

Compliance

Compliance at the Brother Group

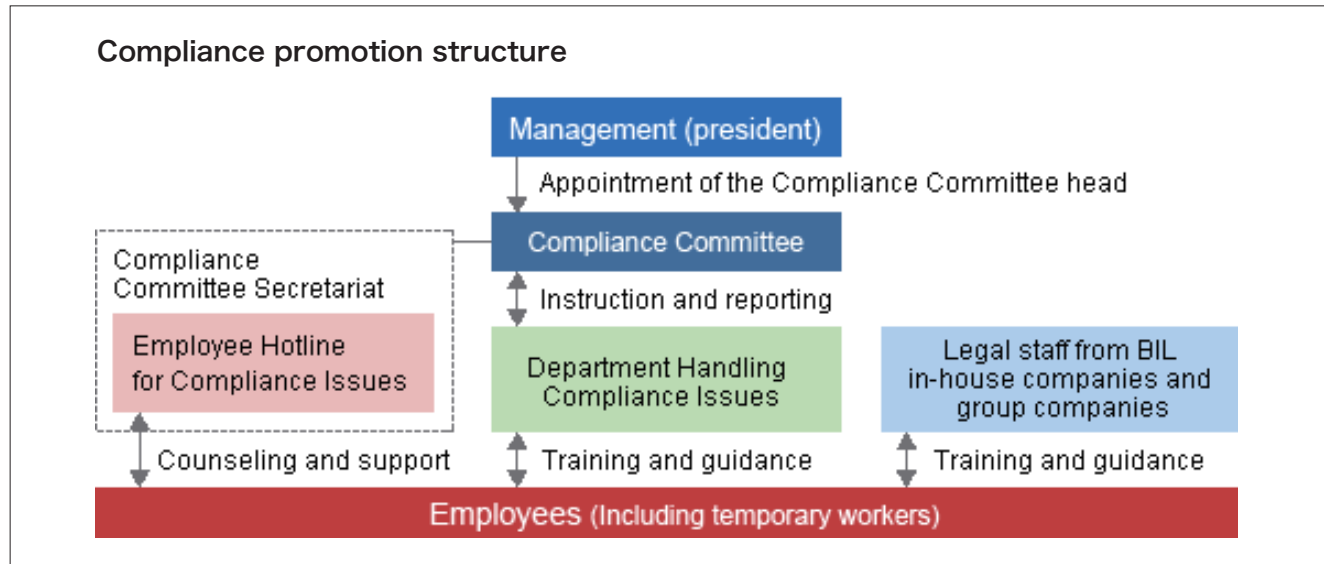
Absolute compliance with laws and ethics as the basis of CSR management

The Brother Group is absolutely adamant about compliance. Compliance with laws and ethics upholds the foundations of our CSR management and is indispensable to avoiding risks.

In ensuring compliance on a group basis, the Codes of Practice of the Brother Group Global Charter determine the standard of behavior of employees with regard to "Ethics and Morality." BIL formed a Compliance Committee and set up an "Employee Hotline for Compliance Issues" to prevent and take quick action against scandals. An initiative was launched to report cases reported to the hotline desks at group companies including companies outside Japan to BIL's Compliance Committee and in FY2010 the Brother Group continues to take action against risks on a group basis.

On the employee education front, while holding mass training sessions, group companies provide their employees with an e-learning system to learn about compliance using materials.

In order to further enhance the awareness of compliance, BIL prepared a compliance handbook and distribute it to all employees of the Brother Group. We will continue these activities with a view to their global development.



Compliance

Issuing the Compliance Handbook

Stepping-up efforts to raise employee awareness at group companies in Japan

The Compliance Handbook was issued and distributed to all the employees at group companies in Japan, in order to raise their awareness of compliance and ethics.

In addition to the compliance code of conduct based on the Brother Group Global Charter, many parts of the handbook are devoted to specific sample cases and self-learning section for employees in a quiz format. Meanwhile, the employees in charge of the company compliance from group companies in Japan held a meeting, in which an invited lawyer with expertise in the domain of compliance gave a lecture, to share the importance of compliance. In FY 2010, the Brother Group also offered an e-learning course twice to all the employees of group companies in Japan.

The Brother Group will enhance compliance education primarily in the Asian region, including China and Vietnam, where many of the group's major manufacturing facilities are located, in an effort to prevent corporate scandals and further raise ethical awareness.



Compliance Handbook