

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

ALSOK's Fundamental Spirit and CSR Policy

Protection of the Safety and Security of Society

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

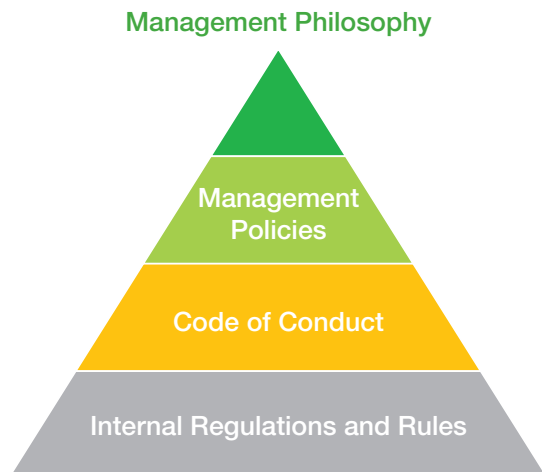
These two principles of our fundamental spirit embody our strong sense of commitment toward protecting the safety and security of society. We believe that CSR entails faithfully exercising this fundamental spirit and contributing to the resolution of the issues faced by customers and society through our business activities.

Structure of CSR Ideals

Clear Identification of Activities Based on Our Management Philosophy

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

The management policies set out the principles of how the ALSOK Group should engage with its stakeholders. The code of conduct defines how all members of the Company, including employees and executive officers, should act in carrying out their daily business activities. The Company has also established various regulations and internal rules related to specific issues. Based on these guidelines, we are incorporating CSR activities into all areas of our business operations. (For more information, please refer to page 15.)



Strengthening of the CSR Promotion Framework

CSR Activities Centered on the CSR Office

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

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

Initiatives to Inculcate CSR

Internal CSR Lectures

The CSR Office leads efforts to inculcate CSR throughout the Company. These initiatives include distributing our in-house quarterly magazine, *ALSOK CSR Newsletter*, and our *CSR Activities Guide*.

We also conduct a yearly lecture utilizing our CSR report that is incorporated into training for newly promoted managers. In the fiscal year ended March 31, 2015, approximately 500 people attended this lecture. As a result, our annual questionnaires continue to show year-on-year improvement in the understanding of CSR among employees. Targeting all employees, including those of Group companies, our dedicated department, the CSR Office, will continue leading CSR education efforts.



Training for newly promoted managers utilizing *CSR Report 2014*