

# Compliance

We will comply with all laws and regulations, and act in line with our Corporate Ethics Policy.

## Promotion of Compliance

The Mitsubishi Rayon Group has established the Corporate Ethics Committee chaired by the President based on its view that comprehensive implementation of corporate ethics is indispensable for the Group's continued existence. The Corporate Ethics Committee holds two regular meetings each year. At the meetings, committee members report on problems relating to compliance and corporate ethics within the Group, and the status of education and training programs. They also discuss and determine measures for circulating and establishing compliance and corporate ethics throughout the Group, based on policies determined by the CSR Committee. Measures determined by the Corporate Ethics Committee are implemented Group-wide with the cooperation of the departments concerned, and the results are conveyed at the next meeting of the Corporate Ethics Committee.

In fiscal 2007, the Corporate Ethics Committee confirmed compliance status with the Guidelines for Preventing Antimonopoly Law Violations (Cartels), reflecting on past examples of Antimonopoly Law violations, as one of the measures for establishing compliance. These guidelines prescribe matters from the perspectives of compliance with the Antimonopoly Law and internal control. Specific matters relating to the Antimonopoly Law and prescribed in the guidelines include restricting the attendance to meetings with other companies in the same business, determining conditions for competition involving two or more parties, and recording decision making process.

### Corporate Ethics Policy

We, the Mitsubishi Rayon Group, adopt the following nine principles to guide the conduct of Group employees, in order to ensure that our Group remains a good corporate citizen.

#### Nine Principles

1. Striving for products and services of the best quality
2. Respect for relationships with stakeholders
3. Fair, transparent and free competition
4. Respect for the dignity of individuals
5. Disclosure of information, and proper handling of confidential and personal information
6. International cooperation and respect for different cultures
7. Positive approach to safety and environmental matters
8. Respect for and emphasis on social justice
9. Introduction and full execution of this Policy

(Established in 1998)

## Comprehensive Compliance Training

In addition to offering employees regular stratified training on compliance in general, in fiscal 2007 the Mitsubishi Rayon Group distributed a textbook on legal and other compliance-related matters to respective departments to ensure penetration of compliance to its corporate employees, and promoted understanding and circulation of compliance at every workplace. The textbook covered a variety of topics including human rights and labor, environment and resources, crime in the workplace, consumers, fair competition, ethics expected of civil servants, insider trading, and the protection of personal information and intellectual property. Furthermore, the Group organized lectures given by external invited speakers, as well as introducing an e-learning system to enable employees who had been provided with the textbook to check their level of understanding.

In addition, the Mitsubishi Rayon Group offered training on security-related export controls to Group member employees in charge of export, to ensure further penetration of compliance with export controls for security assurance in accordance with the Foreign Exchange and Foreign Trade Control Law.



Textbook distributed to employees  
(Published by Dai-ichi Hoki)

## Compliance Consultation Desk

The Mitsubishi Rayon Group has established the Regulations Pertaining to the Compliance Consultation Desk, etc. and set up two in-house desks (staffed by the Director of the Audit Office and corporate auditors) and one external desk (staffed by attorneys) to provide consultation and receive reports on legal violations and corporate ethics breaches within the Group.

Consultation is offered not only to Group employees but also to temporary workers dispatched by employment agencies and business partners. The service is available on either an identified or an anonymous basis. People who identify themselves when consulting are treated with anonymity if they prefer. In every instance, reports are made to persons who identify themselves when consulting on the results of research carried out concerning the matters raised.