

## Social Contribution Activities



### The Whole Brother Group Pursues Social Value Creation through Business Activities.

Values demanded by society are changing. Brother focuses particularly on the following priorities selected from among many social issues and creates social value through business by doing them.

- Seeking to provide innovative products and services that make our customers happy
- Continuing to make efforts to help the global environment
- Continuously promoting social contribution activities
- Enhancing collaboration with business partners on ways to address social demands quickly



### Basic Policy on Employment and Compensation of Employees

#### Brother provides systems and environments in which diverse human resources can demonstrate their abilities

The Brother Group Global Charter, the basis of all activities of the Brother Group, stipulates that “the Brother Group respects diversity and provides a working environment that enables our associates to utilize their talents and abilities to the fullest, and also gives them great opportunities through challenging work assignments and provides them with fair, attractive financial rewards.” It also sets forth that “we must always honor individuals and diversity, and act with trust and respect.” According to these principles, the Brother Group companies aim to eliminate all forms of discrimination based on race, nationality, religion, belief, gender, educational background, age, disability, or anything else, in hiring, evaluation and promotion and also prohibit child or forced labor.



▲ Employees are working actively in various facilities

### CSR Procurement Promoted with Suppliers

#### The Brother Group publishes its “procurement policy” and “CSR procurement standards” and honors excellent CSR activities

The Brother Group publicly discloses its “procurement policy” and “CSR procurement standards” to share its CSR procurement concept with parts and materials suppliers. The procurement policy stipulates the promotion of green procurement, the responsible procurement of minerals, and so forth. Meanwhile, the CSR procurement standards establish requirements for suppliers, such as respecting human rights, creating a comfortable working environment, and establishing a framework for information management.

The Brother Group conducted a CSR questionnaire with approximately 500 suppliers regarding safety measures and chemicals management, and based on the results, requested some suppliers to make improvements and inspected their production sites. In addition, the group commends excellent CSR activities conducted by its suppliers.



▲ Brother honors its suppliers' excellent CSR activities with awards

## Community Involvement

### Employees watch the children they support grow while interacting with them

Brother International Corporation (Canada) Ltd. (“BIC(Canada)”) has been supporting children in developing countries in collaboration with Plan International, an international non-governmental organization, since 2015.

In developing nations, many children cannot break the cycle of poverty and discrimination due to the lack of education, healthcare, and other systems. In order to raise money to support such children, BIC(Canada) regularly holds charity bazaars, and its employees sell handmade pancakes, knitted goods, jewelry, and so forth. The company matches the proceeds from the bazaars and donates them to the regions where the children live. These contributions are used to help improve education and healthcare. In 2018, the money raised was also donated to Plan International’s educational project to establish new schools and train new teachers in Burkina Faso, West Africa.

In addition, all employees have been exchanging letters with 45 of the children who have been supported by BIC(Canada). The company also has a plan to send a few employees to Burkina Faso, which will promote closer interaction with the children living there. “Meeting the children and seeing our donations make even a small difference in their lives will make me happy,” said one of the employees. “I will value communication with the children and continue to support them.”



▲ Employees support children in various parts of the world



▲ Letters from the children are posted in the company

### Brother offers job training courses using its sewing machines as teaching materials

Brother International S.A. (PTY) Ltd. (“BI S.A.”) has been providing job training courses in cooperation with Avisa, a non-profit organization which helps people get employment, since 2017.

The areas surrounding BI S.A. have been facing the challenge of making the lives of their residents financially stable. With the aim of providing job assistance to them with Brother’s products, BI S.A., jointly with Avisa, started job training courses using Brother’s sewing machines as teaching tools.

In these courses, named the “Brother Avisa Training Center,” participants attend weekly classes held within BI S.A.’s premises for four months and learn about the repair and maintenance of sewing machines as well as sewing skills. Many of the graduates of this center succeeded in getting jobs by having a lot of practice and using their acquired skills.



▲ Clothes made by the participants in training classes