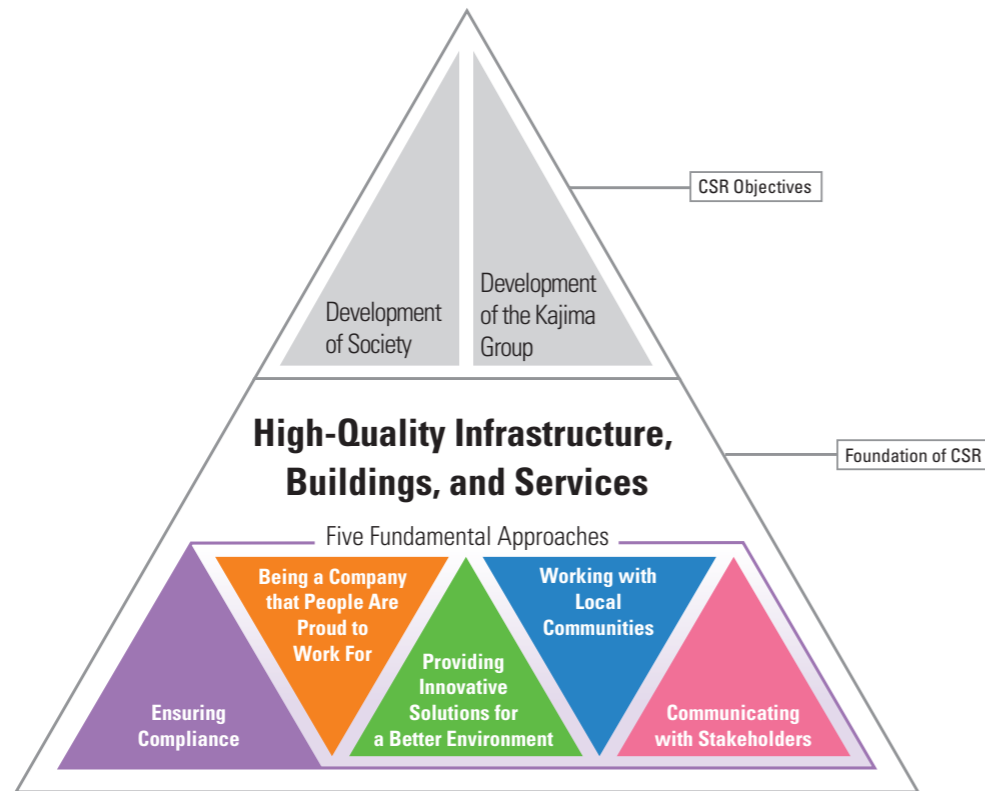


04 Social Responsibility

The Kajima Group has adopted the corporate slogan, “Building for the Next 100 Years,” to complement its corporate philosophy of “contributing to society by advancing our business operations.” The Group seeks to fulfill its social responsibilities through its businesses and to contribute to society by addressing the issues facing the communities in which it operates.

CSR Framework at the Kajima Group



Basic Stance on CSR

The Kajima Group's CSR activities are guided by its CSR Framework. Aiming to help build a society that is ever more safe, secure and comfortable, Kajima recognizes that its primary responsibility is to ensure the continuity of its main business of reliably providing high-quality infrastructure, buildings, and services that meet the needs of customers.

This concept is guided by five fundamental approaches: ensuring compliance, being a company that people are proud to work for, providing innovative solutions for a better environment, working with local communities, and communicating with stakeholders.

Social Contribution Initiatives

Kajima Group activities at both offices and construction sites significantly impact local communities. As a member of the communities in which it operates, Kajima, participates in local activities as an important way to communicate with other members of the community.

the Group also actively strives to make social contributions that go beyond its business operations, making the most of its technological and human resources as well as its business and network assets. The Group focuses this effort in the areas of disaster recovery, community service, environmental conservation, and youth education, while also supporting employees who volunteer on their own time and promoting academic research, culture, and the arts through its foundations.

The primary aim of Kajima's business activities is to help create a society that is safe, secure and comfortable. Meanwhile,

Disaster Recovery Activities

When natural disasters such as earthquakes and flooding strike, surveys are needed to know how to get social infrastructure up and running again quickly, and recovery work is required. Drawing on its construction experience, Kajima has the technology and experience needed to help communities affected by disasters recover and ensure social and economic continuity. The Group recognizes these recovery activities as one of its main responsibilities.

In September 2015 when the bank of the Kinugawa River ruptured, and in April 2016 when the earthquake struck in Kumamoto, Kajima helped with recovery in both leadership and support roles in close cooperation with relevant government offices and business organizations.



Construction crews worked day and night to repair the Kyushu Expressway after the Kumamoto earthquake.



Construction to repair the bank of the Kinugawa River involved 24 Kajima employees and some 3,000 employees from 47 partner companies. The repair work took two weeks to complete. A letter of appreciation was received from the local authorities (photo above).

Community Service Activities

Kajima sites conduct themselves as members of their local communities, operating with the understanding of the community, local residents and concerned parties. The Kajima Group recognizes the importance of tailoring activities to suit local areas in order to maintain positive relationships with local communities. The Group ensures that areas around construction sites are kept clean and that construction does not interfere with work and school commuter traffic. Kajima also helps promote arts and culture, preserve local culture, and protect the prosperity of local communities by cosponsoring and participating in traditional and local events.



The 20th Hirosegawa River Cleanup Campaign took place in Sendai City, with 151 Kajima Group employees and their family members participating.



A total of 70 Kajima Group employees and partner company staff involved in the development project in front of Izumi Chuo Station took part in the Autumn Cleanup Campaign sponsored by the Association for Promotion of Izumi-ku Development in Sendai City.



Five hundred local children and their family members were invited to tour the building and grounds under construction for the AEON Mall Imabari Shintoshi and to see the heavy machinery that the crew uses.

Cooperation in the G7 Ise-Shima Summit Carbon Offset Initiative

Kajima owns approximately 1,000 hectares of forest in ten locations across Japan, which are managed and tended by Katabami Kogyo Co., Ltd., a Kajima Group company. Kajima is working to obtain certification under the J-VER Offset Credit Scheme for greenhouse gas absorption for three of its forest plots located in Fukushima and Miyazaki Prefectures. To date, the Company holds approximately 1,900 tons' worth of CO2 J-VER credits. Kajima also took part in Japanese government plans to offset CO2 emissions associated with the G7 Ise-Shima Summit held in May 2016, providing 100 tons' worth of its credits toward this end, and the Company also provided 5 tons' worth of credits for the Kanazawa Marathon.

Kajima has used a portion of its credits to offset CO2 emissions in its construction



This logo certifies participation in the carbon-offset scheme.

work, rendering five construction sites carbon-free. Kajima will continue to maintain the forestland it owns and pursue conservation that highlights the new environmental value of forests, including absorption and fixing of CO2, biodiversity, and the emotional wellbeing provided by the forest experience.



A Kajima forest project in Miyazaki Prefecture, registered under the J-Ver scheme.

Environmental Conservation Activities

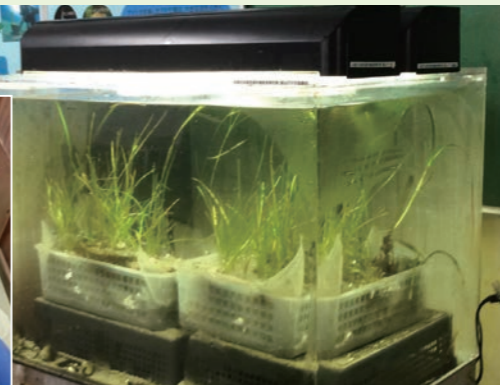
Environmental conservation is an issue that faces the entire international community. At Kajima, individual employees also engage in various personal activities to protect the environment, which cumulatively have a major impact.

The Ecocap Movement instituted at Kajima offices and sites, for example, helps fund vaccines through donations of collected plastic bottle caps. This program also encourages the habit of removing labels and caps from plastic bottles to be thrown away and sorting garbage, which raises awareness among employees of the need to recycle.

Kajima has also been recycling the work clothes worn by employees on construction sites since 2010, cooperating with the group company Taiko Trading Co., Ltd. By fiscal 2014, some 15,000 sets of work clothes had been recycled



Twenty-four Kajima employees, their family members and friends volunteering to help protect a little tern nesting spot.



Students at a local elementary school near the sea environmental test field of the Kajima Technical Research Institute, at a lesson taught by a researcher from the institute about Zostera marina seagrass.



Ecocap Movement: From 2008 to May 2016, Kajima collected approximately 3.68 million caps from plastic bottles, the equivalent of a 27-ton reduction in CO2 emissions.

across Japan. In 2015, the Ecological Life and Culture Organization recognized this initiative with a Commendation for Distinguished Service in Promoting Recycling Societies.

Kajima employees lead educational programs on its environmental technologies and initiatives at elementary and junior high schools, as well.

Kajima company housing in Toshima-ku, Tokyo, has hosted workshops at their children's center for employees and their families living in or near the complex since fiscal 2010. Kids are invited to use twigs and leaves that have been pruned from trees and bushes on the grounds to create craft projects, with the aim of giving children more experience with nature and fostering their interest in living organisms and the environment. Around 80 children and parents participate in these workshops each year.



Twice a year, Kajima employees help cut and plant trees as part of Aichi Prefecture's corporate forest building program. A total of 32 employees and their family members took part in the activities in June 2016.



Parents and children living in Kajima company housing take part in workshops held since fiscal 2010.

Youth Education

The future depends on young people, and primary education is an issue that affects all of society. Kajima offers on-site tours and work experience programs to give young people the opportunity to learn about the construction industry. Working to raise interest in Kajima and the construction industry as a whole, the Company encourages youth to think about their futures.

Held since fiscal 2014, the Kajima Expo shows university students how the knowledge they gain in university is applied outside of the classroom. The expo offers tours of civil engineering and construction sites and the opportunity to talk with female engineers, providing a first-hand overview of the work done by Kajima. The Company also plans to introduce a new program for high school students in fiscal 2016.



The Kajima Expo includes a forum specifically for female university students. The 2015 expo included tours of Kajima construction sites and the Kajima Technical Research Institute.



Thirty-one students from Anan College at the National Institute of Technology tour the local Nagayasuguchi Dam Renovation Project site.



Kajima is part of the study program for educators sponsored by the Japan Institute for Social and Economic Affairs. The program, held each year during summer vacation, teaches educators about private sector corporate activities.



Students from local elementary schools are invited to tour the Kajima Technical Research Institute every year on Civil Engineering Day (November 18).



Kajima conducts a hands-on class on Japanese honey bees at Kure City Konan Elementary School in Hiroshima Prefecture.

Supporting Employee Volunteer Activities

Kajima also supports employees who take part in volunteer activities as private citizens. One means of support is the Kajima Volunteer Network (KV Net), a group created in 1993 for employees looking for volunteer opportunities. KV Net delivers calendars, stationery and other necessities to welfare institutions at the end of each year; collects voluntary donations from employees for natural disaster response efforts; and conveys requests for assistance to employees and offers workspaces for volunteer activities when needed.

The Kajima Green Agenda was introduced in 1994. Under this program, used stamps and prepaid cards are collected and donated to help fund tree planting and greening activities in developing countries. Collection boxes are located in every Kajima department, and the proceeds are regularly donated.

Kajima Foundations Support Academic Research, Culture, and Arts

As a good corporate citizen, Kajima actively supports academia, culture, and the arts. The Company's five non-profit foundations have supported activities in these fields for many years.

The Kajima Foundation

The Kajima Foundation, established in 1976, supports research that promotes academic and cultural development in Japan, focusing on improving people's lives by developing healthy urban and residential environments and effectively using land and resources. In fiscal 2015, the foundation provided a total of ¥50 million in grant and other aid to 41 projects. The results of the research funded by these grants are presented publicly every year.

Kajima Institute of International Peace

Established in 1966, the Kajima Institute of International Peace promotes international peace and strives to contribute to Japan's security. It studies and provides funding for research on international peace and security, economic matters, and issues concerning Japan's foreign relations, and then publishes the research findings.



Research results being presented at the 38th Kajima Research Presentation (November 2015).

Atsumi International Scholarship Foundation

Established in 1994, the Atsumi International Foundation provides student scholarships and develops international exchange programs. To date, scholarships have been granted to 253 individuals (including 12 in fiscal 2015) from 42 different countries and regions. Aiming to build long-lasting networks among recipients, the foundation also sponsors symposiums, forums, workshops, and study tours led by former program scholars, who now teach at universities worldwide. These events have been held in Japan, as well as in Beijing, Manila, Seoul, Taipei, and other cities around the world.

The Kajima Foundation for the Arts

The Kajima Foundation for the Arts, established in 1982, provides grants for research in the arts, related publications, international exchange, and projects to foster art dissemination, aiming to foster the arts and enrich Japanese culture. In fiscal 2015, a total of ¥43.38 million was allocated to 64 research projects. Research results are presented each year, and the foundation honors the project which produced the most outstanding results.



Participants in the fiscal 2015 Fukushima study tour harvest rice.



The award ceremony, grant presentation ceremony, and research presentation were held in May 2016.

Kajima Ikueikai Foundation

The Kajima Ikueikai Foundation, established in 1956, provides scholarships and financial assistance to university students in Japan, including students from other countries. In fiscal 2015, it awarded scholarships worth a total of over ¥29 million to 52 students, including five students from outside Japan.