

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

Brother takes part in the "Cooking for a Cause" event by OzHarvest

Brother International (Aust.) Pty. Ltd. (BIA) took part in the "Cooking for a Cause" event at food rescue charity OzHarvest in August 2019 to prepare and deliver meals to vulnerable people.

In Australia, four million tonnes of food are wasted each year, yet two million people still rely on food relief every year.

OzHarvest is the first food rescue organization in Australia collecting quality excess food from commercial outlets and delivering it, direct and free of charge, to 600 charities across the country. Rescued ingredients are either close to or at the best before date and perfectly edible and safe. OzHarvest collects these ingredients and makes meals for the underprivileged, thereby reducing waste to landfill and helping people.

BIA staff and their families volunteered to take part in the food rescue program. After a few hours of cooking under the guidance of the OzHarvest Chefs, 150 delicious and nutritious meals were delivered the same day to a homeless refuge and crisis center.

BIA's marketing coordinator said: "It was great to have experienced chefs work with us to create delicious meals for those in need - out of food that would otherwise have been thrown away. Volunteering for OzHarvest has certainly made me stop and think about what I can do to minimize food wastage."

This is the seventh OzHarvest social contribution event that BIA has taken part in and it has prepared over 1,000 meals during this time.



▲ Participants in the "Cooking for a Cause" event



▲ Meals delivered to the homeless refuge and crisis center

Xing delivers fun and health to elderly people by using its musical healing content

Xing Inc. (Xing) has been supporting "Nijinokai*," a public interest incorporated association, since 2014.

Nijinokai was established in 1979 jointly by many entertainers and intellectuals with the aim of promoting healthy living for the elderly and the healthy development of children. The "rainbow caravan" is its main activity in which Nijinokai staff visit welfare facilities for the elderly across Japan and enjoy dance and music with residents to make them feel more alive. As of March 2019, the rainbow caravan had visited more than 4,500 facilities since its launch in 1987.

Xing employees have traveled with this caravan to help provide an enjoyable time for the elderly, bringing "Kenko Okoku," Xing's musical healing content that combines songs, dances, and exercises and assisting with set up and operation of audio equipment. A resident who enjoyed this content said: "Nostalgic songs make me feel at ease, energetic and young again. I hope Xing continues this activity."



▲ Rainbow caravan visiting a senior welfare center