



2010 Achievements and 2011 Targets

Kajima believes that its corporate officers and employees should practice CSR activities in each department as a part of the work process. The Company will continue to promote CSR activities in order to manage ongoing initiatives and tackle current challenges.

Quality Assurance, Safety and Health, and Environmental Policies

Basic Policy

Quality assurance, safety and health, and environmental management are prerequisites that support production activities and form the very basis of corporate survival. By establishing and continuously improving appropriate and effective management systems to ensure compliance with relevant laws, ordinances, and other societal requirements, Kajima works to efficiently engage in production activities while proving itself worthy of the trust of customers and society.

Quality Assurance Policy

Kajima will provide products and services that satisfy clients, from marketing to follow-up services, that allow clients to place orders with a sense of reassurance and trust.

Safety and Health Policy

Kajima firmly believes that safety is the barometer of a company's capabilities and ethics. On the basis of this belief, the company works together with subcontractors that have strong management capabilities to eliminate construction-related casualties and accidents in order to maintain trust in the construction industry while aiming for the sustainable development of the company.

Environmental Management Policy

As a member of the construction industry—an industry entrusted with the responsibility for development of public infrastructure—Kajima considers environmental issues from both a regional and global perspective. The Company contributes by reducing the adverse environmental impact of its business activities, and working to realize a sustainable society in which economic activities and environmental conservation are consistently pursued. Moreover, we engage in broad-based environmental communication within the Company and with the public, including information disclosure.

High-quality infrastructure, buildings, and services		Kajima endeavors to meet the expectations and challenges of today's society by leveraging all its resources, in design, construction, and technical research and development, for creating high-quality, value-added buildings and structures, in accordance with the Company's quality assurance, safety and health, and environmental policies.			
		2010 targets	2010 main achievements	2011 targets	Pages
	Ensuring compliance	<ul style="list-style-type: none"> ● Enforce corporate governance group-wide ● Implement thorough compliance and risk management 	<ul style="list-style-type: none"> ● Pursued management in line with fundamental policies on corporate governance ● Conducted compliance training to raise employees' awareness of their actions 	<ul style="list-style-type: none"> ● Enforce corporate governance group-wide ● Implement thorough compliance and risk management 	P.16-19
	Being a company that people are proud to work for	<ul style="list-style-type: none"> ● Completely eliminate fatalities, serious injuries, and major disasters at worksites ● Continue the training of engineers ● Promote work-life balance 	<ul style="list-style-type: none"> ● The number of worksite disasters stood at 64 (no fatalities), with a frequency rate of 0.66 and a severity rate of 0.02 ● Continued to provide employee training encompassing both on-the-job and off-the-job training, for each job category and across the board ● Introduced an anniversary day leave system with more flexible leave options in mind 	<ul style="list-style-type: none"> ● Completely eliminate fatalities, serious injuries, and major disasters at worksites ● Continue the training of employees, especially engineers ● Promote work-life balance 	P.20-29
	Providing innovative solutions for a better environment	<ul style="list-style-type: none"> ● Achieve the second-year medium-term goals for the four priority issues 	<ul style="list-style-type: none"> ● Implemented activities in line with medium-term goals for each priority issue ● Implemented energy management policies for all offices and worksite, in accordance with the Revised Law Concerning the Rational Use of Energy 	<ul style="list-style-type: none"> ● Take steps to achieve goals in the final year of our medium-term environmental goals plan 	P.30-39
	Working with local communities	<ul style="list-style-type: none"> ● Build stronger ties with stakeholders ● Promote the merits of the construction industry to young people 	<ul style="list-style-type: none"> ● Worked to build positive relationships as members of the community, at the Head Office and at each worksite ● Allowed construction site visits and internships 	<ul style="list-style-type: none"> ● Build stronger ties with stakeholders ● Promote the merits of the construction industry to young people 	P.40-45
	Communicating with stakeholders	<ul style="list-style-type: none"> ● Frequently update information disclosure to all types of stakeholders ● Continue carrying out employee surveys and conducting in-house meetings to exchange views on CSR 	<ul style="list-style-type: none"> ● In addition to the CSR Report and Annual report, published periodicals and technical brochures, and disclosed other forms of information on the website. ● Conducted two in-house meetings to exchange views on CSR but did not carry out surveys of employees 	<ul style="list-style-type: none"> ● Actively communicate with and disclose information appropriate to each stakeholder ● Conduct in-house meetings to exchange views on CSR, and promote CSR activities through company-wide employee surveys 	P.46-49