sites in Japan, excepting sales offices</li> </ul>	<ul style="list-style-type: none"> <li>Continued zero waste emissions<sup>2</sup> at all production sites (Fujinomiya, Ashitaka and Kofu Factories), Shonan Center and Head Office in Japan</li> <li>Expanded the use of electronic manifests</li> </ul>	○	<ul style="list-style-type: none"> <li>Continue to reduce the amount of landfilled waste to less than 1% of the total amount of waste at all sites in Japan, excepting sales offices</li> <li>Promote the use of electronic manifests across the group</li> </ul>
Establishing environmental management systems	<ul style="list-style-type: none"> <li>Maintain compliance with the Terumo Environmental Management System at Shonan Center and all factories in Japan</li> </ul>	<ul style="list-style-type: none"> <li>Continued to maintain the Terumo Environmental Management System at Shonan Center, all factories, and group production sites in Japan</li> <li>Conducted environmental audits at Shonan Center, factories, and group production sites in Japan</li> </ul>	○	<ul style="list-style-type: none"> <li>Continue to maintain the Terumo Environmental Management System at Shonan Center, factories, and group production sites in Japan</li> <li>Continue to conduct environmental audits at Shonan Center, factories, and group production sites in Japan</li> <li>Conduct environmental audits at overseas factories</li> </ul>
Encouraging volunteer activities	<ul style="list-style-type: none"> <li>Encourage volunteer activities</li> </ul>	<ul style="list-style-type: none"> <li>Implemented the Terumo Mt. Fuji Reforestation Project (reforestation using native tree varieties)</li> <li>Supported volunteer activities, including participation in the Tamagawa River Cleanup Campaign (Tokyo) and Umezawa Beach Cleanup (Kanagawa)</li> <li>Participated in the "Eco Cap Movement"</li> <li>Cleaned the surroundings of Terumo's premises</li> </ul>	○	<ul style="list-style-type: none"> <li>Continue to support volunteer activities, including the Terumo Mt. Fuji Reforestation Project</li> </ul>
Facilitating environmental communication	<ul style="list-style-type: none"> <li>Publish social and environmental reports</li> <li>Conduct initiatives for Environment Month</li> </ul>	<ul style="list-style-type: none"> <li>Published the <i>Social and Environmental Report 2008</i></li> <li>Conducted Environment Month initiatives</li> <li>Posted special features on Environment Month on corporate intranet</li> <li>2,069 associates voluntarily participated in eco programs</li> <li>Provided environmental education to associates</li> <li>Presented an in-house environmental award to the Production Division, Kofu East Factory</li> </ul>	○	<ul style="list-style-type: none"> <li>Enhance information disclosure via Web site</li> <li>Conduct initiatives for Environment Month</li> <li>Continue eco programs with associate participation</li> <li>Continue to provide environmental education to associates</li> </ul>
Compliance with environmental laws and ordinances	<ul style="list-style-type: none"> <li>Confirm compliance with laws, ordinances and agreements relating to environmental protection, as well as legal compliance overseas</li> </ul>	<ul style="list-style-type: none"> <li>Completed pre-registration for REACH Regulation</li> </ul>	○	<ul style="list-style-type: none"> <li>Begin compliance activities related to the revised Act on the Rational Use of Energy</li> <li>Continue to comply with REACH and other chemical regulations outside Japan</li> </ul>

<sup>1</sup> HCFC (Hydrochlorofluorocarbon)-141b: An alternative to chlorofluorocarbons.

<sup>2</sup> Zero waste emissions: The amount of landfilled waste is below 1% of the total amount of waste generated.