



SUBARU



CSR Report
Corporate Social Responsibility Report

2014

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GRI Guidelines
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Editorial Policy

Editorial Policy

This Report, which introduces the outcome of efforts by Fuji Heavy Industries Ltd. (FHI) with its domestic and overseas affiliates in Corporate Social Responsibilities (CSR), has been released to promote communication with stakeholders, including customers, shareholders, business associates, local communities, and employees, aiming to further strengthen our commitments.

Specifically, in the feature article, we introduce the FHI Group's unique initiatives that we particularly want to highlight to our stakeholders, while in the section describing the Group's CSR activities, we report on our CSR measures focusing on eight areas: customers and products; employees; the environment; compliance; information disclosure; procurement; social contributions; and corporate governance.

Regarding Report Media

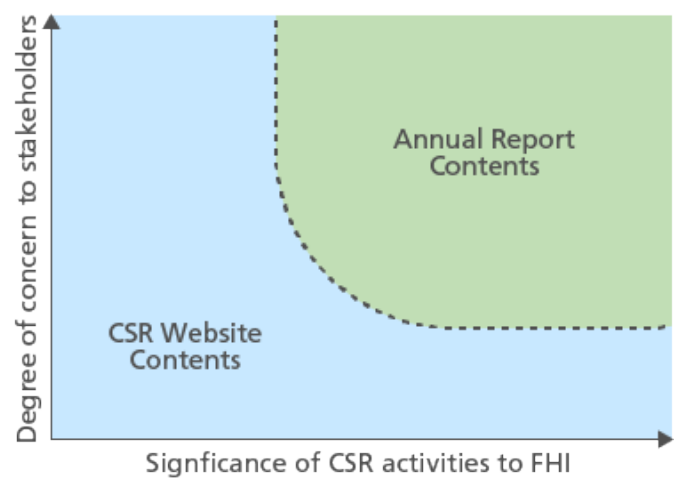
To facilitate understanding of the company's affairs by all stakeholders, from the 2013 edition, CSR activity information in the FHI's CSR Report will be integrated with the Annual Report, and the publishing media has been transferred to the website in an effort to alleviate the burden on the environment. Further, The website information is available as a PDF file, which is stored in the Library. Please use according to your purpose.



Report Cycle

The CSR activities reports for Fuji Heavy Industries Group in the previous fiscal year are compiled and released annually.

Approach to Report Media



Subjects of Reports

Reported Organizations

The report covers Fuji Heavy Industries, Ltd., together with its Group member companies both domestic and overseas.

Guidelines Referenced

- GRI Sustainability Reporting Guidelines (Ver. 3)
- ISO26000
- Environmental Report Guidelines (2012) by the Japanese Ministry of the Environment
- Environmental Report Guidelines (2005) by the Japanese Ministry of the Environment

Issue Periods

- Previous issue: November 2013
- Current issue: August 2014
- Next scheduled issue: July 2015

Period Covered

- The report covers performance for the period of FY2014 (from April 2013 to March 2014) and a number of undertakings before and up to the release of the report.
- The departments and titles etc. of the people introduced in this report are correct as of the time of writing.

Special Notice on Prospects

This report includes a variety of information on the prospects, plans, forecasts, etc., for the future of Fuji Heavy Industries, Ltd., and Fuji Heavy Industries Group member companies, although this information is based on past facts and currently available material, which may differ markedly depending on future economic trends, the company's business environment and other factors. We therefore request your understanding in this matter.

Miscellaneous

- [Fuji Heavy Industries Ltd. Website Top page](#)
- [Corporate Profile](#)
- [Investor Relations](#)
- [Financial Results](#)
- [Annual Report](#)

Thoughts on the Third-Party Opinion

We would like to express our gratitude for the valuable opinions conferred by Profession Oku in September 2013. As it is the mission of the Fuji Heavy Industries Group to contribute to the development of a sustainable society through our business, we are proactively implementing CSR activities based on one of our corporate philosophies: “We will aim to continuously promote harmony between people, society and the environment while contributing to the prosperity of society.” Based on the opinions we received last year, the public understands FHI’s consistent stance and enthusiastically encourages our CSR activities as demonstrated by comments such as “I was able to obtain more detailed information thanks to your progress in uploading content online” and “progress reports on environmental activities are easy to understand.” We seriously took in all of your opinions and suggestions and made the following improvements in the 2014 version. FHI will continue to work towards making improvements.

CSR Report 2014 Improvements

- Regarding a suggestion for “access the actual content of our activities,” FHI disclosed its companywide standardized CSR Procurement Guidelines and Quality Management System. We will continue to do our utmost to disclose the content of our CSR activities going forward.
- As suggested to “disclose all information including negative information” as well as showing “all the opinions and suggestions received by the SUBARU Customer Center,” FHI believes that acting upon the opinions of stakeholders is the basis of our CSR activities and therefore released all the opinions received by the SUBARU Customer Center starting with the 2014 Report along with our responses. We also disclosed the number of cases handled by our Compliance Hotline.
- Regarding the “revision of targets of the Voluntary Plan for the Environment,” FHI is revising them as well as evaluating results. Although no changes were made this year, we have revised targets upward in the past.
- We have been receiving suggestions regarding biodiversity for the past three years and started considering the relationship between biodiversity and our business activities at the time of this Report’s publication. We will publish results in next year’s report.

The Fuji Heavy Industries Group will execute CSR activities as a corporate citizen based on the important issue of “contributing solutions to social issues” by providing “Enjoyment and Peace of Mind” to customers. Further, FHI believes that communicating with all stakeholders through this Report is crucial and we look forward to receiving more opinions from everyone in the future.

Environmental Affairs Promotion Office
General Administration Department
Corporate Planning Department
Fuji Heavy Industries Ltd.