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CORPORATE SOCIAL RESPONSIBILITY REPORT 2012



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Business Outline

In the ever-evolving field of information and communication, Anritsu provides indispensable measuring instruments for developing and assuring the quality of communication systems and service applications. We have accumulated a wealth of solutions over more than 110 years to support a variety of services, including mobile phone Web access and music downloading, video conferencing, video delivery, and digital broadcasting. We also offer IP communication devices, contaminant detectors and grading-by-weight equipment for food and pharmaceuticals as well as precision measurement hardware for digital devices, such as mobile phones and digital cameras. Our extensive range of businesses contributes to a safer, more secure and more comfortable society.

Business Outline

The Anritsu Group business is woven into everyday life.

Connecting, monitoring and detecting—
 Anritsu supports everyday life and business in a variety of areas, including information communication, food processing, medical products and image monitoring for a safer, more secure and comfortable society.

Bringing greater convenience and comfort to people's lives.
 — Measurement solutions for mobile wireless information and communication services —

Communication: E-mail Communication quality	Photos/Videos Large volume data transmission	Music Fast speed downloading
Internet Wireless LAN communication quality	Car navigation system Real-time navigation	Games/SMS Play, learn and connect

Making your life safe.
 — Various solutions for everyday life in food safety, disaster monitoring and ophthalmic examinations —

Contaminant inspection Detecting contaminants	Weight inspection Detecting passing products and defects	Weighing Ensuring the proper volume
Community Confirming safety through interactive communications	Remote monitoring 24-hour monitoring of accidents and disasters	Medical equipment Light source for ophthalmic equipment

Anritsu Provides Solutions for a Safe and Secure Society

Supporting infrastructures for everyday life.
 — Measurement solutions for secure broadband networks —

Mobile phone base station Checking base station service areas	Optical fiber Locating optical fiber line breakage	Communication networks Network monitoring and quality assurance	Data centers Realizing higher speed communication facilities
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Top Commitment

■ Passing Down the Anritsu DNA through Our Management Vision

Since the early 1990s, the Anritsu Group has faced many challenges to remain a going concern and a significant amount of energy has been required. Management conditions particularly in the 2000s pushed the company to the brink as we confronted drastic changes in the business environment following the bursting of the IT bubble and the Lehman Shock.

At the same time, the Anritsu Group has continued to aggressively pursue R&D investment and M&A. Even in the most difficult times, we always strive to invest positively to prevent any loss of value to Anritsu, a mindset that runs in our DNA. This corporate effort is the least we should do to remain who we are. We must become more tenacious and stronger to improve and to advance society as a whole.

When I became president in 2010, I shared my management vision of "Continuous growth with sustainable superior profits" as a common aspiration shared by every member of our organization. This concept has evolved into the "Anritsu 2020 VISION," which expresses what we hope to achieve by 2020, and we have taken the first step toward that goal.

■ Contributing to a Safe, Secure and Comfortable Society through Our Core Business

A year has passed since the Great East Japan Earthquake, and the Anritsu Group has been supporting the recovery and reconstruction of affected regions through its core business.

We have been repairing and replacing measuring instruments that are essential for the recovering communications infrastructure and for industrial equipment needed for reconstructing the region's fishing industry. In Koriyama City, Fukushima Prefecture, where residents continue to be affected by the nuclear accident, we also organized study sessions on radiation for PTAs to alleviate the anxiety felt by parents and offer advice on appropriate action. Moreover, when the devastating Typhoon No.12 struck in September last year, we worked around the clock to restore the remote monitoring equipment system for some waterworks facilities.

As a company in a disaster-prone country, the Anritsu Group maintains a powerful sense of mission to build a safe and secure society. Employees who are responsible for our operations take pride in their contribution to society. The reconstruction of the Tohoku region will require much more time and support from society, and Anritsu will continue to stand by the people whose lives were disrupted and offer its support for the reconstruction effort.

■ Our 117-year History Bears Witness to the Sincerity of Our Corporate Activities

The year 2012 is monumental for the information and communication industry. It marks the centenary of the invention of the TYK wireless telephone, the world's first commercial wireless phone. Often referred to as the "mother of all mobile phones," it was manufactured by Annaka Electric Company, Anritsu's predecessor.

Since then, we have steadfastly pursued business in the field of information and communication, branching out into the measurement business and various other areas such as checkweighers, contaminant detectors, band width control systems and optical devices. Today the Anritsu Group's range of businesses differs significantly compared to in our founding days.

At the bottom of it all, however, lies our spirit of "Sincerity, Harmony and Enthusiasm" and our aspiration for being "Original & High Level," as stated in our corporate philosophy. I am convinced that weaving together, connecting, embracing and polishing these ideals with consistency and sincerity has carried us throughout our 117 years of corporate history.

■ Commitment to Our Core Business—the Credo of Anritsu's CSR Management

"Contributing to society through our core business" has remained my credo for CSR management. The information and communication industry currently faces the need to address an explosion in mobile data traffic generated by the dramatic dissemination of smartphones and tablets.

Meanwhile, Japan must deal with the pressing challenge of reconstruction in the wake of the Great East Japan Earthquake and becoming a country that can defend itself against such

disasters. In addition, the international community shares common concerns for environmental and energy issues, aging societies, and inequalities in medical services and education. I believe we can overcome these challenges and disparities once our social and civic systems have been seamlessly integrated through core information and communication technologies and evolve to achieve greater intelligence, agility and harmony with humankind and the environment.

What actions are appropriate for a corporate group that possesses quality assurance technologies for information communication networks, food and pharmaceuticals, as well as remote monitoring technologies? First and foremost, they must benefit society. The Anritsu Group will continue to build on the advanced state of its core competencies and hone its responsiveness as the company plays its part in building a better world.

August 2012



Hirokazu Hashimoto
Representative Director, President

■ Company Philosophy, Vision and Policy

Anritsu is promoting CSR activities by implementing the basic principles of its company philosophy, vision and policy into practice; by respecting the Global Compact that Anritsu upholds as a global enterprise; and by adhering to the Anritsu Group Charter of Corporate Behavior that sets out concrete values and behavioral guidelines.

◆ Company Philosophy Contribute to the development of a safe, secure, and prosperous global society by offering Original & High Level products and services with sincerity, harmony, and enthusiasm
◆ Company Vision Achieve continuous growth with sustainable superior profits through innovation using all knowledge of all parties Be a global market leader through innovation with a market driven and customer centric focus
◆ Company Policy 1. Make energetic organization synthesizing the knowledge of all employees 2. Capture growth drivers through innovation 3. Be a leader in the global market 4. Contribute to the creation of a society that is friendly to people and the Earth as a good corporate citizen

2020VISION



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■ United Nations Global Compact



Approving of the activities of the United Nations Global Compact, Anritsu announced its participation in the compact in March 2006.

* The United Nations Global Compact is an assembly of bodies that support ten principles in the areas of human rights, labor, the environment and anti-corruption. Proposed by former U.N. General Secretary Kofi A. Annan at the World Economic Forum held in January 1999, the compact was officially launched at U.N. Headquarters in New York in July 2000.

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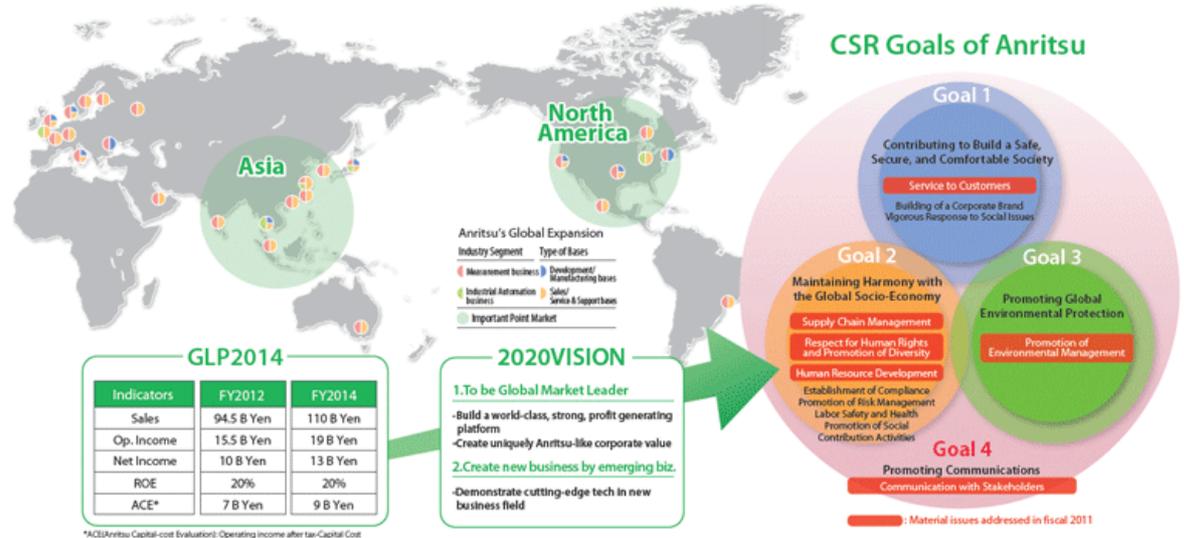
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Achieving CSR Goals by Integrating Our Initiatives into Anritsu's Growth Strategy

The Anritsu Group pursues initiatives for the sustainable growth of the company and society as a whole through its corporate philosophy of contributing to the development of a safe, secure and prosperous global society by offering Original & High Level products and services with sincerity, harmony and enthusiasm.



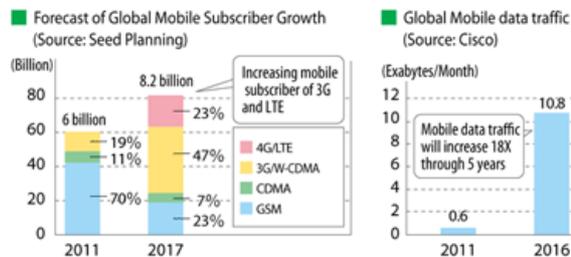
GLP2014 for Our 2020 VISION

Anritsu is advancing its company-wide effort to achieve its 2020 VISION. While focusing on our vision of "achieving continuous growth with profit through the innovation of all employees," we seek to create unique tangible and intangible corporate value by honing our Original & High Level technologies and global customer support accumulated over our 110-year history. We have announced GLP2014 as the next mid-term business plan and significant milestone for our 2020 VISION.

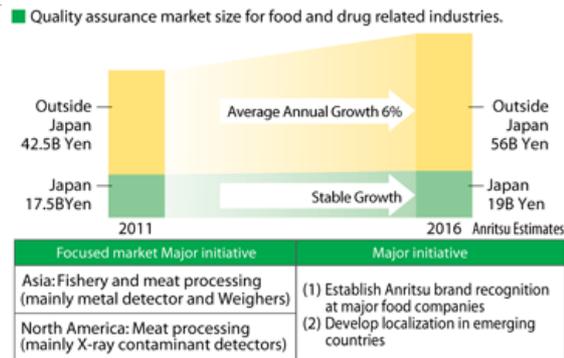
Mobile data traffic is estimated to increase 18-fold over the next five years as smartphones and tablet terminals spread at an exponential rate. While this is expected to bring about overall market growth at annual rates of 3% to 5%, we intend to exceed this pace by targeting annual sales growth of at least 7% in our core measurement business.

As the further development and dissemination of mobile broadband services drives this growth, we will strengthen our competitiveness with a main focus on the Asian market.

In addition, we will expand our existing solutions and create innovative businesses beyond the field of measurement by building on the core competencies and advanced performance of the Anritsu Group.



In the Industrial Automation business, we will leverage our position as the top supplier in the advanced Japanese market to boost our presence in the Asian and North American markets and achieve annual sales growth of at least 7%.



Integrating Our Business Strategy and Global CSR

Our social responsibilities in these businesses will be fulfilled by applying the basic guidelines stated by the corporate philosophy, vision and policy of the Anritsu Group. At the same time, we will implement the United Nations Global Compact, which lays out the principles of conduct for a global enterprise, and the Anritsu Group Charter of Corporate Behavior, which presents the shared values and perspectives that unify Anritsu's operations worldwide.

In 2006, the Anritsu Group set four CSR goals with the aim of realizing an ideal future.

We will develop a CSR management foundation that is deeply integrated into the international expansion of our business toward becoming a global market leader.

Goal 1

Contributing to Build a Safe, Secure, and Comfortable Society

The goal for Anritsu	Anritsu contributes through Original & High Level technologies to improve customers' safety and security.
The goal for employees	Every employee listens to the voice of customers and provides products and rapid support services with a quality that surpasses market expectations.
Appreciation by society	Anritsu gains a solid reputation for its technologies and earns trust in its brand.

Goal 2

Maintaining Harmony with the Global Socio-Economy

The goal for Anritsu	Anritsu conducts business in harmony with the culture and characteristics of individual communities in its global deployment and fulfills its social responsibility throughout the supply chain.
The goal for employees	Every employee is fully aware of compliance, respects human rights, and vigorously does their work and achieves growth within the framework of a diversity of attributes, culture and values.
Appreciation by society	Anritsu builds up relationships of trust with local communities and society through community-based social action programs.

Goal 3

Promoting Global Environmental Protection

The goal for Anritsu	Based on its environmental principles, Anritsu establishes an environmental management system to prevent global warming and to create a recycling oriented society and to reduce toxic substances throughout the lifecycles of its products.
The goal for employees	Every employee enhances their environmental awareness and independently engages in environmental activities that are closely related to their own jobs.
Appreciation by society	Anritsu earns public recognition as an enterprise that actively contributes to global environmental protection by pursuing global environmental management.

Goal 4

Promoting Communications

The goal for Anritsu	Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.
The goal for employees	Every employee develops a sense of mutual understanding with stakeholders by listening to their expectations and active communicating with them.
Appreciation by society	Anritsu gains a solid reputation and trust by communicating a true image of itself to stakeholders.

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■ CSR Goals of Anritsu

Anritsu has endeavored to achieve its four CSR Goals set in 2008 as long-term objectives to create a clearer and more concrete direction for our CSR activities.

Each of these goals expresses CSR issues in straightforward terms.

We have also identified 12 material issues related to our corporate operations and assigned them to the goals they most closely correspond with.

The four goals also express our ideal future in terms of Anritsu, employees and public appreciation.



Goal 1

[Contributing to Build a Safe, Secure, and Comfortable Society]

• **The goal for Anritsu**

Anritsu contributes through Original & High Level technologies to improve customers' safety and security.

• **The goal for employees**

Every employee listens to the voice of customers and provides products and rapid support services with a quality that surpasses market expectations.

• **Appreciation by society**

Anritsu gains a solid reputation for its technologies and earns trust in its brand.

[material issues]

- **Service to Customers**
- **Building of a Corporate Brand**
- **Vigorous Response to Social Issues**

Goal 2

[Maintaining Harmony with the Global Socio-Economy]

• **The goal for Anritsu**

Anritsu conducts business in harmony with the culture and characteristics of individual communities in its global deployment and fulfills its social responsibility throughout the supply chain.

• **The goal for employees**

Every employee is fully aware of compliance, respects human rights, and vigorously does their work and achieves growth within the framework of a diversity of attributes, culture and values.

• **Appreciation by society**

Anritsu builds up relationships of trust with local communities and society through community-based social action programs.

[material issues]

- **Establishment of Compliance**
- **Promotion of Risk Management**
- **Supply Chain Management**
- **Respect for Human Rights and Promotion of Diversity**
- **Human Resource Development**
- **Labor Safety and Health**
- **Promotion of Social Contribution Activities**

Goal 3

[Promoting Global Environmental Protection]

- **The goal for Anritsu**

Based on its environmental principles, Anritsu establishes an environmental management system to prevent global warming and to create a recycling-oriented society and to reduce harmful substances throughout the lifecycles of its products.

- **The goal for employees**

Every employee enhances their environmental awareness and independently engages in environmental activities that are closely related to their own jobs.

- **Appreciation by society**

Anritsu earns public recognition as an enterprise that actively contributes to global environmental protection by pursuing global environmental management.

[material issues]

- **Promotion of Environmental Management**

Goal 4

[Promoting Communications]

- **The goal for Anritsu**

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

- **The goal for employees**

Every employee develops a sense of mutual understanding with stakeholders by listening to their expectations and actively communicating with them.

- **Appreciation by society**

Anritsu gains a solid reputation and trust by communicating a true image of itself to stakeholders.

[material issues]

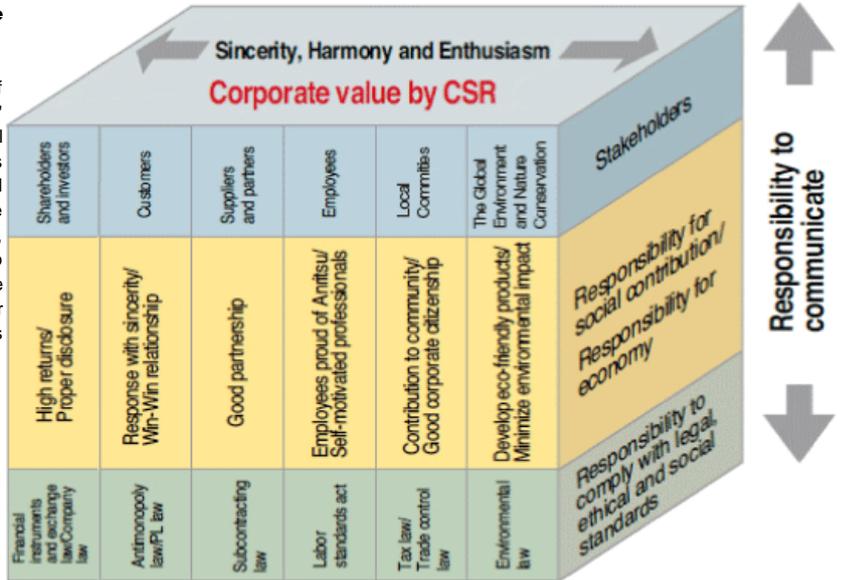
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■ CSR through our Core Business

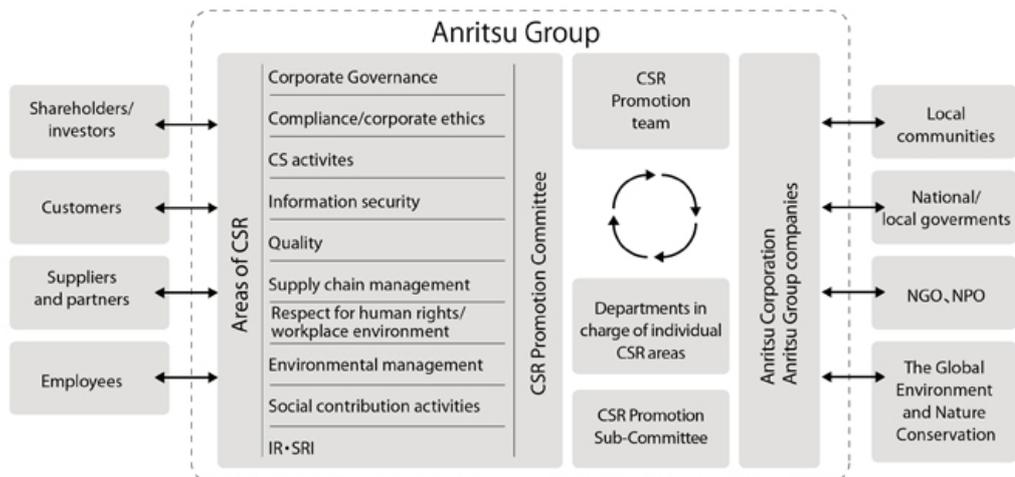
Based on its company philosophy of "Sincerity, Harmony and Enthusiasm," Anritsu takes corporate social responsibility in its business operations from economic, social and environmental perspectives, with due respect for laws and regulations, ethics, and social norms. Anritsu also aims to build and elevate its corporate and brand values via better communication and better relationships with stakeholders.



■ CSR Promotion System

The CSR Promotion Committee set up in November 2004 is chaired by the President so that top management can lead CSR promotion. In addition, the CSR Promotion Center was organized as a dedicated department to encourage unified activities across a broad array of departments. The center is now called the CSR Promotion Team, and it serves under the Corporate Communication Department as the secretariat of the CSR Promotion Committee to support Anritsu's CSR activities in line with the committee's policies. CSR cannot be fulfilled by the efforts of any single department or organization. The cooperation of all departments of Anritsu and Group companies is essential for success. With this in mind, and to ensure effectiveness, Anritsu Corporation's departments in charge of individual CSR fields, including customer satisfaction and quality, human rights and social contribution, lead activities through cross-sectional cooperation across Group companies. The CSR Promotion Team serves as the secretariat. We identify and analyze the current situation of individual areas from a CSR perspective and strive to address issues of improvement for the future of Anritsu.

CSR Prmotion System



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Facilitator: Sustainability Accounting Co., Ltd. Takasi Fukushima

Embodying CSR Commensurate with the Global Expansion of the Anritsu Group

Anritsu places a high priority on "Promoting Communications," one of its four CSR Goals. It is our fundamental commitment and the backbone for CSR management as a whole. We asked three experts who have been affiliated with the Anritsu Group to share their expectations of Anritsu's CSR in light of [the GLP2014](#) mid-term business plan.

Profile of Dialogue Participants (Experts)



Toshimune Yamaguchi

Director
Caux Round Table – Japan

Offered support for Anritsu's materiality assessment aimed at identifying 12 material issues in 2007 and 2008.



Makiko Akabane

Director
CSR Asia Japan

Commented on recent Anritsu's CSR activities through external study sessions.



Daisuke Goto

ideaship

Offered support on setting Goal3 and way of information disclosure for 3 years until 2007.

Profile of Dialogue Participants (Anritsu)



Toshisumi Taniai

Vice President and Director, Chief Environmental Officer
Anritsu Corporation



Tetsuo Kawabe

Vice President, General Manager of Management Strategy Center
Anritsu Corporation



Masahiko Dohi

Senior Manager, CSR Promotion Team
Anritsu Corporation

Expectations and Challenges Surrounding Anritsu CSR

Fukushima:

We will start by asking Mr. Dohi to explain the CSR activities that the Anritsu Group is undertaking and then ask Mr. Yamaguchi, Ms. Akabane and Mr. Goto to share their expectations for the future of Anritsu's CSR and thoughts on future challenges in light of the GLP2014 mid-term business plan.

Dohi:

Anritsu is pursuing CSR management based on the fundamental principles of the "Good in Five Key Areas"* toward accomplishing the four goals representing our future vision for the company.

This fiscal year we formulated the GLP2014 mid-term business plan and laid out a roadmap for achieving our 2020 VISION of becoming a global market leader and creating new business fields by developing emerging businesses. Under this plan, we will expand our global business, particularly in Asia, to accomplish growth at a faster pace than the overall market.

Specifically, we plan to increase sales by more than 7% and operating margin by more than 20%.

In regard to GLP2014, we would like to hear what you expect from Anritsu and what challenges you think we may face.

* Five Key Areas: sellers, employees, consumers, society and the natural environment

Yamaguchi:

In terms of business performance, Anritsu boasts an ROE of over 20% and is well-positioned to compete globally in terms of operating margin.

Anritsu has the most advanced technologies in mobile communications. It also is unique in Japan for the way it has created a blueprint for success by participating from the international standard formulation stage based on that competitive advantage. And I understand that Anritsu's outstanding performance, including the early achievement of its GLP2012 targets, is a significant result of this approach. This is indeed a great example of applying innovation to drive success.

The key challenge going forward is to realize that being of service to customers may not always be synonymous with sustainability.

I hope Anritsu will show in its CSR vision and incorporate into its operations not only its pursuit of customer needs, but also actions that contribute to resolving social issues arising from diverse values as a global company.



Introducing products at Anritsu's gallery

Akabane:

In the GLP2014 mid-term business plan, Anritsu clearly states its goal to become a global market leader and how it intends to achieve this aim in concrete terms, which I felt was sincere and reflected considerable motivation.

I often get the impression that Japanese companies doing business in Asia are struggling with delegation of authority.

Companies operating at an international level must effectively delegate authority in their conduct of CSR.

Goto:

Reading Anritsu's most recent CSR Report and Annual Report, I found the documents had been expressed in more sophisticated terms and concisely.

However, I have the impression that some of the words used to explain Anritsu's CSR, such as "sustainability," "innovation" and "globalization," have not been uniformly understood by everyone in the company. People at Anritsu seem to be using the words with different nuances.

Extensive in-house discussions must be conducted to define these concepts in order to communicate a consistent message both inside and outside the company. I believe that will lead to putting "sustainability" and "innovation" into action.

The Future of Sustainability Management

Fukushima:

Mr. Yamaguchi and Mr. Goto have both mentioned "sustainability" as a key concept. Do you have any words of caution when discussing sustainability, and what factors are important for sustainability management in the future?

Yamaguchi:

It has recently become difficult to see the relationship between social needs and technology.

For example, during the Meiji era and the period following World War II, being useful to others was directly connected to social issues. Today, attention has turned to "sustainability" as our excessive pursuit of convenience has reached a dead end.

The concept of sustainability transcends convenience, leading to the United Nations Global Compact and the Millennium Development Goals and the convening of the United Nations Conference on Sustainable Development, Rio+20.

Companies are required to understand their impact on human rights, for example, and they must consider their actions by first envisioning their ideal state and then determining what it will take to achieve it.

This must not be viewed as an isolated obligation that simply must be done for its own sake, as is often the case in Japan. Companies should proceed strategically in the context of being competitive. In this sense, approaches taken by leading overseas companies offer good examples.

Fukushima:

Mr. Yamaguchi's advice was to move beyond simply meeting customer needs to thinking and acting for the purpose of contributing to sustainability.

What is Anritsu's view on this point?

Kawabe:

There is no guarantee the success we enjoy in our current business will continue. Eventually our customers' mobile-related needs will change. That is why we must begin to explore new businesses.

Our recently announced 2020 VISION consists of two major pillars: being the global market leader and creating new businesses. For this reason, we have begun to consider new businesses.

With regard to the creation of new businesses, we are adopting a global perspective in various areas, including social infrastructure, energy and food safety, with an eye on the social concerns of the next decade.

Innovation is part of our management vision and our management principles, and is a concept that can be applied to various situations.

Around the world, high-speed data communication has become an inseparable component of our social infrastructure. We will take on the challenge of attaining our goal of creating new business fields by developing emerging businesses, as set out in the 2020 VISION, through ideas stemming from our core competence and approaches that reflect mega trends in the medical and educational domains.

Yamaguchi:

Thank you.

Anritsu's measuring instruments do not generate fresh demand in the end-user market for mobile phones, so initiatives for contributing to sustainability will naturally differ from those of companies whose products directly impact the market.

On the other hand, Japanese companies have been unable to adopt a business style with which they can firmly grasp the technical standards and social systems related to the value chain. I believe this is where Anritsu can demonstrate its strength.



Scene from the stakeholder dialogue

Global CSR Challenges**Fukushima:**

Next I would like to ask about reinforcing competitiveness in the Asian market, which is recognized as a growth driver in GLP2014. Please explain your localization strategy, such as adjusting to meet overall global needs and Asian needs, and localizing products and services to address the requirements of the Asian market.

Another point is that human resources are important for Anritsu, where innovation is a source of competitiveness. What are your views on human resource strategy in Asia?

Taniai:

In our core measurement business we maintain development and manufacturing sites in Japan, America and Europe, while several group companies responsible for sales and maintenance supply Anritsu products and services to our customers in Asia. In the future, we will consider both local production and local sales for some of our product models.

We are aware of the need to respond to market globalization by increasing the diversity of our organization, and we plan to become more global with regard to hiring and developing human resources.

Akabane:

China, India and Indonesia are attracting attention as major markets across multiple industry sectors.

Many foreign companies have expanded into these countries, intensifying competition for competent personnel in a continuing seller's market. Personnel with strong skills and abilities exchange information via social networking, so the reputations of companies are revealed instantly.

As for Anritsu, the company is expected to increase its presence in Asia as the region transitions from second-generation to third-generation mobile phones. In Thailand, the company maintains an Anritsu Industrial Solutions factory in addition to a sales operation.

Surveys conducted by CSR Asia have shown that companies operating in the region—not only Japanese companies—are facing various challenges in the area of human rights and human resource development.

Local employees at some overseas subsidiaries often see personnel relocations in which management posts are filled by head office staff, who return to Japan after two years or so. And they begin to think that the company is unlikely to present them with opportunities for fully demonstrating their abilities. You should keep this in mind if you wish to retain competent personnel.

Taniai:

Anritsu, however, has been able to fill the top posts at Anritsu's group companies outside Japan with local human resources. Our next challenge as the group/global headquarters is to further disseminate the Code of Conduct and increase its use in human resource management.

We will also continue to develop a system that enables us to meet this challenge.



Production site tour prior to the stakeholder dialogue

Global Distribution of Policy Statement

Akabane:

Placing local personnel at the top can generate considerable employee cohesion.

Companies that do this are more likely to attract competent personnel and achieve higher levels of employee satisfaction. I hope Anritsu will clearly express and develop its policy statement in each country where it operates, while effectively delegating authority to its sites outside Japan.

Goto:

Companies that do this are more likely to attract competent personnel and achieve higher levels of employee satisfaction. I hope Anritsu will clearly express and develop its policy statement in each country where it operates, while effectively delegating authority to its overseas sites.

In contrast, Anritsu has engaged in a worldwide effort, achieving remarkable progress in formulating a Code of Conduct that encompasses the Anritsu Group Charter of Corporate Behavior and the codes of conduct for each company. This point should be clearly recognized.

While these efforts may still fall short when compared to the actions of leading foreign companies, I hope Anritsu will create a successful model of globalization while retaining the advantages of Japanese-style management.

Dohi:

As Ms. Akabane has pointed out, I believe a global company must, at the minimum, formulate and develop a policy statement.

As Mr. Goto mentioned, we also revised "**the Anritsu Group Charter of Corporate Behavior**" and Code of Conduct in line with revisions of our company vision made when President Hashimoto assumed office in 2010, in order to stress the importance of compliance.

To broadly establish the Anritsu Group Code of Conduct, we provided English and Chinese translations and created the Anritsu Group Employee Handbook. These were distributed to all group employees in and outside Japan by the managers in each country.

Understanding Local Challenges and Overall Management

Yamaguchi:

I see Anritsu has developed its business all over the world in a balanced manner. From a CSR perspective, how well do you understand the challenges that each of our locations faces, such as human rights?

Taniai:

We cannot claim that we thoroughly understand these challenges.



Scene from the stakeholder dialogue

Yamaguchi:

Your goal is to maintain "global harmony," which will require significant effort.

We must remember that approaches to human rights differ from country to country.

While recognizing the diversity of human resources and values, you must express your policy at the highest levels of management and then build consensus. And this cannot be done unless you delegate authority to the local sites.

Some companies have adopted an approach whereby each of their overseas locations identify specific concerns and collect relevant information, and then final decisions are made by the head office.

CSR management should follow a clear strategy at both the local and global levels.

Fukushima:

The issue of human rights is frequently encountered when doing business across the globe. And yet, I believe only a few Japanese companies have proactively addressed these rights.

Akabane:

I agree. But that does not mean Japanese companies are alone in lagging behind.

While China and Malaysia have long dealt with diversity and offer ample human resources with the capacity for flexible thinking, human rights issues continue to be major concerns in these nations.

A survey of 77 Asian business managers has also revealed that human rights and the supply chain are major areas of concern. The supply chain is a good place to start addressing human rights.

I recommend companies identify human rights issues through a dedicated effort that includes visiting business partners and conducting interviews, rather than simply mailing checklists and monitoring responses from a distance.

Promoting Global Environmental Protection and Communication

Fukushima:

We have heard your opinions on goal 1: Contributing to Build a Safe, Secure and Comfortable Society; and goal 2: Maintaining Harmony with the Global Socio-Economy.

Please share your views on goal 3: Promoting Global Environmental Protection; and goal 4: Promoting Communications.

Goto:

Goal 3 addresses the environment, which is a common topic in public surveys.

This requires a company to fully understand environmental impacts, such as CO2 emissions, at the group and global level as well as across the product lifecycle.

I hope Anritsu will consider disclosing key performance indicators that link operating profit to CO2 as an indicator of management efficiency in addition to the key performance indicator of capital efficiency shared in the Annual Report.



Scene from the stakeholder dialogue

Akabane:

Anritsu disclosed information through its corporate website on soil contamination discovered as a result of its own investigations in the Atsugi area. The company's timely disclosure of this negative information is to be commended.

I suggest that the company disclose training hours per employee and the ratio of eco products to R&D expenses as key performance indicators related to the environment. This would demonstrate the depth of the company's commitment to eco products and human resources.

You may also consider disclosing information about the company's use of alternative energy sources, another topic that is attracting attention.

Also required is the disclosure of the R&D expenses on Excellent Eco Products.

This disclosure should be viewed as a reflection of public interest in the depth of the company's commitment to creating environmentally friendly products.

Yamaguchi:

There is an advanced global consensus on the environment, and Anritsu's efforts in this area should be widely recognized.

In light of a possible future risk, the company should carefully review its dependence on water and ecosystems.

Fukushima:

What about the issue of communication addressed in goal 4?

Akabane:

Anritsu should be highly commended for publishing a digest of its CSR Report in English and Chinese.

This year's report is special in terms of reporting on the Great East Japan Earthquake, but keep in mind that directly translating Japanese comments on damage associated with the earthquake could create confusion about who the intended audience is for the content.

Some people may think the information was directed at foreigners affected by the disaster in the Tohoku region.

Yamaguchi:

Companies are now required to disclose information on various indicators. Stakeholders use them to evaluate companies.

The principle "Good in Five Key Areas" lies at the very foundation of Anritsu's CSR management, and today stakeholders determine whether Anritsu is fulfilling all of its responsibilities.



Production site tour prior to the stakeholder dialogue

Akabane:

For example, with respect to information disclosure on human resources, an increasing number of foreign companies now disclose key performance indicators related to the time spent on global employee education and workplace safety training.

Disclosing these figures illustrates the depth of a company's commitment to human resource development.

Goto:

Customer satisfaction used to be addressed under goal 1: Contributing to Build a Safe, Secure and Comfortable Society. The issue is currently included in goal 4 in light of its aim to establish communication with customers. Similarly, innovation did not appear in 2010 as a key concept under goal 1.

After noticing these changes, I have the impression that Anritsu's communication efforts have advanced to the next level.

How does innovation occur, and how do you make it occur?

I think you should view innovation from a broader perspective than being market-driven or focused on customers. You must engage in deep conversations on the very definition of the word.

Communication occurs when opposites collide and cross paths, and I think you will reach a higher level when a viable link is established between goals 1 and 4.

Response to Expert Opinions

Kawabe:

Alongside the GLP2014 mid-term business plan, we are currently formulating a mid-term business plan for CSR, which will include our initiatives on human rights.

We drew up a regional matrix for CSR items, and you can see we did not cover all the bases in the past.

From a global perspective, various risks exist in different locations, and we are currently adopting a preventive approach to managing these risks so that they do not materialize.

Taniai:

Our operations are global in the sense that authority has been delegated to personnel outside Japan. On the other hand, we are not exercising adequate control.

In the future we will clarify the group and global role of the head office to more effectively balance the control it exercises by delegating authority to the local sites. We will also pursue global CSR activities that are clearly linked with our business strategy.

Dohi:

Thank you all very much for sharing these valuable insights.

We are now formulating a mid-term CSR plan linked to GLP2014, and we intend to pursue activities focused on challenges related to our business plans.

We will seek to incorporate your comments into our consideration of future actions.

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Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society

- CSR News
- Business Outline
- Top Commitment
- Anritsu's Growth and GLP2014
- Anritsu Group Concept of CSR
- CSR Management
- Stakeholder Dialogue
- Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society
- Goal 2 Maintaining Harmony with the Global Socio-Economy
- Goal 3 Promoting Global Environmental Protection
- Goal 4 Promoting Communications
- CSR Results for Fiscal 2011, CSR Objectives for Fiscal 2012
- Independent Review/Response to Independent Review
- CSR Library
- Editorial Policy

Goal
1

Contributing to Build a Safe, Secure, and Comfortable Society

Anritsu safeguards your safety and security through "Original & High Level" products and services while vigorously responding to social issues through its business operations.



Vice President, Chief Global Sales Officer, Anritsu Corporation **Osamu Nagata**

My mission as Chief Global Sales Officer is to make an impression on customers through our 19 group companies in the Americas, EMEA and Asia by exceeding their expectations. Today, as expanding communication channels enable people to directly connect across the world in real-time, Anritsu's Test & Measurement business offers original and high-level products and services for faster, clearer and safer communications.

We heed the hopes and dreams of our customers and incorporate them into product development by conveying their comments to the marketing, R&D and other divisions to spark innovation. I believe that innovation is something we must always keep in mind as we engage in our daily operations so that we can imagine the world 50 years from now and realize our dreams. Globalization will advance, and before we know it we will be drawing up the blueprints for ideal communications in space. We will continue to contribute to the creation of a sustainable and even more appealing society from the perspective of being connected.



Director, Caux-Round Table-Japan
Toshimune Yamaguchi

Comment from Expert

I expect Anritsu to contribute to society by resolving issues using its advanced innovation, because simply being useful to customers is not the same as being sustainable.

■ [Stakeholder Dialogue](#)

Service to Customers

Anritsu recognizes the importance of delivering prompt technical support to customers and quickly responding to complaints. The company is also establishing systems for support focused on the future and global information sharing so that it can provide safety and security to customers.

Vigorous Response to Social Issues

Anritsu gives priority to proactively responding to global social expectations through its business activities.

Building of a Corporate Brand

Anritsu safeguards your safety and security through Original & High Level products and services while vigorously responding to social issues through its business operations.

Service to Customers

Service to Customers

[Building of a Corporate Brand](#)

[Vigorous Response to Social Issues](#)

Service to Customers

■ Basic Concept

Under its action guideline, "We will become a CS* enterprise deeply trusted by customers," Anritsu believes each employee must be cordial when serving customers and closely communicate with them in order to meet their needs, while at the same time identifying their needs and challenges. We establish win-win relationships with customers and propose new value that delivers customer satisfaction. Because it is vital that employees who directly contact with customers have the right mindset, we place priority on programs that focus on employee awareness, training and recognition.

* CS: Customer Satisfaction

CS Promotion Framework

The Anritsu Group in Japan encourages mutual sharing of CS issues and improvement activities through the Japan CS Committee, which consists of representatives from Anritsu Group companies. Every three years, we formulate a mid-term plan and undertake improvements based on the plan.

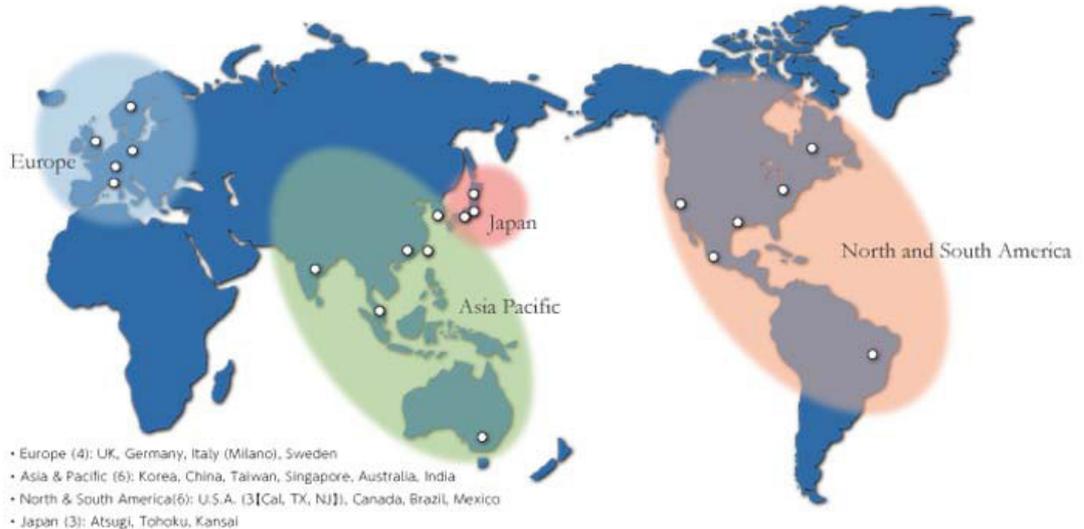
The overall goal of our mid-term plan through fiscal 2012 is to enhance customer accessibility. Consequently, in fiscal 2011, we improved the user-friendliness of our customer inquiry windows.

In addition, we reviewed the status of CS promotion activities in China in fiscal 2011 to create a common awareness and exchange information on CS promotion efforts currently undertaken separately in each country.

Global Customer Service Activities

Anritsu Customer Services Co., Ltd. pursues business on three pillars of service: maintenance, including calibration and repair of measuring instruments; testing, such as EMC; and support, including technical support for customers in Japan and support for service units outside Japan. Under global support services, the company offers a range of technical support by providing maintenance parts for measuring instruments and automatic calibration software to 18 service centers for Anritsu products in 14 countries.

To ensure consistent service to customers worldwide, we conduct simultaneous CS surveys in every country to reflect the voice of our customers in improvement efforts. In fiscal 2011, we upgraded our web-based service request and logistics systems to more effectively address customer requests and complaints.



Furthermore, the maintenance network of Anritsu Industrial Solutions Co., Ltd. now covers about 40 countries and provides reliable maintenance services to customers who operate at a global level.

Improving our Global Website

In our effort to provide the same level of service and support to customers around the world, in fiscal 2010 we began to incorporate multilingual versions of our website and unified design and usability. In fiscal 2011, we further enhanced usability to make the site even easier for customers to navigate and sought to unify website design among Group companies in Japan.

We also developed the "Anritsu TV" video distribution system to deliver intuitive video content. Looking ahead, Anritsu will strive to provide information more quickly and further improve its services to satisfy global customers, and thereby achieve its goal of earning deeper trust from customers through ample communication.



Anritsu TV(Japanese)

Anritsu TV(English)

CS Recognition Program

We introduced the CS Award in fiscal 2008 to recognize employees for their contributions to enhancing customer satisfaction. The program has gained widespread recognition among employees, including those in our Group companies. Our employees are aware that their work is in some way connected to the many stakeholders that surround Anritsu. They not only include customers, but also business partners, various external organizations, government agencies, financial institutions and other business associates, and local communities.

Words of praise and requests for improvement from our customers empower and encourage our employees in their daily operations. We therefore present employees with CS Awards in operations that are difficult to quantitatively assess, using positive feedback from customers to provide a support system that encourages them to deliver better-than-expected customer satisfaction.

In fiscal 2011, we established the CS Committee Special Award to recognize employees who have gone the extra mile to support customers and our Tohoku regional units in the aftermath of the Great East Japan Earthquake.

Employee Training

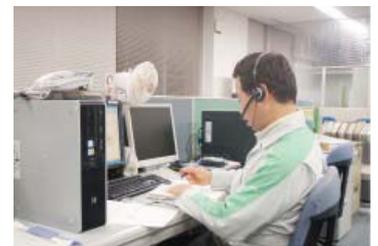
Continuing our efforts from fiscal 2010, we regularly published updates in the monthly corporate magazine on our CS promotion activities under the title, "Together with Customers." In fiscal 2011 we published motivational columns on CS promotion activities undertaken by the Anritsu Group and CS in general. In the magazine we also introduced our support for customers affected by the Great East Japan Earthquake. In fiscal 2011 we extended CS training to newly appointed managers in addition to staff in charge. We will continue to strengthen awareness to become an exemplary CS company that delivers superior customer satisfaction through collective training, workplace education and web-based learning tools.

Operations of Each Group Company

The Anritsu Group gathers customer feedback through CS questionnaires, customer service windows and sales activities. The opinions and requests are then reviewed by the CS Committee and incorporated into ongoing improvements.

■ Customer Support Center Inaugurates Full-scale Operation

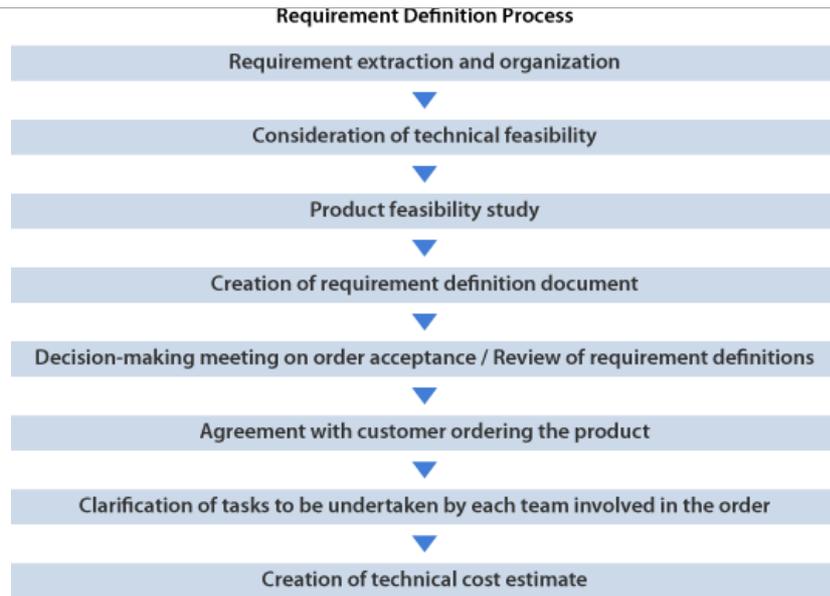
Anritsu Industrial Solutions Co., Ltd. opened a customer support center in fiscal 2011 that operates 24 hours a day, 365 days a year, to establish a system for enabling customers to contact maintenance engineers at any time. Furthermore, we are advancing toward our goal of offering a high-quality maintenance service through an IT maintenance support system (call center and mobile maintenance system) that would enable us to visit customers as quickly as possible, and provide a means for minimizing preventive maintenance and down time.



Customer Support Center

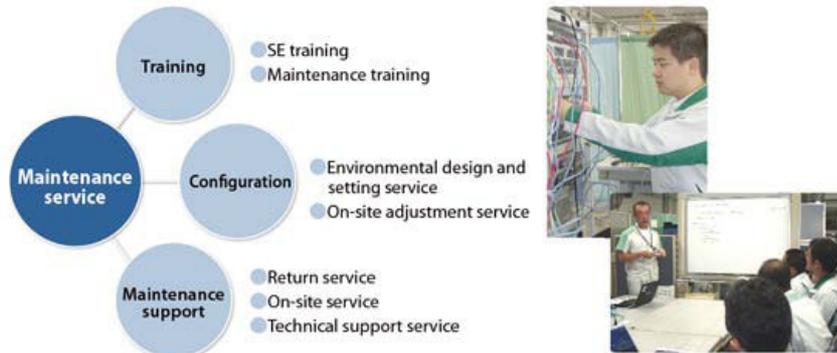
■ Requirement Definition Process for Eliminating Missing Requirements, Gaps and Ambiguities

Anritsu Engineering Co., Ltd. has established and operates a requirement definition process. Prior to production, thorough research and reviews are conducted followed by customer approval to prevent missing requirements, gaps and ambiguities between customer specifications and final products. Information is shared on a timely basis among the technical, sales and quality control departments to deliver products and services that satisfy customer expectations.



■ Various Technical Supports

Anritsu Networks Co., Ltd. provides customers with a wide range of technical support, from product delivery and installation to system equipment and repair functions. The technical support window responds within a single business day to inquiries on all types of equipment via mail and phone. Our actions reflect our desire to support customer operations by maximizing equipment and systems functions.



Ensuring Efficient, Secure International Logistics Operation

We are intensifying efforts to improve our export control system to fulfill our responsibility as a global company and to facilitate export operations. This year, the Yokohama Customs Bureau visited to present us with a renewed Notice of Authorization as an Authorized Exporter with the recently established AEO logo.

Copies of this Notice of Authorization are on display at our Headquarters, Koriyama Office and Techno Office as part of our public relations efforts. (We have also obtained permission to use the AEO mark on our business cards.) Mutual approval agreements have been established with South Korea and Singapore in addition to our existing agreements with the United States, Canada, the European Union and New Zealand in order to further support exports.

Furthermore, Anritsu Industrial Solutions Co., Ltd. as well as Anritsu Corporation received certification in March for a general comprehensive export license from the Ministry of Economy, Trade and Industry. This offers public acknowledgement of the excellence of the Anritsu Group's export control system, which has also provided the practical benefit of more efficient export/import operations.

We will continue improving and reinforcing our compliance program and risk management in order to further contribute to the development of a safe, secure and prosperous global society.



Quality Management

■ Basic Concept

Anritsu Corporation has established quality policies and action guidelines under its corporate philosophy, "Contribute to the development of a safe, secure and prosperous global society by offering Original & High Level products and services with sincerity, harmony, and enthusiasm," and broadly publicizes them as part of providing products and services that satisfy customers and society.

<Quality Policy>

We work with sincerity, harmony, and enthusiasm to create products that satisfy customers and society.

<Quality Policy Action Guidelines>

- Eliminate product defects through dedicated attention to detail
- Consider social harmony in every action as the heart of customer-oriented service
- Proactively suggest improvements

■ Quality Management Promotion

Anritsu develops a consistent global framework, from product design and development to production, services and maintenance, under ISO9001 international quality management standards for quality assurance. Continuous improvements are also being made as we effectively implement the "kaizen" cycle.

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Building of a Corporate Brand

- Service to Customers
- Building of a Corporate Brand**
- Vigorous Response to Social Issues

Building of a Corporate Brand

■ Basic Concept

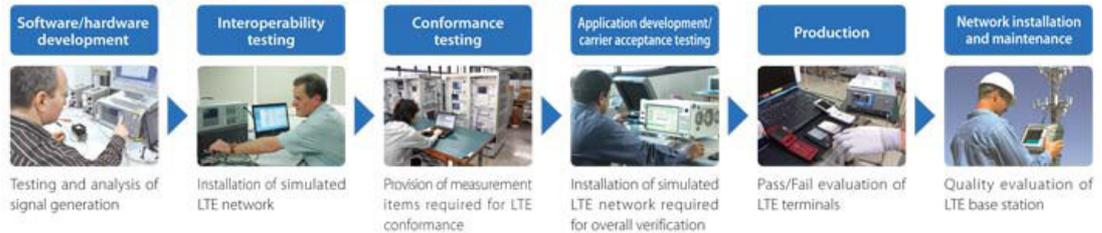
Anritsu safeguards your safety and security through "Original & High Level" products and services while vigorously responding to social issues through its business operations.

LTE Measurement Solutions

The advent of smartphones and tablets has allowed us to enjoy rich content such as quality images and video anytime, anywhere. On the other hand, dramatic growth in mobile data traffic has severely strained bandwidth, which has rapidly emerged as a public concern that must be addressed. High-speed LTE mobile communication systems offer one solution.

The commercialization of LTE terminals involves measuring instruments at every step, from platform development and conformance testing to interoperability testing between different communications protocols, carrier acceptance testing and mass production. For the testing requirements throughout this process, Anritsu offers a measuring solution that includes installation and maintenance of LTE networks and ensures service quality, thereby supporting the development of mobile broadband services with highly reliable, efficient connections.

■ Anritsu Supports Highly Reliable, Efficient Connections in Mobile Communications



(Click to Enlarge)

For more details on Anritsu's LTE Measurement Solutions, please open [here](#)

Signal Generators and Signal Analyzers

The initial development of LTE terminals requires signal generators for generating test signals and measuring instruments for analyzing the quality of test signals received by the LTE terminals, such as spectrum analyzers and signal analyzers.

■ Vector Signal Generator MG3710A

The MG3710A transmits various test signals to LTE terminals under development.



MG3710A

■ Signal Analyzer MS2690A

The MS2690A analyzes whether the LTE terminal is properly receiving a test signal.



MS2690A

Base Station Simulators that Support LTE Terminals

Connectivity tests are conducted during the development of LTE terminals. At this stage, the LTE base station is also under development, therefore a base station simulator that supports LTE is required.

■ Signaling Tester MD8430A

The MD8430A operates as a base station simulator for LTE. It is able to construct a simulated LTE network for connectivity tests for LTE terminals.

In addition to verifying performance under normal communication procedures, it also performs actions that are difficult to test when the terminal is connected to an actual base station, enabling testing under different conditions.



MD8430A

Test Systems that Support LTE Terminals

International standards on communication protocols and technical specifications apply to LTE systems, and conformity with these standards must be verified before commercializing an LTE terminal.

Measuring systems used for conformity tests must meet the test case standards and obtain certification from the Global Certification Forum (GCF), an international communications organization.

The ME7873L and ME7832L, described below, have obtained a GCF certification for supporting the most GCF-approved test cases in the industry.

■ LTE RF Conformance Test System ME7873L

This test system for LTE terminals verifies that transmission characteristics, reception characteristics and performance conform with international standards.



ME7873L

■ Protocol Conformance Test System ME7832L

This test system verifies that the communication protocol between the LTE terminal and base station conforms with 3GPP standards.



ME7832L

Test System that Support Application Development and Testing

LTE terminals incorporate various applications, such as public Internet connections, mail and telephone.

Each carrier operates LTE in different bandwidths, and terminals are multimodal to enable connection with base stations for existing second-generation and third-generation mobile phones. Consequently, commercial development of LTE terminals requires overall operation verification.

■ Signaling Tester MD8475A

The MD8475A operates as a simulated base station that supports LTE as well as W-CDMA/HSPA, GSM/GPRS/EGPRS and CDMA2000® 1x/1x EVDO protocols for second-generation and third-generation wireless devices. Moreover, it can be used as a simulated server for verifying a number of applications, providing the ability to conduct a variety of connectivity tests using just one unit.



MD8475A

■ Mobile Device Test Platform ME7834

The ME7834 is an automated measurement system for testing communication procedures for multimode LTE mobile terminals. It can also be used for automated connectivity tests between diverse communication systems and broadband speed tests that are conducted during carrier acceptance testing.



ME7834

One-Box Tester that Supports Mass Production

The production line for LTE terminals requires measuring instruments for final quality verification.

■ Radio Communication Analyzer MT8820C

The MT8820C is an all-in-one measuring instrument that supports all test functions required for production tests, including signaling, signal analysis and simulated base station.

In addition to LTE, it also supports existing standards for second-generation and third-generation mobile phones and can be used to conduct pass-fail evaluation of multimode LTE terminals.



MT8820C

It is the only product that offers test functions using simulated base stations and has been adopted by many terminal makers and EMS companies around the world.

Handheld Measuring Instruments

The installation and maintenance of LTE networks constitute important tasks for establishing and expanding communication areas. Measurement for this process involves everything from verifying the quality of antennas and cables to analyzing airwaves in the area, which requires various instruments.

Since these tasks are conducted outdoors, the instrument must also be small enough to easily carry.

■ Site Master Series

The world's first compact lightweight portable measuring instrument developed by Anritsu for verifying quality of antennas and cables.

Our latest model offers eight-hour battery life, the longest in the world for a measuring instrument used in this field.

■ Compact Spectrum Analyzer Series

A compact lightweight battery-powered portable measuring instrument for analyzing the quality of frequencies used by LTE.

This is the industry's first portable measuring instrument with the ability to analyze LTE signals, made possible by innovative technology.

■ Area Tester ML8780A/ML8781A

The ML8780A and ML8781A measure signals propagated within the LTE base station area with high accuracy, enabling optimal allocation of LTE base stations in terms of the number of units and their locations.



ML8780A



ML8781A

Introducing LTE-Advanced Measuring Technology

As more countries around the world adopt LTE, the data communications industry has begun R&D on LTE-Advanced, an even faster version of LTE.

In LTE-Advanced, the standard transmission speed is 300 Mbps, with a future goal of 1 Gbps.

An elemental technology required to achieve these high speeds is the carrier aggregation function, in which several bandwidths are used as a single bandwidth.

Anritsu is already developing the measuring technology required for LTE-Advanced. We produced a prototype base station simulator that supports the carrier aggregation function and have conducted testing demonstrations using a terminal simulator produced by Signalion GmbH of Germany.

As a result, we have moved ahead of the competition by achieving connectivity at 300 Mbps, which is required for evaluating carrier aggregation.

We exhibited this measuring technology at the Mobile World Congress in Barcelona, Spain, and received strong support from visitors.



LTE-Advanced Measuring Technology



Mobile World Congress

Participating in Test Demonstration for 100 Gigabit Ethernet

The dissemination of smartphones and tablets has been accompanied by a dramatic rise in network data traffic.

In response, carriers around the world are actively seeking to develop a 100 Gigabit Ethernet.

Seizing this opportunity, Anritsu, joined by Fujitsu Limited and NEC Corporation, conducted a test demonstration for 100 Gigabit Ethernet connectivity.

Anritsu's 40/100G Analyzer was used in this demonstration to generate and send a 100 Gigabit Ethernet signal to Fujitsu and NEC transmission units to verify connectivity.

As a result, we were able to confirm transmission at 100% efficiency using mixed-brand equipment, and became the first in the world to verify that transmission of a 100 Gigabit Ethernet signal was possible among several optical networks.



40/100G Analyzer



100 Gigabit Ethernet

Supporting LTE Public Safety Network Construction Project

Anritsu's handheld measuring instrument was chosen for the real-world testing of "Project Cornerstone", a plan to construct an LTE public safety network in the United States.

The objective of Project Cornerstone is to construct a public safety broadband network using LTE in the San Francisco area, which will serve as an emergency network in the event of crisis incidents and accidents.

The real-world test was based on typical incidents in both urban and suburban areas and was conducted to verify the effectiveness of the network of first responder personnel assigned to each scenario at public safety institutions, such as police departments, fire departments and emergency medical services.

Three handheld measuring instruments made by Anritsu, including the LMR Master S412E and BTS Master MT8222B, were chosen for the test, and engineers at the U.S. subsidiary Anritsu Company measured the traffic and transmission quality of data generated on the LTE public safety network.



use of handheld measuring instruments



LMR Master S412E



BTS Master MT8222B

Supporting Communication for the Pan American Games

The Pan American Games, held every four years, are the second largest multi-sport event after the Olympics and attract the participation of North and South American nations.

The 14th Pan American Games were held in October 2011 in Guadalajara, Mexico. Since prior ticket sales had exceeded one million, the games were expected to place an excessive burden on the communication network. Anritsu A/S of Denmark ultimately offered a solution.

It collaborated closely with the two largest providers of mobile communications services in Mexico to evaluate the performance of the communication networks prior to the event and ascertain any impacts or problems that could arise as wireless traffic increased, as well as consider countermeasures.

After the Games began, Anritsu A/S further contributed by monitoring the operational status of the communication networks to ensure the quality and reliability of voice and data communications.



the Pan American Games

Contributing to the Popularization of Broadband

Along with the expanded use of data communication services, broadband connectivity using Gigabit Ethernet is in wide use for both homes and companies.

As a result, the communications industry faces the new challenge of boosting the efficiency of opening and maintaining Gigabit Ethernet lines. ITU-T, an organization that sets international telecommunications standards, introduced the Y.1564 standard for simultaneously measuring the quality of multiple user lines.

Through participation in the creation of this standard as a member of ITU-T, Anritsu has accumulated more technical expertise, which we fully utilized in the development of an innovative technology that can simultaneously measure the quality of Gigabit Ethernet lines for up to 32 users.

The technology has been incorporated into the Network Master MT9090 series, which reduces measurement time to about a quarter of that required by conventional measuring instruments, thereby significantly enhancing productivity in opening and maintaining these lines.



Use of Gigabit Ethernet at home



Network Master MT9090



Use of Gigabit Ethernet in business

Newly Developed Foreign Materials Detection Technology

Anritsu Industrial Solutions Co., Ltd. provides X-ray inspection systems that detect contaminants that can be mixed into food during the production process. These systems, however, have required improvements in detection sensitivity.

Our latest model launched in 2011 is mounted with new dual energy sensors that can obtain two separate images with different brightness values in a single filming. Applying a special process to these images can eliminate the effects of overlapping parts of food and excessive brightness in X-ray images for enhanced detection sensitivity. We have achieved the industry's highest performance with a unit that is capable of detecting a 1-mm thick bone particle in a thick, 40-mm piece of chicken.

The technology has been publicly recognized by receiving the "15th Nisshoku Excellent Food Equipment Award" sponsored by the Nippon Shokuryo Shimbun, Japan's food trade newspaper.



15th Nisshoku Excellent Food Equipment Award

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Vigorous Response to Social Issues

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Vigorous Response to Social Issues

Anritsu gives priority to proactively responding to global social expectations through its business activities.

1) Agree to the Global Compact

Since June 2006, Anritsu has supported and practically applied the ten principles of the United Nation's Global Compact (GC). We will further apply these principles by incorporating them into our CSR efforts as the foundation of global activities undertaken across the entire group.

■ Global Compact (GC) and Related Activities

Anritsu's CSR activities during fiscal year 2010 relate to the ten principles of the Global Compact*. The United Nation's Global Compact Office has selected Anritsu CSR Report 2007 as one that matches their Notable COP (Communication on Progress) policies.



*The United Nations Global Compact: An assembly of bodies that support ten principles in the areas of human rights, labor, the environment and anti-corruption. Proposed by former U.N. General Secretary Kofi A. Annan at the World Economic Forum held in January 1999, the compact was officially launched at U.N. Headquarters in New York in July 2000.

The Ten Global Compact Principles			Anritsu's Major Actions in Fiscal Year 2011	Related Pages
Overall		Applying the ten GC principles	<ul style="list-style-type: none"> Continuously last year, Anritsu confirmed the effectiveness of its internal control system for financial reporting. Promoting compliance, Anritsu Corp. and the Group companies made efforts to prevent violations and to establish more pleasant workplaces by (1) familiarizing people with Anritsu Code of Conduct; (2) promoting groupwide education, including training by organizational levels; (3) avoiding risks on ethical matters via questionnaire survey; and (4) preventing violation of ethics rules via help-lines inside and outside the company. 	Promotion of Risk Management of Establishment of Compliance
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted activities to secure workplace safety and health. Anritsu Corp. requested that suppliers and partners should comply with laws and regulations protecting human rights. 	Labor Safety and Health Supply Management Chain
	Principle 2	make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> Anritsu Corp. and the Group Company surveyed the actual status of harassment to employee by ethics questionnaire. Anritsu Corp. requested that its suppliers and partners not be complicit in human rights abuses 	Establishment of Compliance of Supply Management Chain
Labor Standards	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<ul style="list-style-type: none"> Based on employees' requests, and in order to improve work-life balance, Anritsu Corp. and the Group Companies continued to improve labor conditions. 	Respect for Human Rights and Promotion of Diversity
	Principle 4	the elimination of all forms of forced and compulsory labour;	<ul style="list-style-type: none"> Anritsu Corp. requested that its suppliers and partners not be complicit in forced and compulsory labor. 	Supply Management Chain
	Principle 5	the effective abolition of child labour; and	<ul style="list-style-type: none"> Anritsu Corp. requested that its suppliers and partners not be complicit in child labor. 	Supply Management Chain

	Principle 6	the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted employment across borders. 	Respect for Human Rights and Promotion of Diversity
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted Eco-Factory and Eco-Office activities. Anritsu Corp. and the Group Companies in Japan continued environmental accounting. 	Eco-Office and Eco-Factory Environmental Accounting (fiscal 2011)
	Principle 8	undertake initiatives to promote greater environmental responsibility, and;	<ul style="list-style-type: none"> Anritsu committed to Eco-Management Anritsu promoted activities of Eco-Minded Employees. Anritsu continued its efforts to prevent of global warming. 	Eco-Management and Eco-Mind Eco-Management and Eco-Mind Eco-Office and Eco-Factory
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> Anritsu Group in Japan promoted development of environmentally conscious products. 	Eco-Products Development
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> Established the Anritsu Group Guidelines on Prevention of Extortion and Bribery Anritsu Corp. and the Group Companies in Japan circulated case study sheets on anticorruption measures to educate employees. Anritsu Corp. called for ethical behavior in the Basic Rules for Procurement. 	Establishment of Compliance Supply Chain Management

2) Reactions to the Great East Japan Earthquake

Anritsu promotes efforts for reconstruction after the Great East Japan Earthquake through our core business.

[Support for Reconstruction after the Great East Japan Earthquake \(Social Contribution Activities\)](#)

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Goal 2 Maintaining Harmony with the Global Socio-Economy

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Goal 2

Maintaining Harmony with the Global Socio-Economy

Anritsu will strengthen its foundations as a caring corporation by creating comfortable work environments in which human rights are respected and employee diversity is valued while building trusting relationships with the supply chain, the community and society at large.



Vice President, Chief SCM Strategy Officer, General Manager of Koriyama Business Office, Anritsu Corporation **Tsukasa Hattori**

I am responsible for the overall management of our supply chain. The Koriyama Office is Anritsu's largest production facility centered on measuring instruments. Since our business partners are spread out across the world, our procurement staffs are also located around the globe. We established the "Anritsu Basic Rules of Procurement" and the "Requests to Suppliers and Partners" and sought cooperation from our business partners to forge strong partnerships. We undertake on-site inspections using a checklist of evaluation criteria, which includes items concerning human rights, compliance, labor safety and health, and the environment as well as quality and cost. In some cases, we revisit our business transaction decisions after reviewing evaluation results.

After learning our lessons from the Great East Japan Earthquake which occurred last year, we have sought to accelerate information gathering and decision making through our BCP, and we have implemented revisions to make the BCP more practical and relevant to the needs of each workplace. For example, we have written action guidelines for emergencies that can be carried along with safety helmets to make sure that each responsible staff member understands what to do in the event of an extraordinary situation.

We will continuously reinforce our emergency response system so that we can maintain business operations in the wake of accidents or disasters and ensure delivery of high-quality products throughout our entire supply chain.



CSR Asia, Japan Director
Makiko Akabane

Comment from Expert

A survey of 77 Asian business managers has also revealed that human rights and the supply chain represent major areas of concern. It is important to make consistent efforts to visit business partners in order to address these issues.

■ Stakeholder Dialogue

Establishment of Compliance

By promoting sound corporate behavior, which adheres to ethical and legal standards, Anritsu continues to apply several key measures to strengthen its Ethics/Compliance Promotion system and to enhance ethical awareness among employees.

Human Resource Development

Anritsu believes in the importance of being an organization in which employees experience personal growth. With this belief, we constantly strive to create a workplace in which employees can grow through their work.

Promotion of Risk Management

To raise the level of risk management and ensure ongoing business development, Anritsu assigns a chief administrator for each major risk category and conducts risk analysis and evaluation. It also establishes rules and guidelines and provides education and training.

Labor Safety and Health

In the spirit of respect for employees, Anritsu is working to maintain a comfortable workplace by adopting the basic principles of "safety first" and "promoting employee health".

Supply Chain Management

We believe strengthening our relations of trust with suppliers and partners for the sake of mutual growth is important. We emphasize the development of stronger partnerships through the involvement of suppliers and partners in various ways and by responding to the expectations and demands of society across the entire supply chain.

Social Contribution Activities

Community-based social contribution programs are at the center of these initiatives under the three pillars of partnerships for educating youth, contributing to local communities and protecting the environment, and we carry out activities that our employees can participate in continuously.

Respect for Human Rights

We are committed to improving the working conditions and systems for diverse human resources toward recruiting employees and revitalizing communications across the organization.

Establishment of Compliance

Establishment of Compliance

Promotion of Risk Management

Supply Chain Management

Respect for Human Rights and Promotion of Diversity

Human Resource Development

Labor Safety and Health

Promotion of Social Contribution Activities

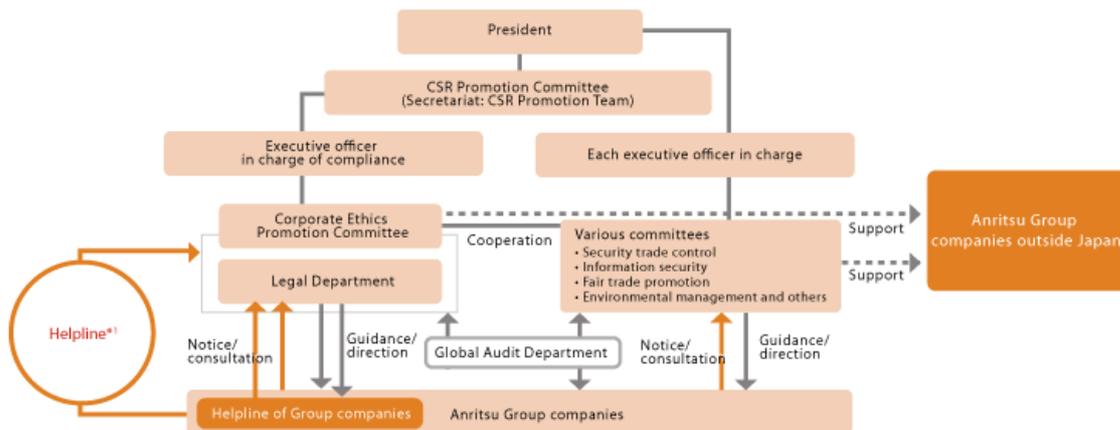
Establishment of Compliance

Basic Concept

By promoting sound and fair corporate behavior that addresses social concerns beyond basic adherence to ethical standards, laws and regulations, Anritsu continually advances key measures for strengthening its Ethics/Compliance Promotion system and to enhancing ethical awareness among employees.

Compliance Promotion System

Promotion System of Corporate Ethics and Compliance

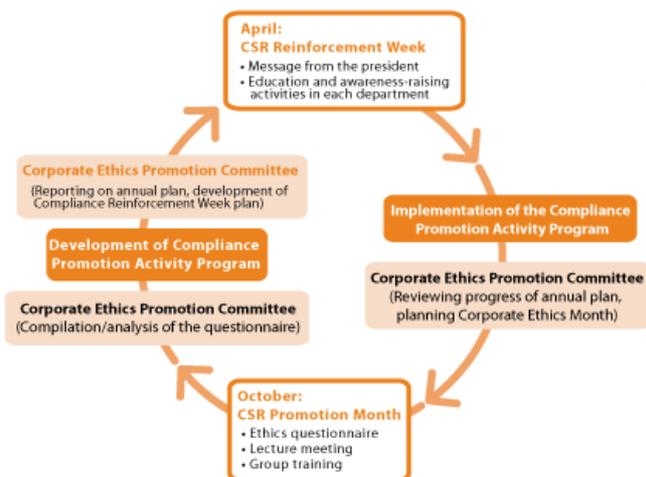


*1 Dedicated e-mail address, hotline, suggestion box, consultation with external lawyers

Corporate Ethics Promotion Committee and Ongoing Improvement Activities (annual)

The Anritsu Group in Japan set up a Corporate Ethics Promotion Committee under its compliance promotion system. The committee's membership consists of representatives from individual departments related to corporate ethics and from Group companies. It plans, supports and implements Group compliance activities, and its major responsibilities include the review and analysis of responses to the corporate ethics survey conducted during Corporate Ethics Month (October), followed by a one-year development cycle for an annual action program and implementation monitoring as well as the assessment of compliance outcomes based on the survey to ensure continuous improvement.

Compliance Promotion Activities



Corporation Ethics Promotion Committee Composition Departments



Compliance Promotion Activities

■ Two Events We Promote

In addition to activities centered on CSR Reinforcement Week in early April and CSR Promotion Month in October, Anritsu holds workshops and events, including lectures by invited speakers, training, and specialized instruction by the department participating in the Corporate Ethics Promotion Committee. The company also conducts an ethics survey for Anritsu employees, temporary workers, and other staff in Japan.

- Training by organizational level (e.g., new recruits, newly promoted managers)
- Individual/specialized training by separate committee or department
- Lecture meeting with invited external speakers (once or twice a year)
- Lending and showing of videos or DVDs
- Corporate Ethics Questionnaire *



Lecture meeting with experts

Group training

* To confirm the effectiveness of compliance promotion activities and identify areas for improvement in individual organizational units, Anritsu conducts a Corporate Ethics Questionnaire targeting regular employees and temp staff of the Anritsu Group in Japan, employees of partners, suppliers, and other staff. Analysis, examination and deliberation over the questionnaire results are fed back to the management of the individual organizational units to be used in drawing up future compliance promotion activity programs and other actions.

■ Guidelines on Preventing Extortion and Bribery / Publication of Case Study Sheets

- Guidelines on Preventing Extortion and Bribery
Efforts to prevent bribery have recently emerged as a global trend. Extortion and bribery have come under closer regulatory scrutiny by a global monitoring network, particularly after the enactment of laws on preventing bribery in the United States and the United Kingdom. Extortion and bribery represent major compliance risks for the Anritsu Group, which conducts business on a global scale. While the Anritsu Group Code of Conduct already prohibits extortion and bribery, we sought to more firmly uphold this prohibition throughout the group in Japan and overseas by establishing the Anritsu Group Guidelines on Prevention of Extortion and Bribery in April 2012.
- Case Study Sheets
Every month, Anritsu Group in Japan selects concrete cases that have actually occurred or could occur, under the two themes of daily life and business, and publishes these as Case Study Sheets that include concise advice and explanation. Sheets are posted on our intranet and as a printed poster. The sheets are used as educational tools of individual organizational units. A total of 132 cases have been published as of March 2012.

■ Compliance Situation of the Antimonopoly Law and Internal Audit

To confirm the conduct of fair and free sales activities, the Anritsu Group in Japan conducts internal audits of the activity status and order intake/sales process of the sales departments (including local bases) once a year. In conjunction with the internal audit, we also conduct compliance training (Act on Prohibition of Private Monopolization and Maintenance of Fair Trade; Act against Delay in Payment, etc. to Subcontractors; export controls; etc.)

■ Helpline

To prevent violations of ethics and laws and maintain pleasant workplace conditions, Anritsu Group Companies in Japan operate the Helpline, which accepts internal reports and requests for consultation. Lawyers are available from outside the company for employees to consult for legal advice. In addition, Legal Consultation Days (twice a month) are held to provide legal consultation on internal problems as well as any other topics affecting the lives of employees.

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Promotion of Risk Management

■ Basic Concept

Anritsu has identified seven major risk categories: (1) management decision-making and business operations; (2) legal violations; (3) environmental preservation; (4) quality of product and service; (5) import/export management; (6) information security, and; (7) disasters. For each category, a chief administrator has been assigned to carry out analysis and evaluation while establishing rules and guidelines. This administrator also conducts education and training to raise the level of risk management and ensure ongoing business development.

Enhancing Corporate Value through Internal Controls

■ Basic Concept and Policies

Anritsu believes its global business development depends upon effectively controlling factors that could inhibit the attainment of its goals and transforming risks into a source of competitive advantage. To this end, we will further reinforce the collaborative relationships established with Group companies in and outside of Japan through the process of improving our internal control system. We will also upgrade our risk management to enhance corporate value.

■ Promotion/Management System

Anritsu has established basic internal control system regulations and set up an Internal Control Committee, chaired by an executive officer appointed by the President, to oversee the overall improvement and operation of internal controls concerning the financial reporting of Anritsu and Group companies. Furthermore, the Global Audit Department, our internal audit division, is in charge of promoting risk management through business audits.

■ Specific Activities and Topics in Fiscal 2011

In fiscal 2011, we launched a group-wide effort to reinforce enterprise risk management. We conducted a hearing survey for headquarters' department heads and Group company presidents in Japan to review the state of risk management. In addition, we held lectures on risk management, and department heads including those at our subsidiaries attended training sessions. Strategic improvements were implemented against potential risks identified during the evaluation process. An external auditor therefore concluded that the Anritsu Group's internal controls for the fiscal year ended March 2012 were as effective as in the previous year. This evaluation was based on the group-wide corporate philosophy and ethics, control of accounting policy and procedures, and control of IT infrastructure and business processes related to financial reporting.

Information Security Management

■ Basic Concept

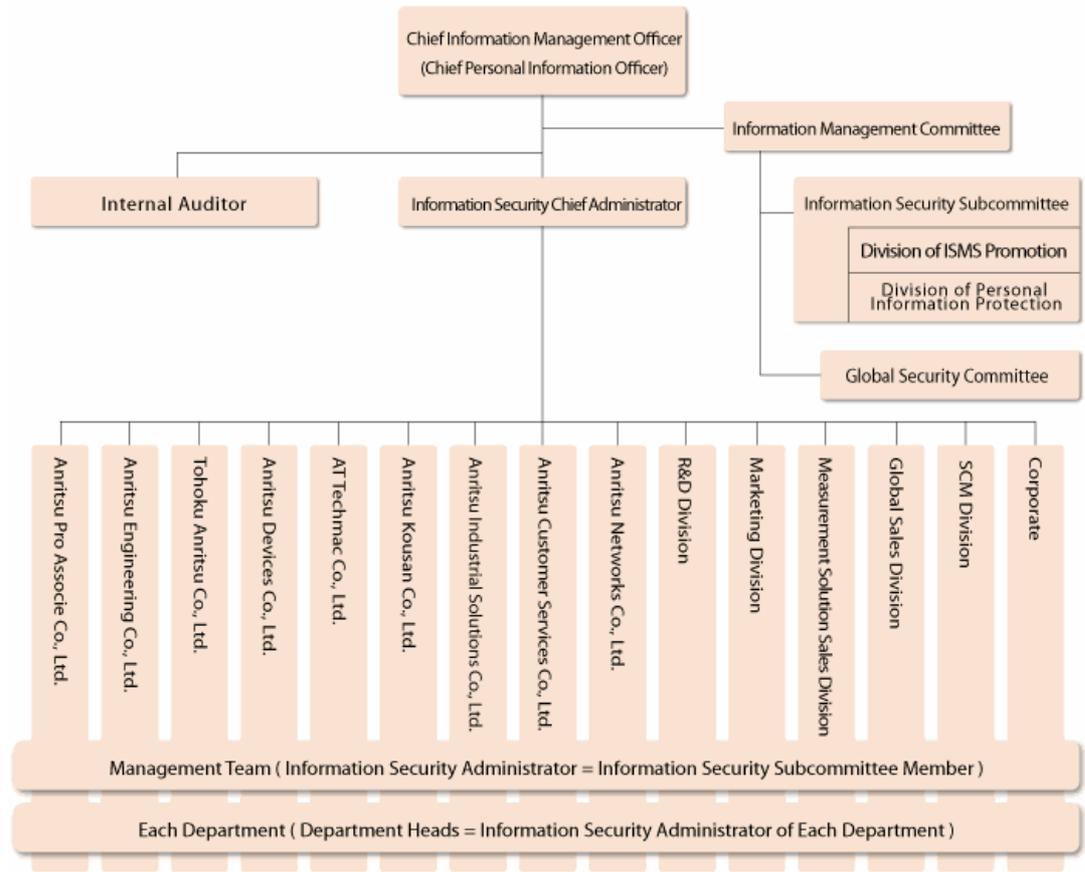
Anritsu believes its responsibility to society requires the effective protection of the information of all its stakeholders in the course of its business operations. Anritsu has established Basic Rules of Information Management with the understanding that information is as vital an asset for stakeholders as it is for Anritsu. We are steadfastly striving to maintain and improve our information security in accordance with these rules.

Back Rules of Information Management

The Anritsu Group ("Anritsu") recognizes its social responsibility for effectively protecting information related to all of its stakeholders, including customers, shareholders/investors, business partners and employees, throughout the course of its business operations, which offer "Original and High Level" products and services with sincerity, harmony and enthusiasm. Moreover, we view information as a vital asset for Anritsu and all its stakeholders. Therefore, Anritsu has established these Basic Rules of Information Management and declares it will responsibly handle information assets and take all possible actions to ensure their protection.

1. Anritsu shall comply with the laws and social norms governing information assets and information management.
2. Anritsu shall build information management systems and strive to effectively manage information assets.
3. Anritsu shall develop and implement corporate regulations that define concrete procedures and rules of information management.
4. Anritsu shall provide its officers, employees and others with the necessary education and training to deepen their knowledge of information management.
5. Anritsu shall implement appropriate human, organizational, physical and technical measures to protect information assets.
6. Anritsu shall quickly respond to risks associated with protecting information assets to minimize damage.
7. Anritsu shall regularly and continually review and improve the information management activities noted above.

Management system



Major Activities in Fiscal 2011

1. Practicing Information Management

Anritsu conducts information management through a one-year cycle of activities.

1) Risk Assessment of IT Systems and Countermeasures

IT system threats vary according to changes in business, both inside and outside the company as well as across the IT environment as a whole. To respond to changes, we conduct an annual risk assessment and make the appropriate adjustments. During fiscal 2011 we took the following actions based on the results of the assessment.

- **Response to Targeted Cyber Attacks (risk due to changes in the external environment)**

The frequency of cyber attacks targeting classified corporate and personal information has increased around the world, causing information leaks and other damage.

Last year, the media reported an incident of information leakage that resulted in damage to a company in the defense industry. This type of attack typically begins with an infected email. The virus then infects the computer and allows illegal access to the corporate server. Classified information is then sent to a specific site on the Internet. The covert nature of such attacks can allow for information to be stolen over a long period.

Anritsu hired a specialized vendor to determine whether illegal access had been made that could have resulted in an information leak. While no evidence of illegal access was discovered, Web access problems were found.

In addressing the potential risk of a virus attack, we decided to reinforce our control over Internet access at the company by introducing Web filtering in the next fiscal year.

- **Information Sharing with Customers and Suppliers (risk due to changes in the internal environment)**

We primarily use e-mail to exchange information with customers and suppliers. However, although e-mail is very convenient, it represents a high risk of information leakage and is not suitable for sending or receiving large amounts of data. The recent surge in high-volume data traffic has only increased the risk.

To address this issue, we constructed a secure in-house site for safely sharing information with external parties. The site has a "rights management" function, which prevents the careless copying of data to other locations.

More than 100 users have already used the site in the first six months of its operation, and external partners have commented favorably on its usability.

2) Promoting Employee Education Activities

We conduct annual training activities for employees at each division on security issues using scripted video re-enactments and by holding discussion sessions. New employees are trained in the proper use of our IT system before they are allowed to access it.

3) ISMS and IT General Control Audits

We make improvements on items indicated by internal and external ISMS audits and the IT General Audit based on J-SOX. While no serious issues were identified during the most recent audits of either type, work is underway to meet requests for minor improvements.

2. Response to BCP

After reviewing our business continuity plan (BCP) in response to last year's Great East Japan Earthquake, we increased the scope of seismic intensity written into the plan to level 7.

We consequently decided to relocate vital IT systems from their current location in the head office area to our data center in the Kansai region. Some of this transfer work has already been accomplished. We will continue transferring these operations in the next fiscal year with the goal of completely relocating all our critical servers by the end of July. This will ensure that product manufacturing and shipping operations at our Koriyama factory will continue without disruption, even in the event of a major earthquake in the Kanto region.

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Supply Chain Management

■ Basic Concept

We believe strengthening our relations of trust with suppliers and partners for the sake of mutual growth is important. We emphasize the development of stronger partnerships through the involvement of suppliers and partners in various ways and by responding to the expectations and demands of society across the entire supply chain.

Anritsu Basic Rules of Procurement and Requests

To fulfill its social responsibility in the future, Anritsu believes it must develop activities across the supply chain, including our business partners as well as within the Group. We established Basic Rules of Procurement and transaction-related requests for suppliers and partners, revised them in line with the ever-changing business environment and sought to better understand our suppliers and partners through activities such as budget briefings and letters of request from executive officers in charge.

Basic Rules of Procurement

1. Selection of suppliers and partners

Anritsu always keeps the door open to new potential suppliers and partners inside and outside Japan, in a spirit of fairness and harmony. Anritsu objectively selects suppliers and partners based on proper standards-focusing on quality, price, delivery schedules and environmental measures.

2. Partnership

Anritsu builds mutually beneficial relationships with all suppliers and partners through sound business practices.

3. Compliance and secrecy protection

Anritsu conducts business in full compliance with relevant laws, and does not disclose information acquired through business with suppliers and partners to any third party without these suppliers' and partners' prior consent.

4. Activity based on ethical concepts

Personnel involved in procurement keep in mind at all times the importance of performing assignments fairly, free of personal interests with suppliers and partners, while maintaining sound relationships with these parties.

5. Considerations of human rights and labor

Anritsu respects human rights and promotes industrial hygiene, safety and security, and requests that suppliers and partners agree to this policy and promote these activities as part of their supply chain operations. Anritsu may reconsider relationships with suppliers and partners if their business operations are linked with human rights violations, such as the use of child labor, racial and sexual discrimination, etc.

6. Environmental considerations

Anritsu stipulates Green Procurement Guideline and promotes green procurement by purchasing parts and materials that have been proven less damaging to the environment.

Requests

1. Observance of laws and social norms

Observance of relevant laws, prohibition of child labor, forced labor and cheap labor; and prohibition of discrimination and transaction with antisocial forces

2. Environmental considerations

Realization of environmental measures in line with Anritsu's Green Procurement Guidelines, environmental requirements, etc.

3. Ensuring good quality, supply at fair prices and maintenance of delivery schedules

4. Preventing leakage of secret information and respect for intellectual property rights

5. Prompt response to contingencies and timely, appropriate information disclosure

Promoting CSR Procurement

In fiscal 2010, we established the Anritsu CSR Procurement Guidelines, which provide practical guidance for our Basic Rules of Procurement, and we communicated with our suppliers and partners to gain their understanding. Furthermore, in fiscal 2011 we conducted a survey in which we asked suppliers and partners to review their own operations using the CSR Procurement Guidelines.

We plan to analyze the results of this survey and share them with suppliers and partners to promote CSR procurement throughout the entire supply chain.

Our next CSR challenge will be to respond to regulations governing conflict minerals.

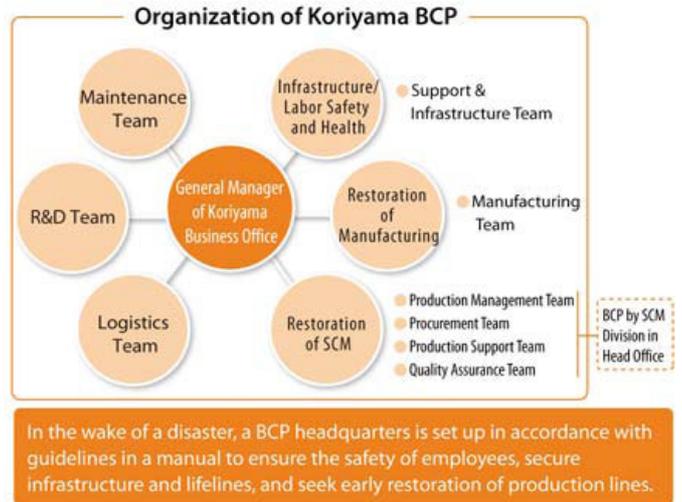
Anritsu intends to closely monitor the United States' regulatory policies, which are virtually global standards, and hold explanatory briefings for suppliers and partners to develop an airtight response framework.

Approach to Business Continuity Plans (BCPs)

The stable procurement of materials for parts production lies at the very backbone of any manufacturing company's BCP. Even before the Great East Japan Earthquake, Tohoku Anritsu Co., Ltd., and the Koriyama Office of Anritsu Corporation, which serve as the manufacturing base of the Anritsu Group, had recognized the serious risks posed by natural disasters such as earthquakes and created a BCP to deal with them. The BCP is clearly set out concrete steps for each process in the event of a disaster.

We created a database on the status of bases owned by business partners to immediately identify and minimize any risks following a disaster, and we also constructed a system to facilitate the in-house sharing of this information. We sought to improve and reinforce our BCP to respond to any conceivable risk through simulations conducted during the volcanic eruption of Mount Shinmoe and the recent turmoil in the Middle East, through which we gained valuable experience.

These efforts paid off at the time of the Great East Japan Earthquake and enabled us to continue production once we had restored our production lines, without disrupting the supply of materials. Risk management will remain the top priority of our procurement operations, and we will build on the lessons learned from the Great East Japan Earthquake to further improve our BCP.



CSR Procurement Survey

In fiscal 2011, we sent a survey to 77 major business partners that supply materials for our Test & Measurement business and received 66 responses, approximately 85% of the total. We also requested the cooperation of 440 other business partners in promoting CSR procurement and received letters of consent from approximately 86% of them.

While survey results to some extent depended on the type of material procured, the awareness of "social contribution" and "contribution to the local community" generally remained low. On the other hand, respondents scored higher on items related to the environment, such as "minimizing environmental impact" and "effective use of resources and energy," indicating greater awareness of environmental concerns. We consider this to be a result of more than a decade of green procurement efforts with our business partners.

We will use these survey results to further encourage our partners to create better working environments and strengthen trust with them, thereby ensuring fair and sound CSR procurement.

Partners in Providing the Best Solutions



Atsugi sales office
Sales Division 1 Dept.
TOKYO ELECTRON DEVICE LTD.

Naoto Sasaki

We have been doing business with Anritsu for many years, primarily in the area of foreign semiconductor products. The establishment of the CSR Procurement Guidelines, which serves as a practical guide to implementing the revised Basic Rules of Procurement, in addition to expanded environmental considerations, has intensified our awareness of the importance of meeting public expectations and requests as a partner.

I firmly believe we can forge an even closer relationship by actively suggesting practical improvements through the partner QU system for mutual business benefit. We have already actively used this system in technical seminars organized by Tokyo Electron Device.

A solid partnership is the foundation of a powerful supply chain. Tokyo Electron Device will develop a framework for further deepening a mutually beneficial relationship and enhance our services as an exemplary Anritsu solution partner to achieve sustainable, ongoing social development.

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Respect For Human Rights and Promotion of Diversity

■ Basic Concept

Given the rapid evolution of business worldwide, we believe it is important to attract a diverse workforce in terms of nationality, gender, age and views on work. This enables us to develop systems and programs that allow every individual to demonstrate their strengths based on their lifestyles, and to provide safe, secure and comfortable working conditions.

Human Rights Training and plan

Anritsu has implemented a number of activities like organizational level training to foster an awareness of human rights within and outside the company on issues that require constant vigilance, such as discrimination against minority groups, sexual harassment and abuse of power in the workplace, and to improve communication. To further promote respect for human rights, the abolition of forced labor and prohibition of inhuman treatment, child labor and discrimination were included in the Anritsu CSR Procurement Guidelines issued the year before last.

Creating Jobs for People with Disabilities

By the end of December 2011 in fiscal 2011, Anritsu had significantly improved the employment ratio of people with disabilities to 2.25%, meeting legal mandates. To maintain and further improve this ratio in fiscal 2012, we will continue our recruitment efforts and workplace improvements while establishing greater cooperation for people with disabilities and expanding the range of available jobs so they can better apply their strengths.

	2008/12	2009/12	2010/12	2011/12
Planned ratio (non-consolidated)	1.80%	1.80%	1.80%	1.80%
Actual ratio (non-consolidated)	1.59%	1.76%	1.98%	2.25%
Ref: Actual ratio (in Japan, consolidated)	1.44%	1.37%	1.50%	1.56%

Employee Data: Group companies in Japan

Employee Data of Group companies in Japan as of the End of March (eg., data for fiscal 2011 is as of March 31, 2012)

	FY2009	FY2010	FY2011
Total No. of employees of Group companies in Japan	2,274	2,240	2,206
Male	1,988	1,952	1,927
Female	286	288	279
Foreign nationals	25	20	16
Non-regular employee	305	376	463
Average age	40.9	40.3	41.5
Average working years	18.1	18.5	18.6
Ratio of Employees with Disabilities (non-consolidated) %	1.76	1.98	2.25
Ratio of Employees with Disabilities (The Anritsu Group in Japan) %	1.37	1.50	1.56
Planned ratio (Reference)	1.80	1.80	1.80

Employee Data(Anritsu Corporation)

Anritsu Corporation Employee Data as of the End of March (eg., data for fiscal 2011 is as of March 31, 2012)

		FY2008	FY2009	FY2010	FY2011
No. of employees: Figures in parentheses refer to number of managers included in total count	Male	745 (167)	719 (171)	711 (165)	711 (176)
	Female	128 (5)	112 (5)	114 (4)	113 (4)
	Total	873 (172)	831 (176)	825 (169)	824 (180)
Average age	Male	40.4	40.1	41	40.4
	Female	34.8	35.8	36.4	36.1
	Total	39.6	39.5	40.3	39.9
Average working years	Male	16.6	16.4	17.4	16.5
	Female	12	13.3	13.8	13.4
	Total	15.9	15.9	16.9	16.1
Annual rated working hours		1,860.00	1,860.00	1,875.50	1,860.00
Average days of paid holidays used per year		14.1	11.2	14.6	15.6
No. of employees who took paid childcare leave		14	11	6	9
No. of employees whose employment has been extended beyond normal retirement age (for hiring employees over retirement age)	No. of eligible employees	30	16	19	18
	No. of employees over retirement age hired	14	5	11	15

Worldwide Percentages of Female Employees

		Japan	Americas	EMEA	Asia and Others	Total
Percentages of female employees (No. of female employees / Total employees)	FY2011	14%	31%	26%	27%	23%
	FY2010	14%	32%	23%	29%	23%
Percentages of female managers to male Managers ((No. of female managers/No. of female employees)/ (No. of male managers/No. of male employees))	FY2011	14%	59%	60%	54%	48%
	FY2010	12%	64%	64%	44%	48%

Balancing Work and Family

Anritsu Corporation has been implementing the second stage of its four-year plan (see chart below) to address systems that require improvement. The scheduled time frame, however, expired before most of the plan had been completed, due to a mid-course deterioration in the business environment. We will strive to accomplish our goals by modifying our plan for the third stage.

Anritsu Corporation's Action Plan to Support Child Welfare 2nd Stage (April 1, 2008 to March 31, 2012)

Objectives	Measures
Allow men and women employees to take leave for child-raising with greater peace of mind.	Make a child-raising leave system and other benefits available.
Reinforce system to help parent employees with temporary child-raising service charges.	Subsidize child-raising service charges at a family support center run by a local government.
Enhance understanding among employees that we support greater work-family balance in child-raising.	Produce and distribute our guidebook pertaining to our child-raising and related systems, etc.

Global Recruiting Actions

■ Borderless Recruiting

Anritsu Corporation and Group companies in Japan conduct recruitment activities regardless of nationality through such means as participating in recruiting fairs* held by universities outside Japan and employing foreign students in Japanese universities. As of the end of March 2012, 22 Anritsu Group employees of foreign nationality are working in Japan.

In addition, four foreign nationals hired in Japan are currently stationed overseas.

*Recruiting fairs: Forums for information exchange and mutual understanding between job applicants and employers

■ Revitalizing Employee Communications

Anritsu conducts an employee satisfaction survey to determine how well employees understand the company's direction and systems, the effectiveness of workplace communications and the level of job satisfaction.

In fiscal 2011, surveys were conducted in the Americas, the Asia-Pacific region and Japan. The identification of issues as well as the development and implementation of improvement programs are currently underway in each region.

Beyond these surveys, President Hashimoto directly communicates with all Group employees through "Hashimoto's Room," a content-rich site in which he regularly comments on issues directly related to management as well as general topics of the day.

The president and top executives also visited Group companies in Asia, Europe and the Americas. In addition, the president presents awards to employees while visiting their job sites as a way to revitalize communication between management and employees.

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Human Resource Development

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Human Resource Development

■ Basic Concept

Anritsu believes in the importance of being an organization in which employees feel they are contributing to society and growing while being vibrant and actively achieving the company's goals. With this belief, we constantly strive to create a workplace in which employees can grow through their work.

Education/Training System

Anritsu Corporation focuses on on-the-job training as a framework for supporting every employee in identifying the areas of work that are in line with their individual interests and developing the skills that enable them to realize their aspirations. Programs that are shared among all Anritsu Group companies in Japan include new recruit orientation, training by organizational level, correspondence courses and language studies, which all support the professional development of every Group employee.



Anritsu Corporation's Education / Training System

Training of OJT Trainer

While on-the-job training (OJT) is a central pillar of human resource development, the results of training vary depending on differences in thinking and the level of skills of trainers.

To address this problem, we held the first training for OJT trainers this fiscal year, which targeted staff responsible for training new recruits.

The purpose of this training was to learn about the following three areas:

- (1) How to approach new recruits
- (2) The importance of understanding others
- (3) Possible solutions for problems that occur when offering guidance to trainees by sharing actual cases of participants



Scenes from Training of OJT Trainers

Global Human Resource Development

Anritsu is working to expand its business overseas, primarily in the area of measurement. Developing human resources capable of leading these overseas businesses represents a key challenge for achieving growth in the coming years.

We think it is particularly important to raise the level of language proficiency as the foundation for developing global human resources.

We also place value on a culture of self-education and offer a program to support self-education groups. In fiscal 2011, a new group was set up to take on the challenge of partaking in Chinese conversations.

With an eye on the Asian market, which is growing in importance, we intend to direct our resources into education and training for global human resource development, such as training in languages other than English and programs to build cross-cultural understanding.



Chinese Conversation Class

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Labor Safety and Health

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Labor Safety and Health

■ Basic Concept

Anritsu believes that in order to enable every employee to fully achieve their potential, it is important to secure employee safety and health and to create an ideal workplace based on corporate action guidelines for respecting employees.

Safety and Health, Health Management System

The Anritsu Group in Japan established a safety and health management system that complies with Japan's Occupational Safety and Health Act. Industrial health staff, led by industrial physicians and counselors assigned to the Health Management Center, provide support services to maintain the health of group employees.

Major efforts for safety and health, health management

- Having the Safety and Health Committee review activity status and formulate plans to prevent employees from accidents
- Reducing the risk of accidents by conducting inspections before introducing, relocating or changing equipment, or when purchasing chemical materials
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Providing safe, secure and comfortable workplaces by assessing working environments and conducting periodic inspections
- Conducting health checkups—initial, periodic, special, and for expatriates, as well as follow-up examinations
- Screening through questionnaire and industrial physician interviews to those who work extended hours to prevent impaired health
- Raising health awareness through lectures by industrial physicians, for example, on preventing lifestyle diseases
- Mental healthcare education and counseling for managers



Safety and Health Committee meeting

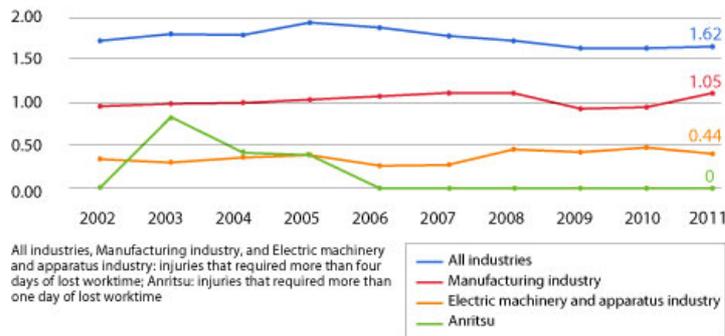


Mental health seminar

Labor Accident

As in the previous fiscal year, no accidents leading to absence from work were reported in the Anritsu Group in Japan during fiscal year 2011. At the end of March 2012, Anritsu Corporation in Atsugi reached a record of 12.96 million labor-hours without any accidents, and as of the publication of this report, the record of no accident performance continues.

Frequency Rate of Lost-worktime Injuries (per million hours)



Seminars and Lectures in Anritsu

In fiscal 2011, five commuting accidents occurred in the Anritsu Group in Japan, a decrease from the eight incidents in fiscal 2010. As in the previous year, however, sporadic accidents occurred while commuting by bicycle. In view of the prevailing public trend toward requiring bike riders to comply with traffic rules, we developed training programs aimed at preventing accidents, such as traffic safety seminars, in cooperation with the Atsugi Police Department. These programs focus on traffic laws and measures to prevent accidents specifically for bicycle riders.

Meanwhile, the ratio of regular health checkups for domestic Group employees continues to steadily increase in line with the national trend, centered on lifestyle-related categories such as liver function and fats. In fiscal 2011, our industrial health staff offered guidance for individual employees based on health checkup results. We also promoted health education opportunities, such as lectures by industrial physicians on preventing lifestyle diseases.



Traffic safety seminar



Lectures by industrial physicians

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Promotion of Social Contribution Activities

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Promotion of Social Contribution Activities

■ Basic Concept

Anritsu contributes to society through its business operations while at the same time pursuing activities that benefit the development of the local community as a corporate citizen. Community-based social contribution programs are at the center of these initiatives under the three pillars of partnerships for educating youth, contributing to local communities and protecting the environment (biodiversity conservation), we carry out activities that our employees can participate in continuously.

Partnerships for Educating Youth (Japan)

■ Special Lecture for University Students

Anritsu sponsored special lectures on wireless communication measurement for university students majoring in this field. In addition to lectures on wireless communication and measurement, the students participated in an on-site session using actual measuring equipment, listened to a basic lecture on Anritsu's EMC measurement, and visited related sites. The R&D department also cooperated in this special lecture by offering both classroom lectures and practical training, which were well received by participating students.



Special Lecture for University Students

■ Workplace Experience for Junior High School Students

Anritsu supports local educational programs that offer junior high school students the opportunity to actually experience working at companies and stores in the community. This fiscal year we even received requests from a school in Sagami-hara City, beyond our typical geographic focus. Students disassembled personal computers at the recycling center of Anritsu Kousan Co., Ltd. and also learned how to sort equipment components by material. We also provided environmental training on recycling.



Workplace Experience

■ "Come Together! Anritsu Kids" Soldering Class for Employees and their Children Sponsored by Anritsu Corporation

In the domestic Anritsu Group, a "Come Together! Anritsu Kids" Soldering Class was held for children of employees, with young engineers volunteering as instructors. This do-it-yourself class involved children in soldering LEDs and other electronic parts onto copies of circuit boards and having fun lighting the LEDs. The children made models using electronic parts and toured the company to gain a deeper understanding of their parents' workplace.



Soldering Class

■ Supporting the Atsugi City Boys' Soccer Competition

Anritsu Corporation has been supporting the annual Atsugi City Boys' Soccer Competition held in February since 1995, Anritsu's centennial year. In fiscal 2011, the first day's matches were canceled due to rain, so the 32 participating teams took a part in a heated competition in qualifying matches on the second day.



City Boys' Soccer Competition

■ Supporting the Atsugi City Kids' Softball Competition

The Anritsu Cup Atsugi City Kids' Softball Competition was held on December 10 and 11, 2011. This is the fall rookies' tournament sponsored by the Atsugi Softball Association, and Anritsu began offering support this fiscal year. Heated competitions took place between the 14 kids' softball teams in Atsugi City. This year's winner was the Onna Soft Team, which is based in our headquarters' locality.



Atsugi City Kids' Softball Competition

Partnerships for Educating Youth (outside Japan)

■ Donation of Products to the University of California, Davis College of Engineering

Anritsu Company (America) has donated products to the University of California, Davis College of Engineering. The Anritsu Company has been a keen supporter of education in the surrounding region. Its latest donation was made as a contribution to efforts by the college toward its goal of becoming a premier center for millimeter-wave research, an area pioneered both inside and outside the United States.



handheld vector network analyzers

■ Support for Education in Germany

Anritsu A/S (Denmark) provided educational support to a German university. It provided support to a course that offers doctorate students an opportunity to learn about electricity and RF microwaves with actual equipment. A total of 36 students attended the course.

Anritsu A/S (Denmark) used online education materials on vector network analyzers provided by Anritsu Company (America) as the textbook for the course. It also provided handheld vector network analyzers and support for handling and operating the instrument. During the roughly one-week course, students gained first-hand experience on measuring electronic components with the instruments.



Course offered by a German university

Contributing to Local Communities

■ Memorial Transmission and Children's Radio Production Class at the Birthplace of Wireless Telephone

An event was held from September 23 to 25 to commemorate the centenary of the invention of the TYK wireless telephone at its birthplace in Kamishima, Mie Prefecture. The event was organized by the Executive Committee for the Memorial Station to Celebrate the Centenary of the Invention of the World's First Practical wireless telephone, an organization made up primarily of Anritsu's amateur radio club.

2012 marked the 100th year since the TYK wireless telephone was invented. To commemorate this historic event, an amateur radio station was set up and operated at Kamishima, in Toba City, Mie Prefecture. A children's radio production class was also held as part of the event.



Radio production class for children

■ Sponsorship of Charity Golf TOUR Tournament

Anritsu Company (America) served as a corporate sponsor for the 2011 Fry's.com Open PGA TOUR tournament.

Fry's.com Open is actively involved in social contribution activities, and in 2010 donated US\$800,000 to the local Santa Clara County. More than US\$3 million has been donated to charity during the six-year history of the tournament.

Proceeds from this year's tournament will benefit the American Institute of Mathematics, whose chief goal is to expand the frontiers of mathematical knowledge; the American Cancer Society; outstanding charities located in Santa Clara County; and the Special Olympics of Northern California.

■ Collaborating with the Local Community

Anritsu Corporation is headquartered in the Amadera Industrial Park and is a member of the Amadera Industrial Park Council. Anritsu heads the council's environmental committee and participates in the quarterly cleanups of the Amadera region and biannual plastic bottle cap collections in collaboration with other members in the area.

■ Collecting Plastic Bottle Caps

Although no longer as common in Japan, six major infectious diseases—poliomyelitis, measles, tuberculosis, diphtheria, pertussis and tetanus—still pose major threats in developing countries. From fiscal 2010, the Anritsu Group in Japan started collecting plastic bottle caps to be sold as resin material with the proceeds used to deliver vaccines to protect children around the world.



Amadera Cap collection

■ **Supporting UNICEF and NPO Activities: Collecting Foreign Coins and Used Postage Stamps**

Anritsu Group companies in Japan have been collecting used postage stamps and foreign coins in support of NPO activities. Used postage stamps are used to support farming villages in Cambodia through the Japan International Volunteer Center, an incorporated nonprofit organization. Foreign coins are used to protect the lives, health and rights of children worldwide through the Japan Committee for UNICEF.



Collecting Used Postage Stamps

Protecting the Environment (biodiversity conservation)

■ **Donating to Forest Development through the Sales of Soft Drink Vending Machines**

Anritsu Corporation headquarters in Atsugi donates part of its sales proceeds from vending machines to the Green Fund in Japan. In fiscal 2011, Anritsu raised funds equivalent to 96 Japanese spindle trees and 62 Yoshino cherry trees, also equivalent to 1,354 square meters (8,060 square meters in total) of afforestation or 457 kilograms (2,719 kilograms in total) of absorbed carbon dioxide.

■ **Participating in Mt. Fuji Green Fund Afforestation Efforts**

Given the significant public concern over global warming, Anritsu Group employees in Japan took part in an environmental initiative called Mt. Fuji Green Fund Afforestation, which consists of various afforestation activities, in response to an invitation by Ricoh Leasing Co., Ltd. Over 100 volunteers participated, seven of whom were from Anritsu.



Group photo



Woodcraft school

■ **Community Cleanup Efforts**

Every year, Anritsu Group companies in Japan organize cleanups of the areas surrounding the Head Office of Anritsu Corporation and Tohoku Anritsu Co., Ltd. In fiscal 2011, the Head Office of Anritsu Corporation carried it out keeping up with Amadera clean-up campaign by Conference of the Amadera Industrial Park Council. A large number of employees participated in the project by picking up litter and weeding around the company. We also participate in community environmental preservation activities and other community projects such as the Sagami River Clean-up Campaign.



Scene from clean-up work



Group photo

Support for Reconstruction after the Earthquake

■ **Early Recovery of Optical Communication Networks**

We contributed to the early recovery of optical communication networks by lending measuring instruments for fault diagnosis free of charge to carriers and construction companies.

In addition, Anritsu Networks Co., Ltd. dispatched engineers to cooperate with the Sendai Office of River and National Highway in performing disconnection tests for optical networks.



Instruments that contributed to the recovery of optical networks

■ **Support for Repairs of Anritsu Products Damaged by the Earthquake**

We supported repairs through on-site activities such as free fault diagnosis for Anritsu products, including measuring instruments, X-ray inspection systems, printed solder paste inspection systems, Displacement Meter and telemeters.



X-ray inspection system damaged by the earthquake

■ **Supporting Restoration of the Fisheries Industry Damaged by the Great East Japan Earthquake**

For years, Anritsu Industrial Solutions Co., Ltd. has been supplying checkweighers for fresh fish and contaminant detectors for processed food to the fisheries industry in the Tohoku region, where Anritsu equipment is widely used. Anritsu Industrial Solutions is therefore providing priority delivery, supporting the repair of equipment damaged by the earthquake and the recovery of production lines, and lending equipment free of charge to fisheries businesses in the region.



Metal detector that supports the fisheries industry

The fisheries industry has become the symbol of restoration following the Great East Japan Earthquake. Anritsu Industrial Solutions will continue to assist in the restoration and development of this industry in accordance with customer needs.

Anritsu Industrial Solutions Co., Ltd. assistance in areas affected by the Great East Japan

Free equipment diagnosis	Organized a team to diagnose equipment failures in tsunami-affected areas and provide on-site support by routinely visiting more than 60 fisheries businesses and food manufacturers.
Product collection and storage	Provided approximately 80 X-ray contaminant detectors and metal detectors, and undertook the collection and consigned storage of automatic combination weigher.
Support for construction of production lines	Supported quick restoration by introducing construction companies for production lines to customers affected by the earthquake.
Free rental of demonstration equipment	Recovered customer production lines by lending demonstration equipment models free of charge pending the delivery of ordered products.

■ **Loan of Image Circulation Equipment**

We presented a proposal to the Ministry of Land, Infrastructure, Transport and Tourism for loaning image circulation equipment. Subsequently, our equipment was installed at the Sanriku national road office and the Sendai national road office to confirm the status of earthquake-affected areas.



Image Circulation Equipment

Support for Reconstruction after the Earthquake (others)

■ **Radiation Seminars with the Region's PTA Organization**

Anritsu Corporation employees served as lecturers for radiation seminars organized by the Koriyama PTA Federation. Seminars were held in eight locations and attended by 1,000 participants. Koriyama City recognized this effort with an award for its contribution to the regional community.



Radiation Seminars



Awarding Ceremony

■ **Loan of Satellite Phones**

We lent satellite phones for real-world testing to Takarazuka City, Hyogo Prefecture. This facilitated communications for providing water supplies between the earthquake-affected areas and Takarazuka City.



Satellite Phones

■ **Providing Relief Supplies**

In response to the Great East Japan Earthquake, we delivered relief supplies to affected customers, suppliers and partners, as well as to those impacted in Koriyama City.



Stationery sent to junior high school and elementary school students in Koriyama city



Relief Supplies

■ Contributions and Donations to Assist in Relief Efforts

The Great East Japan Earthquake that occurred on March 11, 2011 devastated a wide area centered on the Tohoku region. The Anritsu Group expressed its condolences for the many lives lost and engaged in the following activities to contribute to the rapid relief for those affected and the earliest possible recovery of the affected region.

- Contribution to the Japan Platform to support NPOs and NGOs in their relief activities in the affected areas
- Donation of relief money to Koriyama City, Fukushima Prefecture, the municipality in which our Koriyama Office and Tohoku Anritsu Co., Ltd. are located
- Donations of money collected from Anritsu Group companies (including overseas companies) and their employees



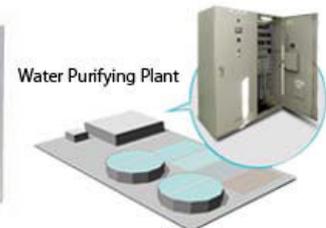
Support for Recovery from Typhoon Damage

■ Emergency Recovery of Telemeter Facility Damaged by Typhoon No. 12

In September 2011, Japan was struck by Typhoon No. 12, which caused particularly serious damage in the Kii Peninsula, which was struck by landslides and flooding rivers that submerged the telemeter facility installed at a water treatment plant in Minabe Town and Tanabe Town in Wakayama Prefecture and in Totsukawa Village in Nara Prefecture.

The telemeter system is used to monitor water levels at treatment plants that purify and sterilize intake water from rivers and underground water and supply it to the waterworks as drinking water. It is a component of the public infrastructure that directly affects our daily lives.

Staff at Anritsu Networks Co., Ltd. collaborated with local government staff and companies involved in constructing pumps and electric power facilities to provide emergency response, and contributed to system recovery in more than ten locations.



Telemeter monitoring water levels at a purification plant

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Goal 3 Promoting Global Environmental Protection

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Goal
3

Promoting Global Environmental Protection

Anritsu is actively involved in protecting the global environment by developing and producing environmentally conscious products and implementing global environmental management.



Vice President and Director, Chief Environmental Officer, Anritsu Corporation **Toshisumi Taniai**

Anritsu believes that reducing the environmental impact of our products throughout their entire lifecycle is vitally important. We decided to apply LCA (Life Cycle Assessment) to the development of all our products. We therefore created a tool, incorporating years of accumulated LCA data and analysis results, that easily calculates the impact a product under development will have throughout its lifecycle. The tool will be used across the entire Group to develop environmentally conscious products with genuine value.

We are also aware of the need to reduce environmental impact across our entire supply chain for all our global locations and plan to implement the Scope 3 standard to indirectly reduce CO₂ emissions.

This is a major future challenge, and we intend to fully comprehend our current status as we strive toward our goal of making improvements. The Anritsu Group will continue conducting environmental management to meet the expectations of all our stakeholders.



Kleaship
Daisuke Goto

Comment from Expert

Anritsu must identify its enterprise-wide environmental impact, including CO₂ emissions, at the Group or global level and throughout the lifecycles of its products.

[Stakeholder Dialog](#)

Eco Management, Eco Mind

Developing corporate environmental management groupwide, Anritsu further advances its activities toward the creation of Eco-Office, Eco-Factory and Eco-Products with Eco-Minded Employees.

Group Environmental Impact Data

Anritsu quantifies its environmental impact and environmental protection activities in monetary and physical units in order to assess and upgrade the efficiency of these activities.

Eco Office, Eco Factory

Anritsu is reducing its environmental load in a comprehensive way by strengthening management and reduction of CO₂ emissions, waste and harmful substances from offices and factories.

Environmental Data of Each Site

Reports on environmental data for each site of the Anritsu Group.

Eco Products Development

Based on the life cycle concept, Anritsu is promoting environmental efforts across the product life cycle.

Environmental Accounting

To further reinforce our environmental management, we are applying environmental accounting to accurately grasp, compile and analyze our investment in environmental preservation as well as associated costs. We then incorporate the resulting knowledge about investment impact and cost-benefit performance into management decisions.

Promotion of Supply Chain Management

Within the framework of its Green Procurement Guidelines, Anritsu is working on green procurement to preferentially procure environmentally conscious parts and materials across the company.

History of Environmental Management

The history of Anritsu's environmental management efforts.

Eco Management, Eco Mind

Eco Management, Eco Mind

[Eco Office, Eco Factory](#)

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Eco Management, Eco Mind



Developing corporate environmental management group-wide, Anritsu further advances its activities toward the creation of Eco-Office, Eco-Factory and Eco-Products with Eco-Minded Employees.

The Anritsu Group's Environmental Principle

Anritsu strives to give due consideration to the environment in both the development and manufacture of our products. Through sincerity, harmony and enthusiasm we will endeavor to foster a prosperous society at one with nature.

Action Guidelines

We create Eco-Office, Eco-Factory and Eco-Products with the Eco-Mind of every one of our employees.



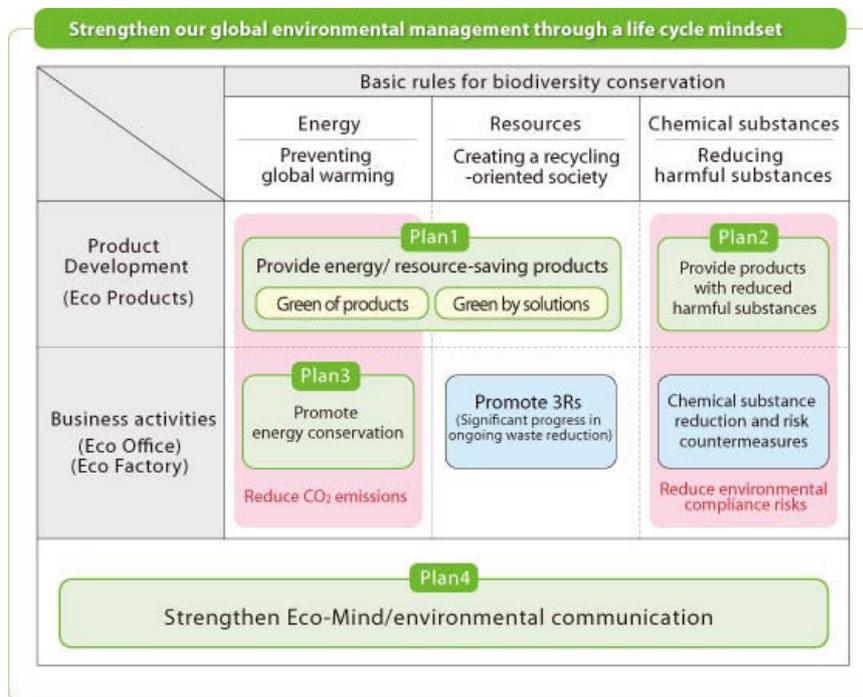
*The articles in "Preserving the Global Environment" cover Anritsu Corp. and the following Group Companies:

Group Companies in Japan:	Anritsu Industrial Solutions Co., Ltd. Anritsu Customer Services Co., Ltd. Anritsu Networks Co., Ltd. Anritsu Kousan Co., Ltd. Anritsu Pro Associe Co., Ltd.	Tohoku Anritsu Co., Ltd. Anritsu Devices Co., Ltd. Anritsu Engineering Co., Ltd. AT Techmac Co., Ltd.
Group Companies outside Japan:	Anritsu Company (USA) Anritsu A/S (Denmark)	Anritsu Ltd. (UK)

Environmental Management at Anritsu

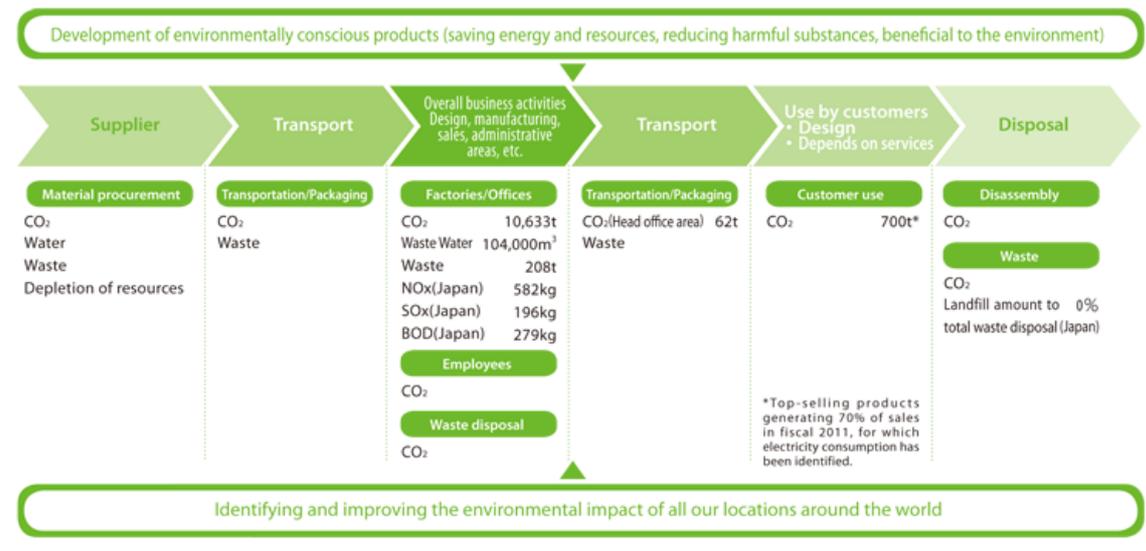
The Anritsu Group is pursuing environmental management worldwide by taking into account the entire product lifecycle using the environmental strategy illustrated in the figure. Concretely, we are focusing on four key policies: "Provision of energy/resource-saving products" and "Provision of products with reduced harmful substances" in product development; "Promotion of energy conservation" in our business operations; and "Strengthening of Eco-Mind and environmental communication," which supports the entire strategy. We will also continue to maintain and improve the efforts of "promotion of 3Rs (Reduce, Reuse, Recycle)" and "reduction of chemical substances and risk countermeasures" in business activities.

In addition, we have established the Basic Rules of Biodiversity Conservation, reflecting due consideration for the relationship between Anritsu's business structure and biodiversity. We believe implementing these rules will help mitigate climate change, the loss of habitat from overexploitation and pollution.



The Anritsu Group is applying a lifecycle approach to its global environmental management. We intend to reduce our environmental impact from the dual perspectives of developing environmentally conscious products that consider the entire product lifecycle and identifying and making improvements in the environmental impact of all our locations around the world.

In the diagram below, quantitative data is provided only for items for which environmental impact has been identified to date.



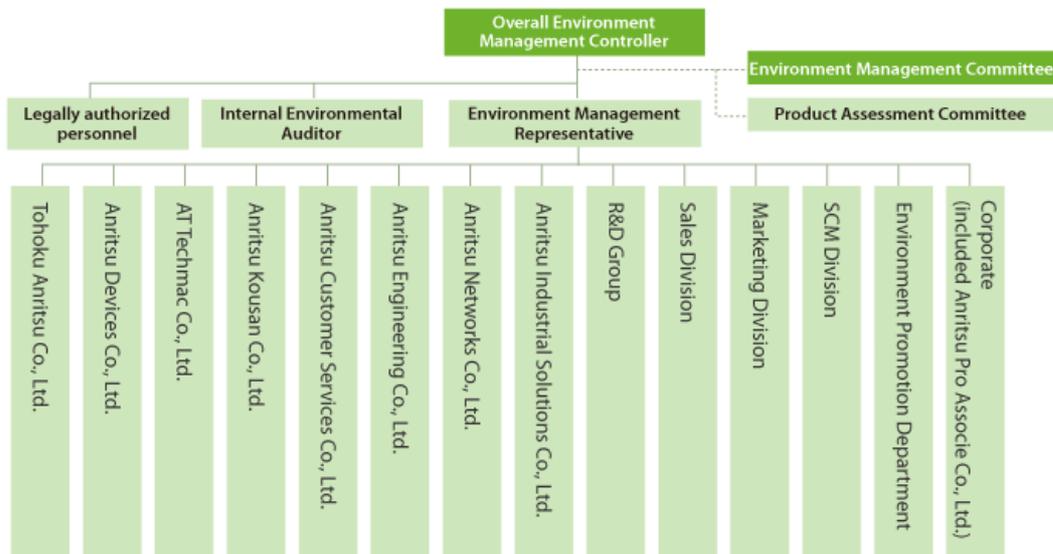
Environmental Management Promotion System

In response to increasing demand for global efforts, including responses to the European RoHS directive and the environmental expectations of customers, we reviewed our environmental management promotion system in fiscal 2005 and set up a Global Environment Management Meeting to deliberate and decide on environment-related matters. In Japan, the Environment Management Committee, Product Assessment Committee and Promotion of RoHS Group Meeting respectively promote the environmental management system, the development of environmentally conscious products and the elimination of harmful substances in products.



■ Environmental Management Organization (Japan)

The environmental management organization of the Anritsu Group in Japan promotes environmental management activities under the leadership of the director of environmental management (Anritsu Corporation's executive officer in charge of overall environmental management).



■ Environmental Management Systems

Registration Company	
<p>Anritsu Corporation</p>  <p>Head Office</p>	<ul style="list-style-type: none"> • Anritsu Corporation • Anritsu Industrial Solutions Co., Ltd. • Anritsu Customer Services Co., Ltd. • Anritsu Networks Co., Ltd. • Anritsu Engineering Co., Ltd. • Anritsu Kousan Co., Ltd. • AT Techmac Co., Ltd. • Anritsu Pro Associe Co., Ltd. • Anritsu Devices Co., Ltd. • Tohoku Anritsu Co., Ltd. (*)
<p>Tohoku site</p> 	<p>Certification Date : August 1998 Update: August 2010 Certification Organization : JQA/JQA-EM0210 (*)Expanded the scope of ISO14001 accreditation to include Tohoku Anritsu Co., Ltd., which independently acquired certification in October 1999.</p>
<p>Anritsu Company (USA)</p> 	<p>Address : 490 Jarvis Drive Morgan Hill, CA 95037 Certification Date : March 2007 Update : March 2010 Certification Organization : NQA/EN12275</p>

■ Environmental Audit

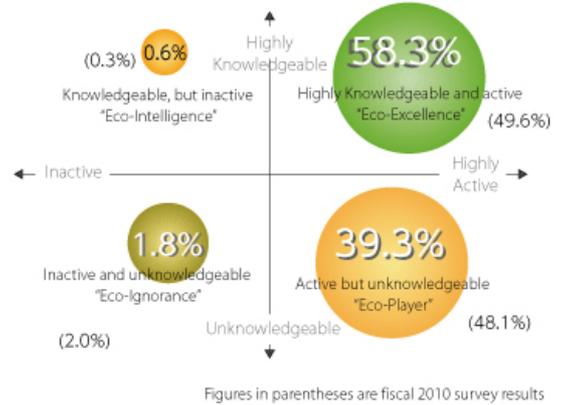
In fiscal 2011, a recertification audit of Anritsu by an ISO14001 certification body revealed no areas of nonconformance. In addition, we conducted two internal environmental audits of the conformance and effectiveness of our environmental management system and environmental performance in June and compliance status in November, resulting in 31 and 3 indications of nonconformance, respectively. We report on and improve common Group issues through the Environment Management Committee.



On-site patrol by an ISO14001 certification institution

Survey on Environmental Consciousness of Employee

To measure the degree to which we share Eco-Mind awareness, we conducted the Sixth environmental awareness survey covering all employees of Anritsu Group companies in Japan. We designed the questionnaire to check respondents' understanding of environmental terminology and actions related to environmental issues. Using these results, we analyzed how the respondents' degree of environmental awareness correlates to their relevant actions and compared it with the previous results. The proportion of the Eco-Excellence group characterized by advanced environmental knowledge and environmentally friendly behavior increased to 58.3% from 49.6% of fiscal year 2010. We will implement training to raise the response rate for the next survey and the number of Eco-Excellence employees.



Promoting Environmental Communication

We disseminate information inside and outside the company with a firm belief in the vital importance of raising stakeholder awareness of our environmental activities and gaining their support in Anritsu's efforts to protect the global environment.

To provide environmental information tailored for each group of stakeholders, we publish an "Environment Leaflet" for customers and "Eco Club" for employees, in addition to our CSR report on the website, environmental advertisements and environment-related Web features.



Environment Leaflet for customers



Eco Club for employees

Expanding Environmental Efforts with Customers



Business Strategy Support Team
Global Operation Center
Measurement Business Group
Anritsu Corporation

Hiroshi Tanaka

We have recently observed significant changes in the environment around us resulting from the enforcement of the WEEE Directive, RoHS Directive and REACH regulation; electrical power shortages in the wake of last year's Great East Japan Earthquake; and high crude oil prices. In conjunction with these changes, the needs of our customers have also shifted toward products that comply with global environmental regulations and offer sound environmental performance, in addition to conventional functionality and performance requirements.

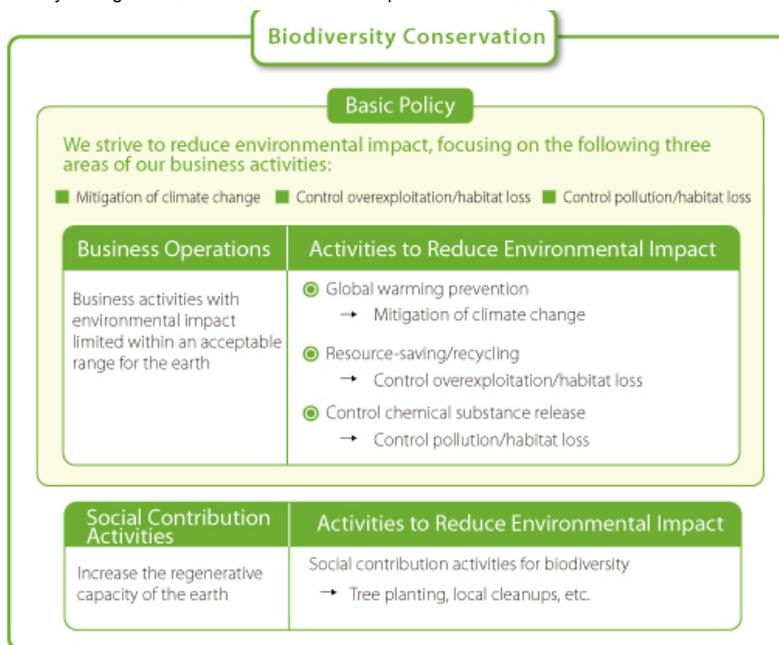
Our goal in fiscal 2011 was to accelerate the accurate development and delivery of environmentally conscious products as a major pillar of our environmental management. To that end, we sought to identify and analyze market needs for environmentally conscious products by reviewing the daily activity reports of our sales staff at the frontlines of the market. In doing so, we confirmed that many of our customers had given us high marks for our Excellent Eco Products, particularly our compact, lightweight, energy-saving handheld products, and our initiative for reducing product packaging materials for eco-friendly logistics (known as "Eco-Logi" in Japan). On the other hand, we were also made aware that customers expected even higher environmental performance from a number of our products.

Our goal is to be a company that vigorously protects the global environment, and we will therefore deliver as many products as possible that are both environmentally conscious and meet market needs. We will do this by continually enhancing the "Eco-Mind" of each individual employee through environmental training and education and developing the attitude and practical means for quickly discerning trends in demand and feeding back the information to our R&D division.

Efforts to Preserve Biodiversity

■ Basic Policy for Conserving Biodiversity

The business operations of the Anritsu Group benefit and influence the ecosystem supported by diverse organisms at the same time. Preserving the biodiversity which is the foundation of the ecosystem is therefore a vital concern for environmental management. The basic policy of the Anritsu Group is to encourage activities that reduce our environmental impact associated with our business operations and to preserve biodiversity through social contribution efforts that protect the natural environment.

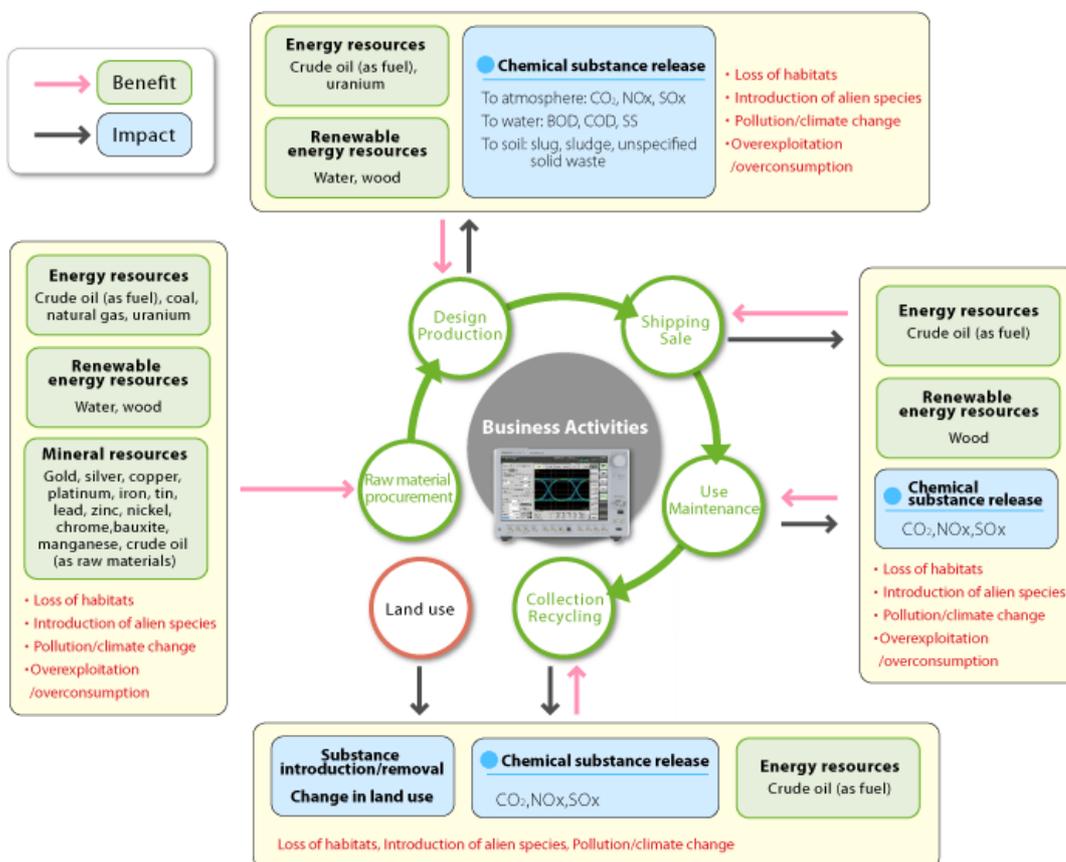


■ Acknowledging the Current Situation

We work to conserve biodiversity fully recognizing that the Anritsu Group's business activities enjoy various benefits from the biodiversity of the surrounding ecosystem, and that these business activities, in turn, impact biodiversity.

■ Biodiversity Relevance Map

We created a relevance map based on the Japan Business Initiative for Conservation and Sustainable Use of Biodiversity format to better understand the relationships between our business activities and biodiversity. The map illustrates our relationship with ecosystems and helps identify areas of major impact. The result is reflected in our Basic Policy for Conservation of Biodiversity.



■ Joined Nippon Keidanren's Declaration of Biodiversity

Anritsu has endorsed Nippon Keidanren's Declaration of Biodiversity and participates as a promotion partner to exercise leadership in creating a society that values and supports biodiversity.

Eco Office, Eco Factory

Eco Management, Eco Mind

Eco Office, Eco Factory

Eco Products Development

Promotion of Supply Chain Management

Group Environmental Impact Data

Environmental Data of Each Site

Environmental Accounting

History of Anritsu's Environmental Management Activities

Eco Office, Eco Factory



Anritsu is reducing its environmental load in a comprehensive way by strengthening management and reduction of CO₂ emissions, waste and harmful substances from offices and factories.

Energy-saving Activities at Factories and Offices

Energy conservation represents a key means for reducing CO₂ emissions associated with global warming. Anritsu is pursuing ongoing efforts to save electric power, which accounts for about 96% of its energy consumption (in CO₂ equivalent).

We have been conserving energy by upgrading equipment, such as ice thermal storage units, inverters for air conditioning and lighting equipment, and low-loss transformers, while replacing older models with energy-saving equipment.

We have also been reducing wasteful use by frequently cleaning air conditioner filters and turning off lights when leaving a room. Since fiscal 2005 we have been involved in Cool Biz and Warm Biz as a member of Team Minus 6%. In fiscal 2011 we introduced high-efficiency air conditioners at the Atsugi site and high-efficiency transformers and inverter lighting equipment at the Tohoku site.

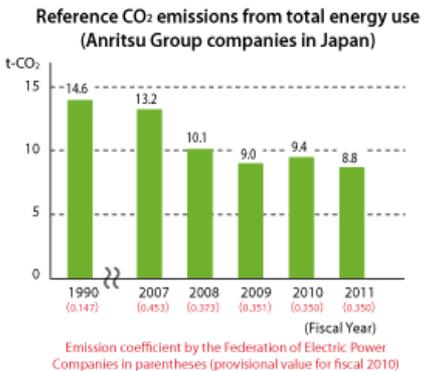
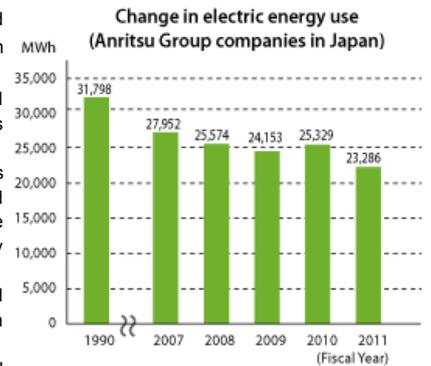
Despite factors that are raising electric power consumption, such as an unusually cold winter and increased production at the Tohoku site, our electric power consumption decreased 8.1% from fiscal 2010.

We will continue to work on energy conservation as a top priority of our environmental management.

[Reference]

Emission of CO₂ is calculated based on the conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming while calculation of CO₂ emissions from electric energy use is based on the emission factor (t-CO₂/MWh) announced by The Federation of Electric Power Companies of Japan every year.

In some years, electric energy use was down but CO₂ emissions were up due to higher CO₂ emission factors.



Summer Energy Saving Initiatives

To comply with restrictions on electricity usage under Article 27 of the Electricity Business Act, which went into effect in summer 2011, we cut peak electricity usage by 15% while also planning and implementing the following initiatives to constrain usage to under 4,500 kilowatts.

- Rotating suspension of operations at each building (July 16-September 11)
- Installation of leased emergency generators (two machines: 400 kVA and 500 kVA)
- Air conditioning based on continuous monitoring of electricity demand
- Further promotion of energy savings:
 - Switching off unnecessary lighting; shutting down some vending machines, hot water dispensers and elevators; checking air compressor operation; installing blinds for heat pumps
- Request for employee cooperation:
 - Early start of Cool Biz period; strict management of air conditioning; suspension of air conditioning after work hours; heat stroke prevention (cold compresses, electrolyte drinks) in the event of a sudden shutdown of air conditioning



Green curtains



Promotional banner

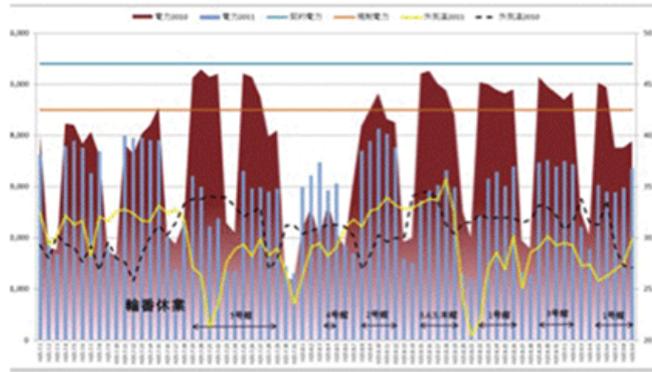
(Click to Enlarge)



Status of Real-time Demand Disclosed on the Intranet

As a result, we reduced peak electricity usage by 21%, significantly exceeding our initial goal of 15%. Reduced consumption for the four-month period from June to September was 1,087 megawatts, roughly 17% of the same period of the previous year.

Power reduction impact



Maximum electricity and temperature for 2010 and 2011 (from July 1 to September 9)
 * Data for 2010 has been set back by one day to correspond with weekends in 2011.

(Click to Enlarge)

Prevention of Air Pollution

Having eliminated the coating process in 2000, no facility at the Atsugi site generates air pollution subject to legal regulations. The Tohoku site operates heavy oil boilers subject to the Air Pollution Control Law. The boilers are operated on a voluntary management standard to control air quality. No facility at the Tanasawa site generates air pollution subject to legal regulations.

Noise

We are implementing a variety of efforts to detect abnormalities at an early stage, including a system of prior examination before introducing equipment, equipment inspections at the beginning of every operation and regular patrols on the premises. We also regularly monitor noise levels at borders every year. Results show that measured noise levels not only meet legal standards but fall below our own voluntary standards as well.

Compliance Status

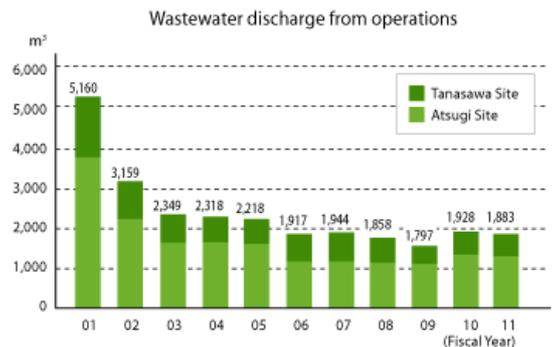
We strive to ensure compliance by adopting voluntary management standards that are more demanding than statutory regulations. In fiscal 2011, compliance levels at the Atsugi, Tanasawa and Tohoku sites remained lower than required, with no violations in water quality, air quality or noise. There have been no environmental lawsuits or complaints from neighboring residents. Looking ahead, we will further reduce our environmental impact through ongoing maintenance while maintaining full compliance.

Groundwater Management

With regard to organochlorine substances, we completely eliminated the use of trichloroethylene in 1970 and 1,1,1-trichloroethane in 1993. The Atsugi and Tohoku sites draw groundwater from their own wells and therefore continue to monitor water quality, including regularly testing for the presence of six organochlorine substances. In fiscal 2010, although the levels of tetrachloroethylene in the well at the Atsugi site were higher than permitted under environmental standards, the presence of other substances fell within permissible values. Anritsu has never used tetrachloro ethylene, and soil analysis confirmed that the company was not the source of contamination. We will continue monitoring. All six substances are below measurable limits at the Tohoku site and therefore comply with environmental standards. Going forward, we will continue to preserve groundwater through ongoing analysis and monitoring.

Water Resource

In the past we used large volumes of water in industrial processes such as manufacturing printed wiring boards as well as coating and plating at the Atsugi site. In 2002, we have completely discontinued all these processes and dramatically reduced industrial effluent containing harmful substances. At the Tanasawa site, while harmful substances are used in the production of devices, water usage is controlled through process management. No facility at the Tohoku site currently uses harmful substances.



Risk Countermeasures

The Atsugi site operates an inorganic wastewater treatment facility to detoxify wastewater from inorganic wastewater release section and other corporate sources. In 2001, we converted the facility to a double-tank system to address the risk of soil contamination from the leakage of untreated water that could result from the destruction of a buried tank during an earthquake. In 2002, we constructed a breakwater around a clarifier tank (a part of the facility for removing the heavy-metal containing sediment generated in the preceding process through gravitational sedimentation) to modify the structure so that any liquids leaking from the tank, as a result, for example, of damage from an earthquake, would flow into a reserve tank rather than leaking outside.



Clarifier

The final discharge tank at the Tanasawa site is equipped with an emergency cutoff valve to stop discharge when the pH of treated water from operations exceeds regulatory levels. In addition, improvements in 2003 included the installation of a pH alarm in the tank that is set before the final discharge tank, which will turn off the wastewater pump at that point.

Manufacturing operations at the Tohoku site do not release water. However, water could be discharged from boilers in the event of an earthquake, for example, at pH levels that exceed regulatory standards; we therefore implemented countermeasures by installing a pH monitor and an emergency cutoff valve to stop water discharge.



pH monitor



Emergency cutoff valve

In addition, each site has developed response procedures to address the potential leakage of chemical substances due to human error or natural disaster.

Regular equipment inspections and training are also conducted in preparation for unexpected events.



Shut down Emergency cutoff valve



Training collect of leakage

Chemical Substances Management

Utilization of chemical substances by the Anritsu Group companies in Japan is determined through a prior assessment system. Substances banned from use or limited are selected in consideration of legal regulations and hazardousness, and we regulate the substances that cause ozone layer depletion and global warming. Each department inputs into a computer database the amounts of chemical substances purchased, used and disposed within a three-month period in order to compile statistics of the entire company for each law regarding chemical substances, including those covered by the Pollutant Release and Transfer Register (PRTR) Law.

Use Regulates Chemical Substances of Anritsu Group

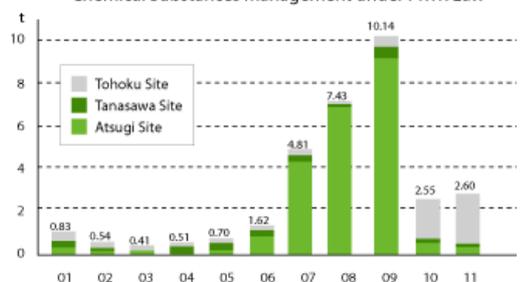
Banned substances	Class of 7 substances: CFC (Chlorofluorocarbons), halon, arbon tetrachloride, 1,1,1-trichloroethane, HBFC (Hydrobromofluorocarbons), bromochloroethane, methyl bromide
Limited-use substances	Class of 7 substances: HCFC (Hydrochlorofluorocarbons), trichloroethylene, tetrachloroethylene, dichloromethane, HFC (Hydrofluorocarbons), PFC (Perfluorocarbons), SF6(sulfur hexafluoride)

Chemical online input screen



The number of substances subject to the PRTR (Pollutant Release and Transfer Register) Law and handled at our sites changed significantly due to a revision of the law that excluded from the list liquid bisphenol A epoxy resin, an ingredient used at the Atsugi site, while adding new ingredients, including methylnaphthalene, which is an additive agent, to heavy oil used as fuel at the Tohoku site. More than one ton of methylnaphthalene was handled at the Tohoku site in fiscal 2010 and reported accordingly. Because it is burned in a boiler, very little methylnaphthalene is externally released; nevertheless, we will reduce the amount we handle by reducing our use of heavy oil.

Chemical Substances Management under PRTR Law



PCB Management

At the Atsugi site, we tightly control condensers of electric devices, fluorescent ballasts and pressure sensitive copying paper that contain polychlorinated biphenyl (PCB) within the storage standards for specially controlled industrial waste. Storage status is reported annually to the prefecture under the Law concerning Special Measures for Promotion of Proper Treatment of PCB Waste.

In 2006, analysis conducted while upgrading an extra high-voltage transformation installation identified a small amount of PCB in two large transformers. In the course of replacing transformers in 2010, we identified a small amount of PCB in the insulation oil of decrepit equipment and issued an additional notification in June 2011.

In 2005, we filed an early request for the treatment of PCBs with the Japan Environmental Safety Corporation.



PCB storage



State atrage

Results of Soil Survey and Remedial Measures

From January to March 2012 we conducted a voluntary survey on soil contamination that covered 164 points at the Atsugi head office site, which comprises an area of 97,059 square meters.

The results showed that at four of the points there were traces of specified toxic substances (lead, cadmium and boron) present at levels above the prescribed standard.

We believe these materials are from buried waste such as coating material sludge and underground permeation of plating solutions, both resulting from past operations.

Although their presence has not caused any health hazards or other problems for neighboring residents, we implemented and duly completed remediation of the contaminated spots in May and June under the supervision of Atsugi City authorities.

This involved excavating and eliminating contaminated soil and replacing the soil. Our report on the completion of these activities was accepted by Atsugi City on June 28.

Replacement of Leased Vehicles

Anritsu has taken a number of steps to reduce harmful substances and decrease its environmental impact. The Procurement Department has been pursuing green procurement in addition to cost control measures. It is also responsible for multi-function printers and leased vehicles used across the company toward reducing CO₂ emissions and consumption of paper resources.

In fiscal 2011 we began replacing the 240 leased vehicles currently deployed by the Anritsu Group in Japan. We completed switching out 110 vehicles, which entailed the introduction of 61 hybrid vehicles, in fiscal 2011. These efforts are expected to reduce annual gasoline costs by about 15%. We plan to replace the remaining 130 vehicles in the coming fiscal year, for an anticipated reduction in fuel consumption of about 30%, assuming we introduce hybrid vehicles at the same replacement rate.

Leased vehicles are being used for various purposes in divisions throughout the company, including utility vehicles in warehouses, long-distance travel, and cold climate deployments. Requirements vary according to the location at which the vehicle is used. After assessing these requirements, the Procurement Department settled on a selection of four models and recommended the hybrid model as the primary option. While hybrid vehicles may at times have a higher lease cost, we feel it is a reasonable trade-off for using less fuel and reducing overall cost and environmental impact. The initiative has been widely recognized by our business partners as part of Anritsu's contribution to environmental protection.

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Eco Products Development



Based on the lifecycle concept, Anritsu is promoting environmental efforts across the product lifecycle, from product design, parts procurement and manufacturing to shipment, customer use and recycling.

In addition to accelerating provision of environmentally conscious products as a pillar of environmental management, Anritsu is actively pursuing efforts whereby it utilizes its own technologies to address the issue of increasing power consumption by IT devices, which has recently emerged as a public concern.

Anritsu complies with environmental regulations around the world and conducts high-quality product assessment from the early design stage of every product's development.

Complying with Product Environmental Regulations Worldwide

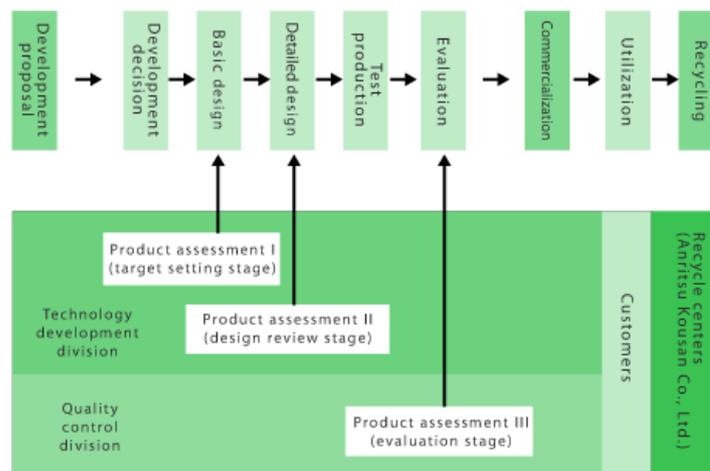
The European Union (EU) enacted the WEEE Directive in 2005, the RoHS Directive in 2006 and the REACH regulations in 2007. Product environmental regulations now require prompt response. Communication, information sharing and the unified response of Group companies outside Japan are facilitated by the Global Environment Management Meeting, for example. Since prior efforts to respond to ERPs (Energy Related Products) should be considered at the product design phase, we developed a common, worldwide product assessment standard to promote the development of environmentally conscious products in Anritsu outside Japan.

Global Product Assessment Implementation Guidelines

The development of environmentally conscious products has been conducted separately as product assessment in Anritsu Group companies in Japan and as DfE (Design for Environment) in Anritsu Company (U.S.A.). Anritsu established global product assessment standards and global product assessment implementation guidelines to integrate these methods so that Anritsu Group companies could develop environmentally conscious products within a unified, global standard in 2008. We are now developing products under these standards and guidelines.

■ Operational Procedure

Global product assessment (target setting, design review, and evaluations) is incorporated into the product development process (including target setting, test production and evaluation) prior to commercialization. To ensure objective and responsible product assessment, Anritsu conducts third-party evaluation by the Quality Management Department and other entities, and initiates follow-up actions if targets have not been achieved.



※Follow-ups are conducted as needed at each stage of product assessment.

■ **Evaluation Items**

Evaluation items in the global product assessment cover basic factors such as improvements in volume, mass and power consumption against a reference product. Additional items for evaluation include resource savings and the reduction of harmful substances and overall environmental impact throughout production, physical distribution, use and disposal.

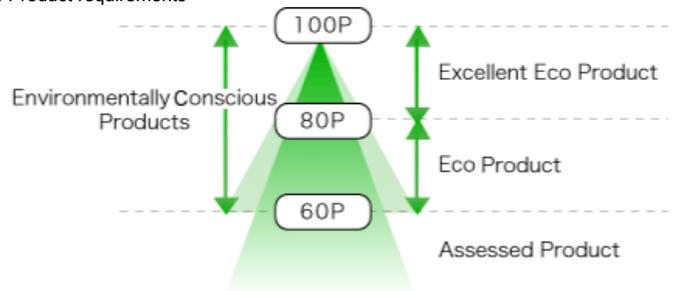
<p>Resource saving; Reduced load during manufacturing</p>	<ul style="list-style-type: none"> • Reduced volume and mass • Adoption of reusable or recyclable components • Expanded functionality and longer operating life • Use of recycled paper for operation manuals • Reduction of consumable supplies • Reduction of difficult-to-process materials • Reduced waste during manufacturing
<p>Reduced harmful substances</p>	<ul style="list-style-type: none"> • Elimination of banned substances in products • Nonuse of banned substances during manufacturing • Reduction of substances subject to RoHS Directive • Reduction of other harmful substances
<p>Reduced load in physical distribution</p>	<ul style="list-style-type: none"> • Reduced volume and mass of packing boxes • Adoption of reusable or recyclable packing materials • Reduced variety of packing materials • Identification of the material on resin component for packing • Reduction of harmful substances in packing materials • Implementation of no packing and returnable boxes
<p>Reduced load during use</p>	<ul style="list-style-type: none"> • Reduced power consumption during operation • Reduced power consumption in standby mode • Reduced noise during use
<p>Reduced load at time of disposal</p>	<ul style="list-style-type: none"> • Fewer parts • Reduced use of difficult-to-recycle materials • Adoption of unit construction • Fewer screws used • Separation using general tools • Identification of the material on resin components • Reduced variety of materials and use of common materials • Recycle labeling on batteries • Response to WEEE Directive • Response to Chinese RoHS

Eco Product Program

■ **Environmentally Conscious Products**

Anritsu Group certifies the Excellent Eco Product and Eco Product as environmentally conscious products based on the results of global product assessment.

- **Excellent Eco Product:** Product that meets Excellent Eco Product requirements with a minimum score of 80
- **Eco Product:** Product that meets Eco Product requirements with a minimum score of 60
- **Assessed Product:** Product that meets Assessed Product requirements



■ **Major Environmentally Conscious Criteria for Excellent Eco Products**

- Top industry ranking for environmentally conscious properties
- Environmental information ready for disclosure
- Manufacturing assessment completed
- CO₂ emission evaluated by Life Cycle Assessment (LCA)
- Environmental management system in place at the relevant business entity and main production site

In the Excellent Eco Product, environmental information on the mark and the product is described in parallel in the catalog etc.



Product Assessment Example

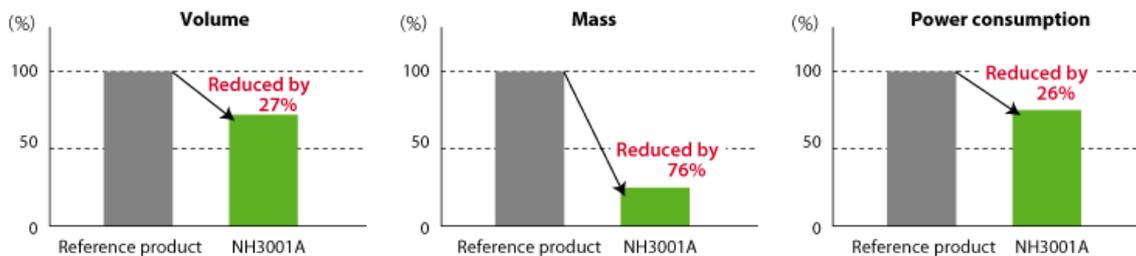
In fiscal 2011, environmentally conscious products accounted for 100% of all our products developed in Japan, significantly exceeding our target of 80%.

The NH3001A remote monitor control unit is used for monitoring, control and communications in remote monitor control systems designed for maintaining and managing waterworks and other facilities.

Unlike conventional systems, NH3001A is a single unit that integrates the remote monitoring function of transmitting operational data from the on-site facility to the monitoring center with the remote control function of transmitting remote control signals from the monitoring center to the on-site facility. The development of this all-in-one product has enabled us to lower the number of components and reduce volume and mass. The use of aluminum for the main components of the casing further reduced the unit's weight. We also lowered electricity consumption by using low power consumption LSIs (microcomputers) and a highly efficient power source.



NH3001A remote monitor control unit



Excellent Eco-Products Recognized in Fiscal 2011

- MD8475A Signaling Tester



A Single, Energy-saving, Compact, Lightweight Unit that Supports all Communication Systems

Project Team 2
Product Marketing Department
Marketing Division
Anritsu Corporation
Shinji Hoshino



The signaling tester MD8475A is a base station simulator used to analyze functions such as protocol testing, voice communications and packet access between mobile terminals, including smartphones, and the base station. It supports all cellular communications systems currently in use around the world. A single unit is capable of testing both a service and communication functionality.

Capable of testing LTE-compatible smartphones carrying multiple cellular systems, which are about to enter the phase of full-scale development, this equipment is being used by carriers and manufacturers around the world as a smartphone tester to test various smartphone applications that take advantage of high-speed communication offered by LTE.

The development concept was to create a compact, lightweight, low energy-consuming product with the ability to construct the test environment required by all existing communications systems. We improved space efficiency while maintaining heat rejection efficiency and achieved compactness and light weight with fewer functional components and a minimized casing thickness. The 32 nm micro process devices were adopted for its newly designed hardware to achieve low power consumption at the device level.

- MG3710A Vector Signal Generator



Compact, Energy-saving Product Offering the Superior Performance and Functionality of Two Generators

1st Product Department
R&D Division
Anritsu Corporation
Hanaya Tatsuro



This vector signal generator is equipped with an orthogonal modulator that supports various digital modulations in addition to basic AM, FM and ϕM modulations.

By achieving Dual RF + Quad Baseband, the product offers a versatile response to next-generation wireless communication technology, such as smartphones currently under development, for the expanding capacity of wireless communication. It also serves as a measurement instrument that can be widely used as a signal source from the development to manufacturing stages of digital wireless devices and electronic components.

To integrate two conventional signal generators into one unit, we thoroughly standardized and integrated digital circuits and reviewed and reconfigured all RF circuits to realize the high output and low distortion required by a signal generator. As a result, we were able to reduce volume by 57%, mass by 55%, and electric power consumption by 32% compared to two conventional units equipped with equivalent functions.

Relation

Anritsu's Excellent Eco Products

Recycling Used Products

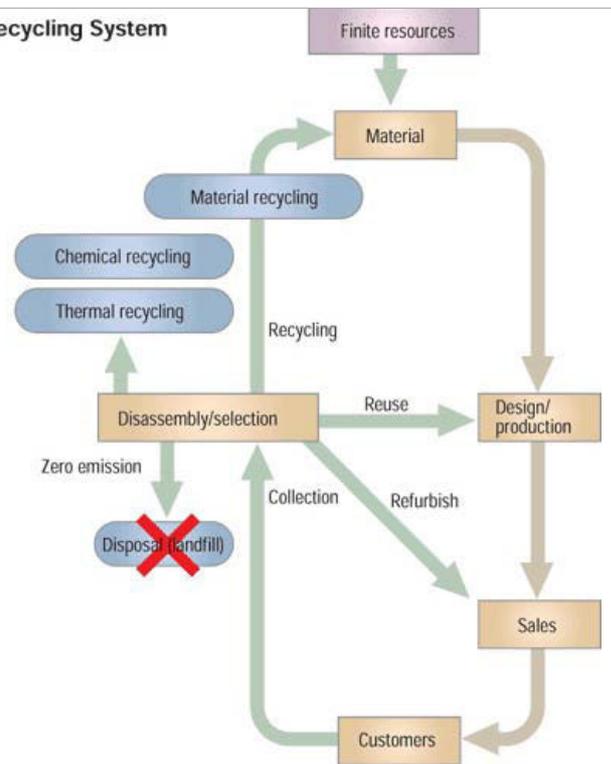
■ Recycling Center

Anritsu led the measuring instrument industry in establishing the Recycling Center at Anritsu Kousan Co., Ltd., in 2000. Anritsu Kousan obtained a license to engage in the industrial waste disposal business in September 2002 and started operating in fiscal 2003.

The Recycling Center has been promoting reuse of used products since fiscal 2005. Once completely sorted, all waste emitted from the Recycle Center is recycled.

Refurbished measuring instruments are products used for demonstration that have been fully reconditioned and recalibrated as highly reliable products. We sell them to universities and other educational institutions in Japan, thus extending the lives of the products.

Recycling System



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Promotion of Supply Chain Management



The provision of environmentally conscious products requires the use of parts and materials that reduce environmental load.

Within the framework of its Green Procurement Guidelines, Anritsu is working on green procurement to preferentially procure environmentally conscious parts and materials across the company.

Green Procurement

Anritsu undertakes green procurement in accordance with its Green Procurement Guidelines established in June 1999 to promote the provision of environmentally conscious products by our suppliers.

Since Anritsu Corporation's environmental partner company certification system was launched in 2001, the company has been evaluating the status of Anritsu suppliers' environmental management systems (EMS) and product assessment procedures in order to procure environmentally conscious products from greener suppliers and to encourage environmental activities in our supply chain.

In fiscal 2009, we incorporated into the system a means for assessing the management status of chemical substances in products to strengthen and improve the efficiency of supplier evaluation.

In fiscal 2011, we introduced the concept of preserving biodiversity to our activities and began implementing initiatives to deepen supplier understanding of biodiversity preservation.

Management of Chemical Substances Contained in Products

Ensuring no harmful substances are in our products requires proper and continuing chemical substance management by suppliers and user companies. To this end, the Anritsu Group in Japan has been visiting domestic suppliers since fiscal 2006 to review their systems for controlling chemical substances.

In fiscal 2011, we extended this initiative to suppliers outside Japan, conducted onsite reviews and provided guidance and support to strengthen the management of chemical substances throughout the supply chain.



Briefing for business partners

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Group Environmental Impact Data (fiscal 2011)

Anritsu quantifies its environmental impact and environmental protection activities in monetary and physical units in order to assess and upgrade the efficiency of these activities. We disclose the results to enable our stakeholders to gain a deeper understanding of our environmental actions.

Group Environmental Impact Data

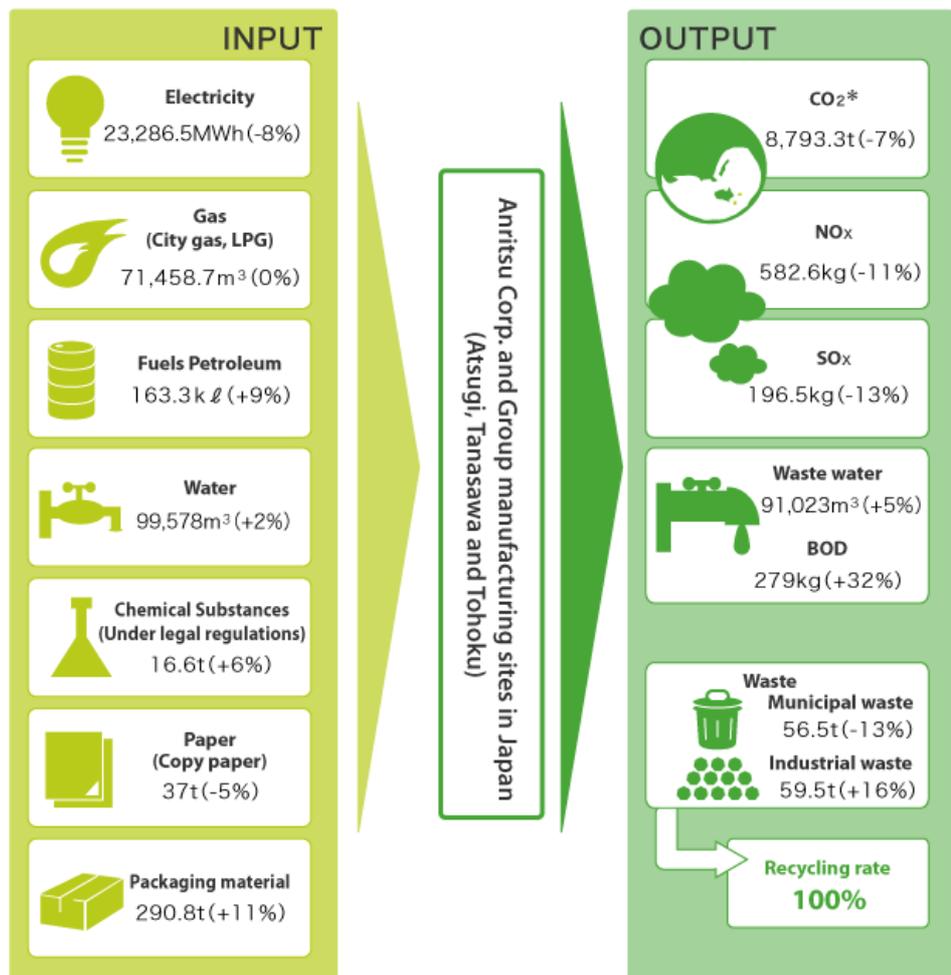
Data of Japan

Data of outside Japan

The environmental impact data of business activities at Anritsu Corp. and Group manufacturing sites in Japan (Atsugi, Tanasawa and Tohoku) is shown in figures below. Percentage changes from fiscal year 2010 are in parentheses.

Environmental Data :

Impact In order to more clearly present the relationship between business activities and environmental impact, substances brought into a company from outside are checked and described by name and volume. The substances are shown in a comparative table that also shows the names and volumes of substances emitted from or disposed of by the company, representing their environmental impact.
 *After adjusting for fractions, these figures do not necessarily add up to the total figures for "Data of Japan."



*Calculations of CO₂ emissions both in and outside of Japan are based on a conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming, as revised March 29, 2006. However, the calculation of CO₂ emission volume from using electricity is based on the emission factor (0.350 in fiscal 2010) provided by the Federation of Electronic Power Companies of Japan.

INPUT

Electricity	Electric power purchased from power companies for use at manufacturing sites and offices
Gas	City gas used as energy
Fuels	Heavy oil and light oil used as energy
Water	Tap water and ground water (excluding recycled water)
Chemical substances	Chemical substances that are regulated by laws in Japan
Paper	Copy paper used at factories and offices
Packaging Material	Wrapping, packing and packaging material for products and packaging material for transportation

OUTPUT

CO ₂	Carbon dioxide generated as a result of using electricity, gas and fuels (CO ₂ emission volume was calculated using the conversion factor defined in fiscal 2010 by the Federation of Electric Power Companies of Japan)
NO _x	Nitrogen oxides generated as a result of using gas and fuels
SO _x	Sulfuric oxides generated as a result of using gas and fuels
Wastewater	Wastewater discharged from manufacturing sites and offices
BOD	Biochemical oxygen demand
Municipal waste	Waste other than industrial waste that is generated as a result of business activities (such as kitchen waste, waste paper and waste wood)
Industrial waste	Waste generated as a result of business activities, that is regulated by the 'Waste Disposal and Public Cleaning Law' such as sludge, waste plastics, waste acid and waste alkali
Recycling	Thermal recycling and material recycling of waste for use such as parts, raw material or resources

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Group Environmental Impact Data (fiscal 2011)

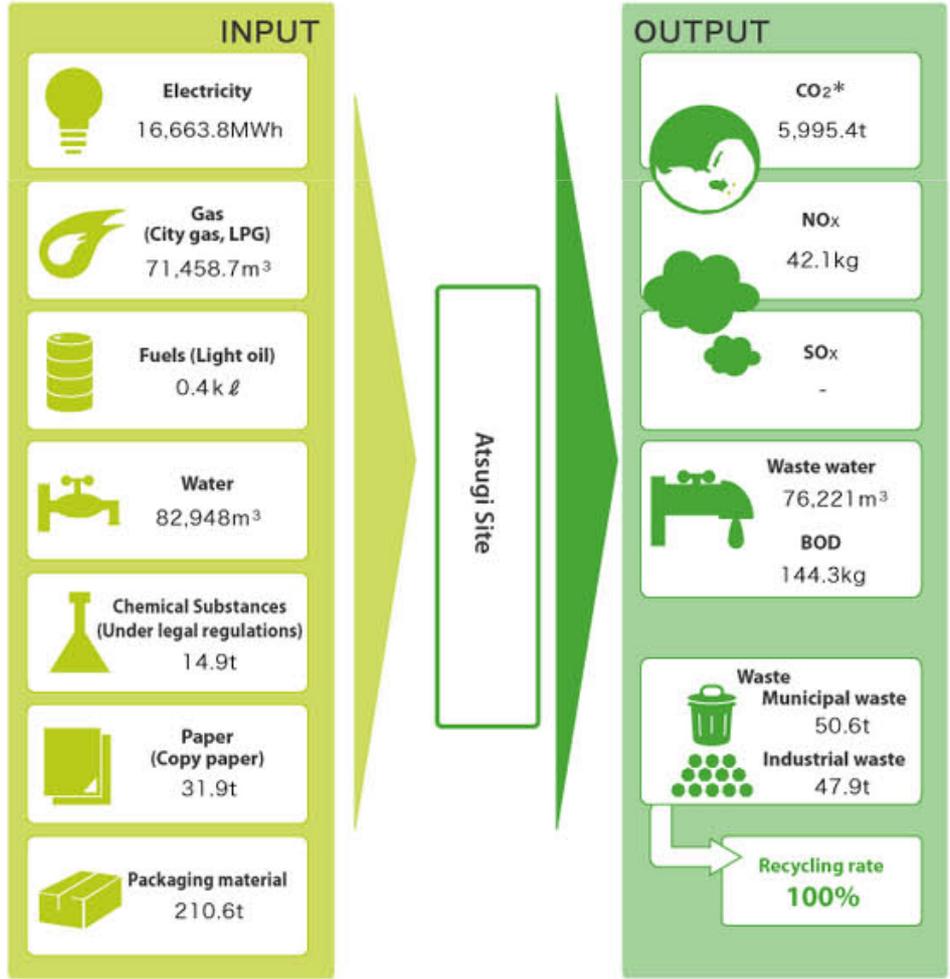
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Group Environmental Impact Data

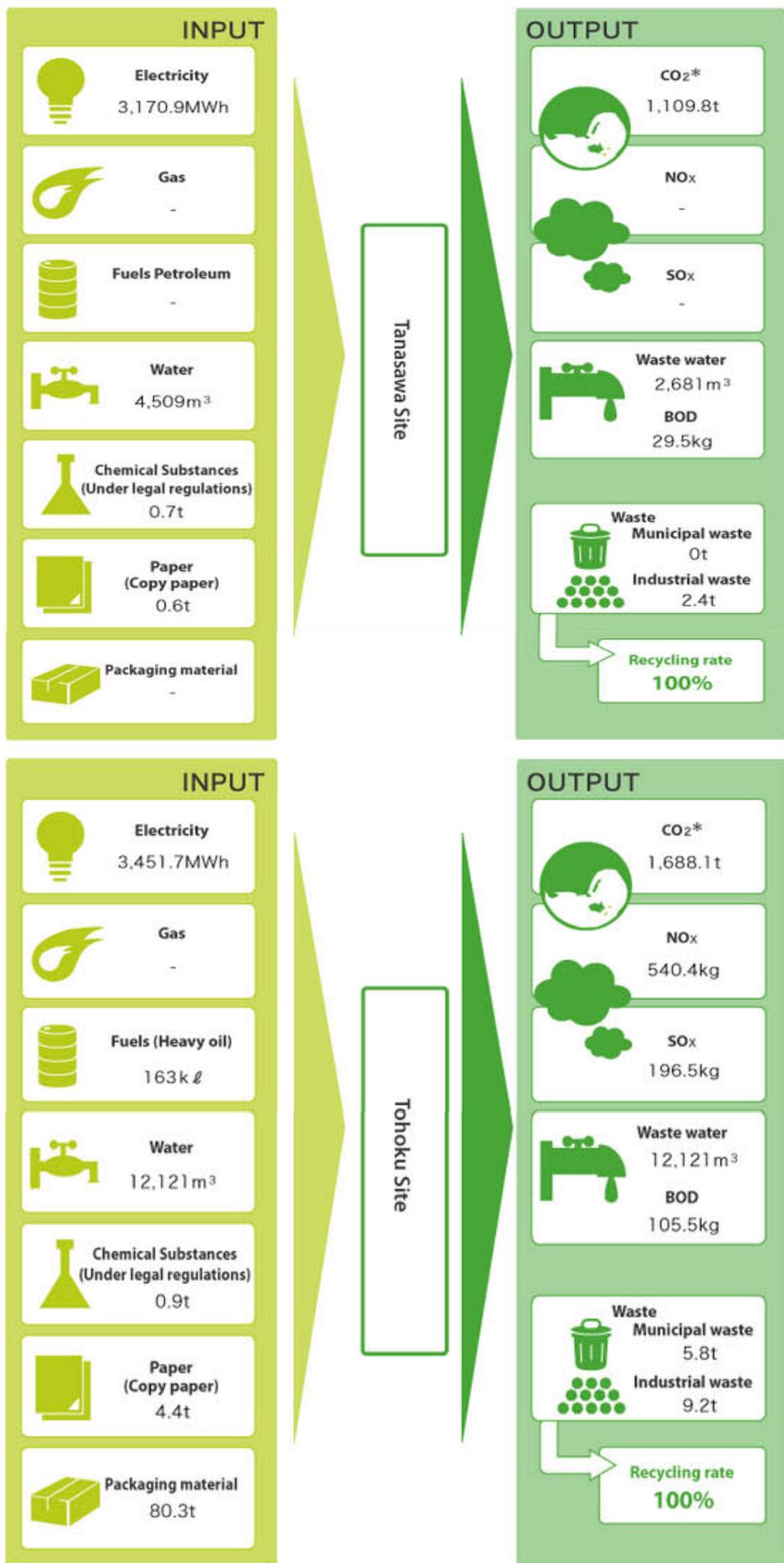
Data of Japan

Data of outside Japan

The following chart shows the environmental impact data as a result of Anritsu's business operations (Atsugi+Tanasawa+Tohoku site)



Atsugi Site



* Calculations of CO₂ emissions both in and outside of Japan are based on a conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming, as revised March 29, 2006. However, the calculation of CO₂ emission volume from using electricity is based on the emission factor (0.350 in fiscal 2010) provided by the Federation of Electric Power Companies of Japan.

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Group Environmental Impact Data (fiscal 2011)

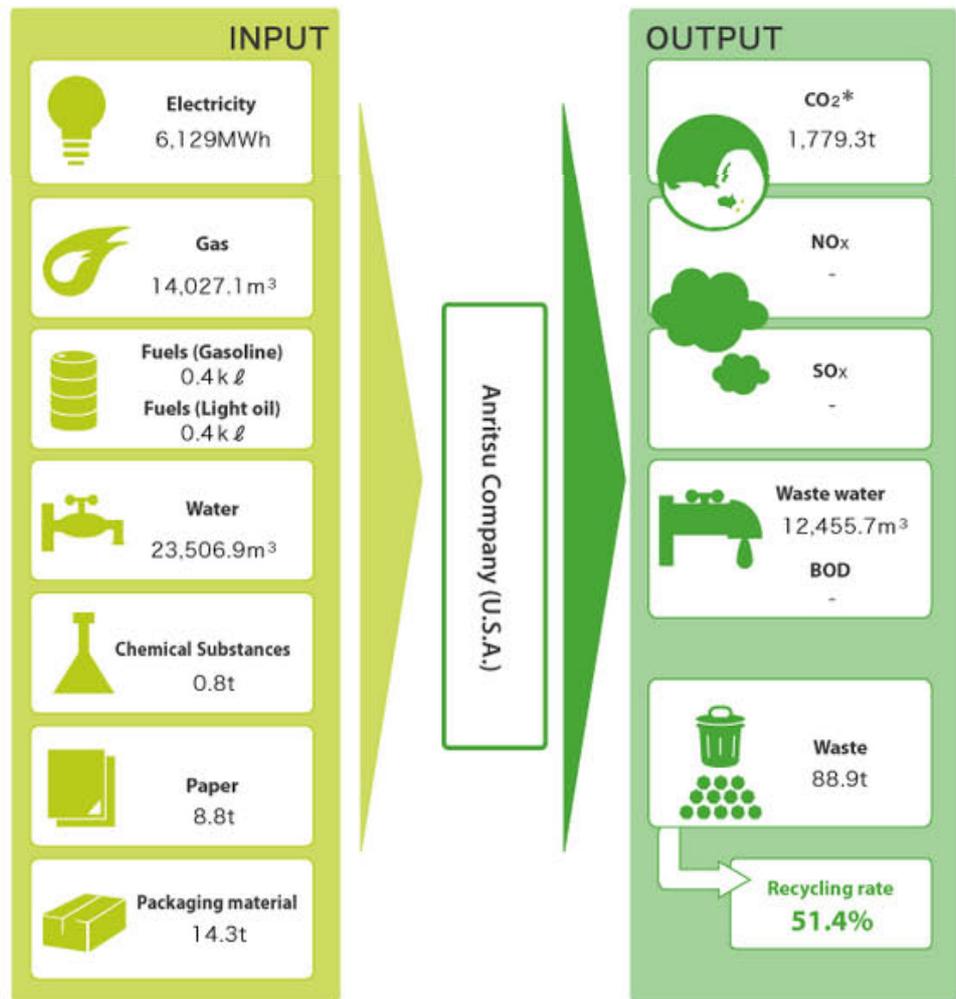
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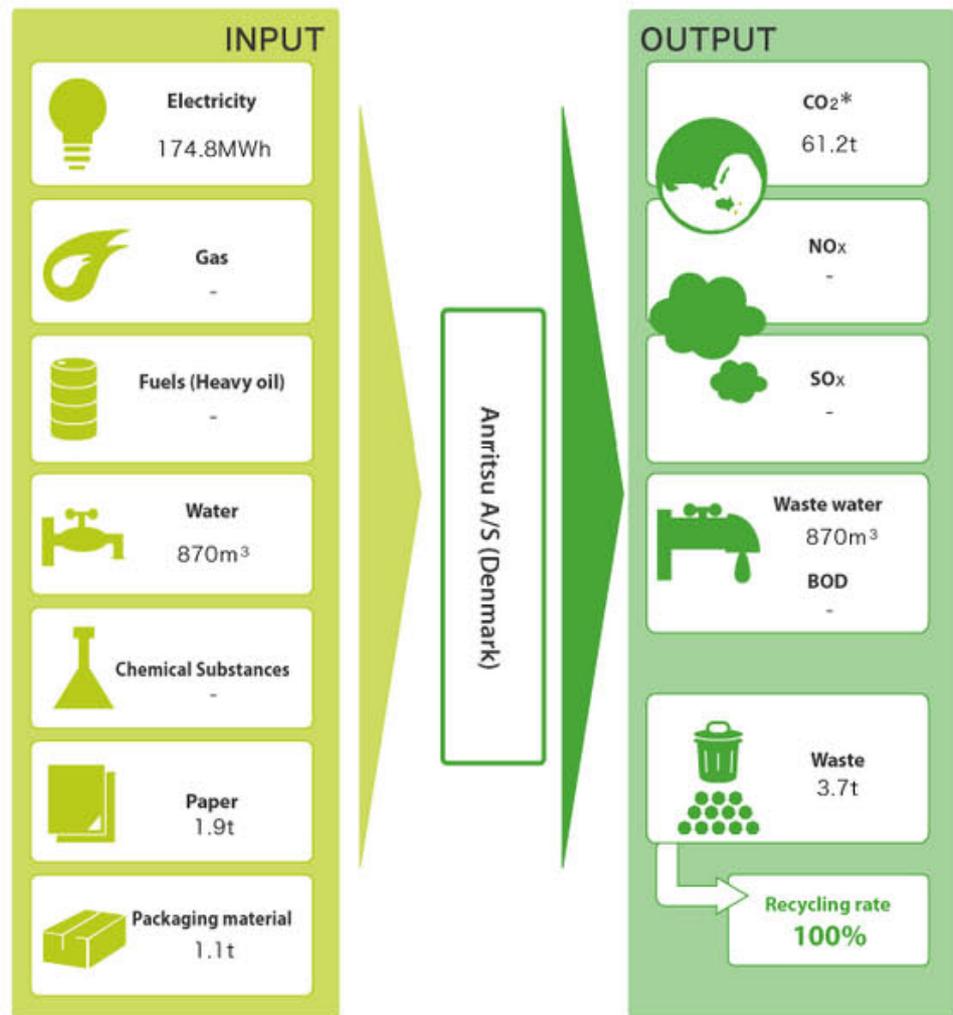
Group Environmental Impact Data

Data of Japan

Data of outside Japan

The following chart shows the environmental impact data as a result of Anritsu's business operations (Anritsu Company(USA)+Anritsu A/S(Denmark) site)





* Calculations of CO₂ emissions both in and outside of Japan are based on a conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming, as revised March 29, 2006. However, the calculation of CO₂ emission volume from using electricity is based on the emission factor (0.350 in fiscal 2010) provided by the Federation of Electronic Power Companies of Japan.

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Environmental Data of Each Site

- [Eco Management, Eco Mind](#)
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Environmental Data of Each Site (fiscal 2011)

Environmental data of each site in fiscal 2011 is as follows.

Atsugi Site

Tanasawa Site

Touhoku Site

Water quality (laws and regulations of Atsugi City regarding discharge into public sewage systems)

Item*1	Emission standard [mg/l]		Measured value [mg/l]		
	Regulation value	Voluntary control value	Average	Min.	Max.
pH	5-9	5.7-8.7	7.2	6.9	7.8
SS	600	300	10.5	2	24
BOD	600	300	9.4	1	23
Normal hexane extracts	Mineral oil	3	1	1	1
	Organic oil	18	1	1	1
Iodine consumption	220	90	1.8	1	3.5
Fluorine	8	4.8	0.25	0.1	0.4
Total cyanide	1	0.4	0.01	0.01	0.01
Nitrogen	380	125	1.34	0.4	3.1
Boron	10	4	0.5	0.5	0.5
Dissolved iron	10	4	0.17	0.05	0.27
Copper	3	1.2	0.052	0.05	0.06
Zinc	2	1.2	0.11	0.08	0.16
Nickel	1	0.6	0.05	0.05	0.05
Lead	0.1	0.06	0.014	0.01	0.03

*1. Items subject to the laws and regulations but excluded from this list were not used as raw materials and therefore not measured.

Noise level (Kanagawa Prefecture Government regulations)

Measured point	Regulation value [dB]	Voluntary control value [dB]	Measured value [dB]
At the eastern border line	70 [daytime]	68 [daytime]	62.8
At the western border line			49.4
At the southern border line			53.6
At the northern border line			60.5

Ground water

Item	Environmental standard level [mg/l]	Measured value [mg/l]
Trichloroethylene	0.03	0.011
Tetrachloroethylene*2	0.01	0.087
1,1,1-trichloroethane	1	less than 0.0005
1,1-dichloroethylene	0.02	less than 0.002
Cis-1,2-dichloroethylene	0.04	0.022

*2. Tetrachloroethylene surpassed acceptable level, but Atsugi site has never used it.

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Environmental Data of Each Site (fiscal 2011)

Environmental data of each site in fiscal 2011 is as follows.

- [Atsugi Site](#) [Tanasawa Site](#) [Touhoku Site](#)

Water quality (laws and regulations of Atsugi City regarding discharge into public sewage systems)

Item*1	Emission standard [mg/l]		Measured value [mg/l]		
	Regulation value	Voluntary control value	Average	Min.	Max.
pH	5-9	5.7-8.7	7.5	7.2	8
SS	600	300	1.1	< 1	1.3
BOD	600	300	40.3	< 0.5	120
Normal hexane extracts	Mineral oil	5	< 0.5	< 0.5	< 0.5
	Organic oil	30	*2		
Iodine consumption	220	90	2.7	< 0.5	5.7
Fluorine	8	4.8	0.6	0.28	0.93
Total cyanide	1	0.4	< 0.01	< 0.01	< 0.01
Nitrogen	380	125	3.9	7.7	1.8
Boron	10	4	< 0.1	< 0.1	< 0.1
Chromium	2	0.8	< 0.05	< 0.05	< 0.05
Dissolved iron	10	4	0.08	< 0.05	0.13
Copper	3	1.2	< 0.05	< 0.05	< 0.05
Copper	3	1.2	< 0.05	< 0.05	< 0.05
Zinc	2	1.2	0.03	0.02	0.02
Dissolved manganese	1	0.4	0.02	< 0.02	0.02
Nickel	1	0.6	< 0.05	< 0.05	< 0.05
Lead	0.1	0.06	< 0.01	< 0.01	< 0.01

*1. Items subject to the laws and regulations but excluded from this list were not used as raw materials and therefore not measured.

*2. Measured when mineral oil surpassed the voluntary control level.

Noise level (Kanagawa Prefecture Government regulations)

Measured point	Regulation value [dB]	Voluntary control value [dB]	Measured value [dB]
At the eastern border line	70 [daytime]	68 [daytime]	57.7
At the western border line			50
At the southern border line			47.7
At the northern border line			57.5

Environmental Data of Each Site

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Environmental Data of Each Site (fiscal 2011)

Environmental data of each site in fiscal 2011 is as follows.

- Atsugi Site
Tanasawa Site
Touhoku Site

Water quality (Fukushima Prefecture laws and regulations regarding discharge into public sewage systems)

Item*1	Emission standard [mg/l]		Measured value [mg/l]		
	Regulation value	Voluntary control value	Average	Min.	Max.
pH	5.8-8.6	6.0-8.4	7.275	6.7	7.8
SS	70	30	4.825	2	7.1
BOD	40	20	8.775	2.4	18
Dissolved iron*2	10	4	0.16	-	-
Copper*2	2	0.8	0.05	-	-
Zinc*2	2	1.2	0.1	-	-
Nickel*2	2	0.8	Below the detection limit [0.01mg/l]	-	-
Lead*2	0	0.08	Below the detection limit [0.05mg/l]	-	-
Number of colon bacillus (piece/m ³)	3000	2400	0.58	0	3

*1. Items subject to the laws and regulations but excluded from this list were not used as raw materials and therefore not measured.
 *2. There is no max. or min. records as survey is conducted only once a year.

Noise level (regulations by Fukushima Prefecture)

Measured point	Regulation value [dB]	Voluntary control value [dB]	Measured value [dB]
At the eastern border line	75 [daytime]	74 [daytime]	59.5
At the western border line			53
At the southern border line			45
At the northern border line			51.5

Air (Fukushima Prefecture law and Air Pollution Control law)

Item	Emission standard		Measured value
	Regulation value	Voluntary control value	
Smuts [g/m ³ N]	0	0	below the detection limit [0.005mg/l]
Sulfur oxide [m ³ N/h]	4	3	0.08
Nitrogen oxide [ppm]	180	170	79.5

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Environmental Accounting (fiscal 2011)



Environmental conservation costs in fiscal 2011 increased by 14.1% compared to the previous fiscal year due to analysis costs related to soil contamination and an increase in personnel costs.

The significant increase in investment was a result of replacing facilities and equipment such as heat pumps and turbo refrigerators with higher efficiency options.

The 7.9% increase in economic impact was due to energy-saving efforts following the Great East Japan Earthquake and the effects of installing energy-saving equipment such as highly efficient heat pump chillers.

- Aggregate scope: Anritsu Corp. and Group Companies in Japan
- Period: April 1, 2011 to March 31, 2012

Figures in brackets are the results from FY 2010

Category	Environmental conservation cost			Benefits		
	Breakdown	Investment (in million yen)	Cost (in million yen)	Economic benefits (in million yen)	Environmental impact reduction benefits	
Business area cost	Pollution prevention cost		1.8 [0]	23.2 [17.3]	146.1 [146.1]	
	Global environmental conservation cost	Prevention of global warming	19.4 [5.8]	7.6 [6.0]	98.0 [76.8]	1,891 (t-CO ₂) [1,460 (t-CO ₂)]
	Resource circulation cost	Resource recycling/utilization activities		95.4 [91.8]	0.0 [0.1]	Reduced due to sale of valuable resources 260 (t)
		Waste disposal cost		29.5 [24.6]	9.1 [13.7]	
Upstream/downstream cost	Green purchasing/procurement cost			23.0 [23.3]	31.2 [34.9]*	643(t-CO ₂) [718(t-CO ₂)] *
	Design of environmentally conscious products			32.0 [22.1]		
	Recycling and treatment of products, containers and packaging			0.5 [0.0]		
Administration cost	Environmental education/training			19.5 [18.7]	0	
	Operation and maintenance of EMS and internal audit			45.8 [58.9]	0	
	Environmental load monitoring and measurement cost			32.8 [3.6]	0	
	Personnel expenses for environmental management			5.2 [9.2]	0	
	Greening and upkeep of greenery			10.5 [9.0]	0	
Social activity cost	Support to community groups, environmental conservation bodies, etc.			1.3 [1.2]	0	
	Disclosure of information			7.9 [6.6]	2.4 [0.2]	
R&D cost	Research and development to reduce environmental loads			2.0 [2.1]	0	

Eco Management, Eco Mind

Eco Office, Eco Factory

Eco Products Development

Promotion of Supply Chain Management

Group Environmental Impact Data

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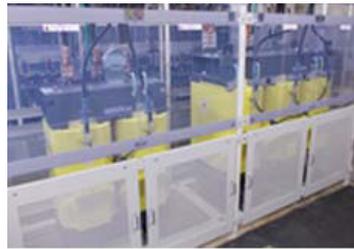
Environmental remediation cost	Cost incurred for recovery from environmental degradation		0.0 [0.0]	0	
Total		21.2 [5.8]	336.0 [294.4]	286.7 [271.8]	
Total after the removal of Upstream/downstream cost				255.5 [236.9]	
Percentage change from FY2010 to FY 2011		265.7%	14.1%	7.9%	

* Estimated environmental impact reduction benefits when products are in use. Reduction of electric power:1,837MWh [2,052.4MWh]

The Anritsu Group is gradually switching to energy-saving equipment as part of our ongoing effort to reduce greenhouse gases. In fiscal 2011, we reduced our equipment to three units from four by upgrading to a high-efficiency heat pump chiller. We have also been replacing transformers with energy-efficient amorphous transformers.

We will continue expanding our energy-saving measures and further reduce our greenhouse gas emissions.

- Energy saving investments: 64,710,000 yen
- Reduction in CO₂ emissions: 60.64 tons



Energy-efficient amorphous transformers



High-efficiency heat pump chiller

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History of Anritsu's Environmental Management Activities

- 2011** Contributed to local communities through activities such as the Radiation Seminars for PTAs in Koriyama City, Fukushima Prefecture.
- 2010** Received the Kanagawa Prefecture award for meritorious service in environmental improvement (for promoting a recycling-oriented society) as a company from the Governor of Kanagawa Prefecture.
- 2009 Joined the promotion partners for Nippon Keidanren's Declaration of Biodiversity.
- 2008 Expanded the scope of ISO14001 certification to the Anritsu business sites.
- 2007 Wins the Kanagawa Global Environment Award 2007. Anritsu Company (USA) acquired ISO14001 certification.
- 2006 Wins President Award from the Atsugi Area Waste Renewal Conference. Anritsu Company (USA) wins Excellence Award for 2006 from Morgan Hill, California.
- 2005 Tohoku Anritsu Co., Ltd. wins an excellence award for the business division in a zero emission activity proposals contest sponsored by the Fukushima Prefectural Government. The first Global Environment Management Meeting is held at Anritsu Ltd. (UK).
- 2004 Revised "Anritsu Group Green Procurement Guidelines". Anritsu group Companies in Atsugi, Tanasawa, and Tohoku sites achieved zero emission.
- 2003 Integrated ISO14001 certification to include Anritsu group companies in Atsugi, Tanasawa, and Tohoku sites.
- 2002 Organized Environment Promotion Center unified disparate environment-related departments. Expanded ISO14001 certification to include Tanasawa Site and Anritsu group in the Atsugi area. Acquired the Industrial Waste Disposal Contractor License for Recycling Center in Japan.
- 2000** Anritsu Limited (U.K.) acquired ISO14001 certification. Established the Anritsu Eco-Product system. Established the Recycling Center.
- 1999 Published "Anritsu Green Procurement Guidelines - for product development". Tohoku Anritsu Co., Ltd. acquired ISO14001 certification.
- 1998 Acquired ISO14001 certification for Atsugi Site (Japan). Atsugi site was commended by the Manager of the Kanto International Trade and Industry Bureau as an excellent 'green' factory. Organized the Environmental Engineering Group in the Technology Division. Organized the Lead-free Soldering Committee.
- 1997 Established Anritsu's environmental policy.
- 1996 Joined the "Green Purchasing Network". Established the Anritsu Environment Manual. Decommissioned the facilities specified in the Air Pollution Control Act (kerosene boilers) at Atsugi Site.
- 1995 Received the Atsugi Site Waste Renewal Conference Chairman's Award.
- 1994 Reorganized the ZP Committee at Atsugi Site into the Environment Management Committee. Organized the Product Assessment Committee.

- 1993 Ended use of all ozone-depleting substances (except refrigerants and fire extinguishing chemicals) companywide.
Organized the Environment Management Committee.
Made adjustments to comply with statutory nickel-cadmium regulations.
Established an environmental principle and environment management system regulations.
Investigated flame retardant bromic substances and disposal methods.
Organized the Energy Reduction Subcommittee.
- 1992 Received the Atsugi Site Waste Renewal Conference Chairman's Award.
- 1991 Atsugi Site received the Japan Greening Center President's Award.
- 1990** Started centralized purchase and distribution of chemical substances.
Organized the Environment Management Section within the General Affairs Department at Atsugi Site.
- 1987 Constructed elevated pipelines system of inorganic wastewater processing at Atsugi Site.
- 1981 Atsugi Site received an Excellent Environment Preservation Award from the Kanagawa Prefecture Central Area Administration Center.
- 1980** Atsugi Site was commended as a Kanagawa Prefecture 'green' model factory.
- 1979 Atsugi Site was commended by the Kanagawa Environmental Conservation Association for its excellent environmental conservation practices.
- 1978 Connected waste water other than rain water to the public sewage system at Atsugi Site.
- 1974 Introduced an activated sludge processing facility as the kitchen drain water processing.
- 1970** Established the Zero Pollution (ZP) Committee at Atsugi Site.
- 1962 Constructed a wastewater treatment facility after opening a chemical engineering plant at Atsugi Site.

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Goal 4 Promoting Communications

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- [Top Commitment](#)
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- [CSR Management](#)
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- [Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society](#)
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- [Goal 4 Promoting Communications](#)**
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Goal 4 **Promoting Communications**

Anritsu ensures proactive information disclosure and dialogue throughout its business activities and furthermore builds a good partnership with stakeholders.

Vice President, General Manager of Management Strategy Center, Anritsu Corporation **Tetsuo Kawabe**

Promoting global communication with our stakeholders is recognized as an important issue for Anritsu. Fiscal 2012 marks the first year of the GLP2014 we announced in April 2012. As we considered our midterm business plan for CSR activities, our vision for 2020 expressed that the Anritsu Group will maintain the trust of all our stakeholders.

We intend to listen to what stakeholders have to say and will strive to be of use by working with all of them - customers, shareholders and investors, suppliers and partners, members of the local community and employees.

Looking ahead, our goal will be to continuously create value as a company trusted by our stakeholders by contributing to the development of society, paying due consideration to the environment and promoting responsible action.

Communication with Stakeholders

Anritsu recognizes the importance of delivering prompt technical support to customers and quickly responding to complaints.

Communication with Stakeholders

Communication with Stakeholders



Communication with Stakeholders

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

Customers

Shareholders and Investors

Suppliers and Partners

Employees

Anritsu recognizes the importance of delivering prompt technical support to customers and quickly responding to complaints. The company is also establishing systems for support focused on the future and global information sharing so that it can provide safety and security to customers.

■ Communication with Customers through Seminars in Pakistan, Thailand and Taiwan

On January 11 we held a seminar in Islamabad, Pakistan, that focused on measuring technology for 3G/LTE. A total of 130 customers from the telecom industry were in attendance. Employees at Anritsu's base in Singapore provided support to local sales agents and introduced concrete measurement methods using actual Site Master/OTDR units.

In Thailand we held a seminar on January 18 in a suburb of Bangkok, which was attended by 70 customers. We introduced our various measurement solutions including 3G/LTE measuring technology, our product lineup and test solutions for FTTx. The seminar offered customers an opportunity to become familiar with Anritsu's advanced technology.

In Taiwan we held seminars to offer first-hand experience with applications for millimeter-wave RF high-frequency technology and our new broadband vector network analyzer.

These seminars demonstrate the use of actual equipment as one means for deepening our interactions with customers in different countries.



Our Seminars in Pakistan



Our Seminars in Thailand

■ Mobile World Congress 2012

At Mobile World Congress 2012, held in Barcelona and attended by mobile device companies from around the world, we introduced solutions for fourth-generation communication services, such as LTE-Advanced, and VoLTE (technology for delivering voice communication over LTE).

We exhibited equipment used in R&D and smartphone manufacturing, and solutions such as real-time monitoring for base station manufacturing and maintenance, equipment for developing networks and other infrastructure, and load status on communications.

In our "World First" LTE-Advanced corner, we demonstrated high-speed downloads using a signaling tester, impressing customers with the Anritsu brand as a pioneer in LTE.

We also demonstrated VoLTE solutions based on our signaling tester and Rapid Test Designer using smartphones, and visitors showed significant interest in these products.



LTE-Advanced demonstration



Visitors crowding the Anritsu booth



Related page

[Service to Customers](#)

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Communication with Stakeholders

Communication with Stakeholders



Communication with Stakeholders

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

Customers

Shareholders and Investors

Suppliers and Partners

Employees

We are proactively disclosing information and encouraging interactive communication to more effectively meet the needs of shareholders and investors and applying their feedback to improve our business and IR activities.

■ Disclosure Policy

Anritsu will disclose accurate information at any time to every stakeholders with good faith and positive attitude by observing the related laws.

● Disclosure Policy

Action policy

1. Anritsu will disclose accurate information
 - in clear and plain speech
 - actively with timely and promptness; and
 - broadly with equality
2. Anritsu will place a strict control on information management and strive to prevent insider trading.

■ System for Investor Relation Activities

In its communications with shareholders and investors, Anritsu Corporation strives to achieve higher shareholder satisfaction by transparently conveying its corporate value in stock prices and return to shareholders. To this end, we conduct IR activities under the leadership of the IR Promotion Team of the Corporate Communication Department. Comments by shareholders and investors are shared with our Information Disclosure Committee, which includes members of management, and at the IR Promotion Meeting along with information on the participation of those responsible for IR activities in the Corporate Planning, Accounting and Legal Affairs Departments. This feedback is also used for improving information disclosure and business activities.

● Please visit "Investor Relations" for more information

■ Activities from Fiscal 2011 to the First Quarter of Fiscal 2012

Since Anritsu Corporation conducts business worldwide that does not come into direct contact with general consumers, we think it is very important to inform our shareholders as faithfully as possible of our business structure, framework for generating profits and other factors that affect our business results. Our ongoing activities include quarterly briefings for international institutional investors; roundtable conferences for shareholders during our general shareholders' meeting; annual reports, business reports and other publications; disclosure of information and shareholder/investor questionnaires on our website; and posting of IR information on external financial information sites.

From fiscal 2011 to May 2012, in addition to quarterly financial reports and an explanation of our new Mid-term Business Plan, we reported on the procurement of 10 billion yen of yen-based convertible bonds with subscription rights to share in the Euro market and an equity offering. We also responded to inquiries and comments from shareholders and investors.

To expand our shareholder base we actively communicate with a broad range of investors by conducting overseas IR activities, holding briefings for individual investors, and exhibiting reference materials at IR forums.



Results briefing for institutional investors



Shareholders' roundtable conference at Anritsu Gallery held after the general shareholders' meeting



Annual Report

■ Shareholder Composition (as of March 31, 2011)

- Please see "Corporate Bonds and Ratings" of "Investor Relations"

■ Recognition by External Organizations

Anritsu Corporation has been included in the portfolios of MS-SRI: Morningstar Socially Responsible Investment Index of Morningstar Japan K.K. as well as many other SRI funds. The company is also a consecutive recipient of the Award for Excellence in Internet Investor Relations awarded by Daiwa Investor Relations, Gomez and Nikko Investor Relations.

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Communication with Stakeholders

Communication with Stakeholders



Communication with Stakeholders

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

Customers

Shareholders and Investors

Suppliers and Partners

Employees

We believe strengthening our relations of trust with our suppliers for the sake of mutual growth is important. We emphasize the development of stronger partnerships through the involvement of our suppliers and by responding to the expectations and demands of society across the entire supply chain.

- [Partners in Providing the Best Solutions](#)

Communication with Stakeholders

Communication with Stakeholders



Communication with Stakeholders

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

Customers

Shareholders and Investors

Suppliers and Partners

Employees

The creation of an ideal working place with respect to human rights and diversity is becoming increasingly important given the ongoing evolution of global business and the diversifying ways in which people work. We are committed to improving the working conditions and systems for diverse human resources toward recruiting employees and revitalizing communications across the organization.

Related pages

[Respect for Human Rights and Promotion of Diversity / Human Resource Development](#)

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CSR Results for Fiscal 2011, CSR Objectives for Fiscal 2012

Global CSR Results for Fiscal 2011 and Objectives for Fiscal 2012

CSR Results for Fiscal 2011, CSR Objectives for Fiscal 2012

Unless otherwise specified, the content of objectives in this table covers operations of Anritsu Corporation and its Group Companies in Japan.

Performance evaluation: ○ = fully attained, ◐ = attained 50% or more, × = not attained

CSR Goal	Key Issues	Objectives for Fiscal 2011	Results for Fiscal 2011	Evaluation	Objectives for Fiscal 2012
Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society	Service to Customers	(1) Grasp the current situation of the global CS promotion activities in Asia.	(1) Conducted hearings on CS activities in China and a CS awareness survey of marketing managers in each region of China.	○	(1) Share the CS Action Guidelines.
		(2) Special individual CS survey throughout the group and implement an employee CS awareness survey.	(2) Conducted a CS survey on measuring instruments and a CS survey on maintenance and support for services for measuring instruments.	○	(2) Provide CS education through in-house and external lectures.
	Building of a Corporate Brand	(3) Implement CS education throughout the Anritsu Group.	(3) Provided basic CS training for non-managerial employees and CS education for newly appointed managers. Raised employee CS awareness through a corporate magazine.	○	(3) Set up a customer contact point.
		Continue timely communication activities using the website.	Carried out timely communication activities via the CSR news column on the website.	○	Global expansion of timely communication via CSR news column.
Vigorous Response to Social Issues	Promote business activities that respond to social issues.	Considered and formulated CSR goals based on the mid-term business plan.	○	Identify issues and implement priority measures based on the mid-term business plan.	
Goal 2 Maintaining Harmony with the Global Socio-Economy	Establishment of Compliance	(1) Develop and implement a mid-term plan for compliance promotion worldwide.	(1) Formulated mid-term plan for promoting compliance based on mid-term business plan.	○	(1) Global formulate and implement measures for enhancing awareness on compliance, primarily targeting the Chinese locations.
		(2) Improve education tools for the dissemination of the Code of Conduct and use them worldwide.	(2) Established "Guideline for Preventing Bribery" in April 22 and disseminated it worldwide.	○	(2) Implement new measures for enhancing awareness on compliance at group companies in Japan.
		(3) Hold regular information exchange meeting with the helpline staff of Anritsu Group companies in Japan.	(3) Determined the status of each group company through interviews at each location.	○	
	Promotion of Risk Management (Information Security)	(1) Fully implement USB memory management.	(1) Haven't started for its base priority than other projects.	×	(1) Web filtering.
		(2) Continue security education.	(2) Implemented information security education during CSR Promotion Month in October 2011.	○	(2) Security education.
		(3) Continue certification of the Information Security Management System (ISMS).	(3) ISMS audit was conducted by an external organization in December 2011. Certification was continued.	○	(3) ISMS certification.
	Promotion of Risk Management (Personal Control)	(4) Improve IT control.	(4) Implemented improvements to IT control.	○	(4) Internal audit on information management.
		(5) Develop secure information sharing with business partners.	(5) Established management of information sharing site with external partners.	○	
		(1) Strengthen company-wide risk management using internal audits that are based on our risk approach.	(1) Anritsu Corporation implemented risk assessments of Asian headquarters and group company managers in Japan. Risk management systems targeting corporate officers.	○	(1) Promote risk management practices at each division (reduce dependence on individual staff).
		(2) Reinforce the global risk management system through group/guidance of the trade control by overseas affiliated companies.	(2) Conducted audits on asset management at European and Chinese subsidiaries. Reviewed auditing criteria for trade control systems of overseas affiliated companies.	○	(2) Reduce risk and enhance operational quality through an operational audit based on the risk approach.
Supply Chain Management	(3) Establish a framework for global procurement.	(3) Pursued global procurement and implemented KPI management.	○	(3) Develop a global SCM system.	
	(4) Promote regular monitoring of suppliers.	(4) Conducted factory audits at 15 of the planned 18 companies. Completed audits of priority quality control suppliers.	○	(4) Promote regular monitoring of suppliers.	
	(5) Promote CSR procurement.	(5) Received survey responses from 66 out of 76 major suppliers. Received the "Letter of Consent on CSR Procurement" from 368 out of 460 companies.	○	(5) Promote CSR procurement.	
Goal 3 Promoting Global Environmental Protection	Respect for Human Rights and Promotion of Diversity (Human Resource Development)	(1) Implement programs based on a new human resource development system to produce human resources who work internationally.	(1) Implemented two training sessions each in the first half and second half of fiscal 2011 for mid-career employees as part of our global human resource development. Started considering the introduction of training sessions for younger employees.	△	(1) Equip recruitment of foreign nationals and establish an employment framework.
		(2) Achieve the legally mandated employment ratio for all Anritsu Group companies in Japan.	(2) Ratio of employees with disabilities: 2.2% in Anritsu Corporation and 1.86% in Anritsu Group in Japan.	○	(2) Establish an evaluation system for developing human resources.
	Labor Safety and Health	(3) Implement measures of the Anritsu Group in response to power shortage and review our BCP toward the reconstruction.	(3) Secured a working environment through rotating suspension of operations and power savings, began a review of our BCP.	○	(3) Develop job types and categories for developing human resources.
		(4) Promote ongoing dialogue with employees: develop and implement environment improvement plans related to labor safety and health (OSHA, UK and China).	(4) Maintained zero accidents involving lost work time (as of March 31, 2012).	○	(4) Implement a global employee satisfaction survey.
Promotion of Social Contribution Activities	(1) Continue measures for adjustment of work hours.	(1) Overtime increased 18% from fiscal 2010 in Japan due to rising sales and special factor of power shortage in the summer.	○	(1) Plan and implement the Action Plan to Support Child Welfare.	
	(2) Maintain zero accidents involving lost work time at the Anritsu Corporation head office.	(2) Conducted safety audits at 15 of the planned 18 companies. Implemented mental health training by rank.	○	(2) Review BCP and implement summer electricity usage measures.	
	(3) Enhance mental health measures (ongoing).	(3) Established regular counseling program including post-workshop care for Kyushu area. Implemented mental health training by rank.	○		
Goal 4 Promoting Communications	Promotion of Environmental Management	(1) Waste reduction and recycling - Maintain waste emission (general waste + industrial waste) under 196t tons (Anritsu Group companies in Japan). - Reduce volume of landfill waste by 10% compared to fiscal 2010 by the 4th quarter of fiscal 2011 (USA).	(1) Waste reduction and recycling - Emitted waste was 153.9 tons (Japan), (below 190 t tons). - Volume of landfill waste reduced by 2% by the 4th quarter of fiscal 2011 (USA). - (3% reduction from fiscal 2010).	○	(1) Waste reduction and recycling - Maintain waste emission under 165.4 tons (Anritsu Group companies in Japan). - Reduce volume of landfill waste by 5% compared to fiscal 2010 (USA).
		(2) Resource and energy conservation - Reduce energy consumption (total oil equivalent) by 7.5% compared to fiscal 2006 (Anritsu Group companies in Japan). - Reduce energy consumption by 3% compared to fiscal 2010 (USA). - Reduce energy consumption by 1% compared to fiscal 2010 (USA).	(2) Resource and energy conservation - Reduced energy consumption by 7.1 % (Anritsu Group in Japan). - (7.5% reduction from the level of fiscal 2006). - Reduced energy consumption by 3% compared to fiscal 2010 (USA). - (1% reduction from the level of fiscal 2010).	○	(2) Resource and energy conservation - Reduce energy consumption (total oil equivalent) by 5.0% compared to fiscal 2006 (Anritsu Group companies in Japan). - Reduce energy consumption by 1.0% compared to fiscal 2010 (USA).
	(3) Eco Products (Anritsu Group companies in Japan) - Ratio of environmentally conscious products of all products covered: 100%. - Ratio of products that can save resources by 10% or more of all products covered: 100%. - Ratio of products that are 30% or more power efficient of all products covered: 100%.	(3) Eco Products (Anritsu Group companies in Japan) - Completed development of all 4 targeted products in environmentally conscious products. - Completed development of 2 out of 4 targeted products that can save resources by 10% or more. - Completed development of all 3 targeted products with at least a 10% improvement in power efficiency.	△	(3) Eco Products (Anritsu Group companies in Japan) - Ratio of environmentally conscious products of all products covered: 100%. - Ratio of products that can save resources by 10% or more of all products covered: 100%. - Ratio of products that are 30% or more power efficient of all products covered: 100%.	
	(4) Promote community contribution activities worldwide.	(4) Conducted global employee satisfaction surveys.	○	(4) Promote community contribution activities worldwide.	
Communication with Stakeholders	Improve the visibility of the CSR Report on the website.	(1) Improved the viewing guides of CSR Report 2011 (10th version). - Released the complete CSR Report 2011 (10th version) in PDF format. - Published the digital version in Chinese.	(1) Promote communication through stakeholder dialogues. - Research the status of CSR communication in each global region.	○	

*USA is represented by Anritsu Company (USA).

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See PDF files below for detailed regional results and objectives.

- [U.S.A. \(pdf\)](#)
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Independent Review

When I was listening to the president and other board members explain Anritsu's CSR, one comment left a particularly deep impression on me: "Anritsu is a company that pursues business in the global market, so the content of our CSR must also be recognized and accepted on a global scale." This clarity has enabled Anritsu to systematically conduct its CSR through activities such as participating in the United Nations Global Compact as early as 2006. It has also allowed us to establish our four CSR goals for the future and determine the implementation strategy for our corporate philosophy, vision and policy that constitute basic principles.

Above all, Anritsu's vitality springs from innovation and creation of new businesses, as mentioned in its latest announcement on GLP2014. I look forward to seeing how the integration of this vitality and CSR will lead toward even greater heights. Anritsu's business domains have become directly related to social issues that have grown in significance over the years. The exponential increase in data communication volume has resulted in the need to construct stable, highly reliable communication networks, remove the digital divide and introduce measuring technology that provides checkpoints for various aspects of the supply chain. I therefore believe public expectations for Anritsu will undoubtedly increase.

In fiscal 2011, Anritsu held its first stakeholder dialogue. I hope the company will incorporate the diverse expectations of stakeholders in the course of formulating and managing its mid-term CSR plan.



Takashi Fukushima
President, Sustainability Accounting Co., Ltd.



Response to Independent Review

We sincerely appreciate Mr. Fukushima's evaluation of our report, which describes the relationship between our CSR activities and business operations in fiscal 2011. We will strive to meet the public demand mentioned by Mr. Fukushima by conducting business operations through innovation and integrating our CSR activities into these operations.

In this report, we described the progress of the CSR activities that we are pursuing alongside our business operations, which reflects our mid-term business plan and management vision for 2020. We also held a dialogue with experts in which we sought advice concerning public demand and the CSR management we aim to achieve. Anritsu will utilize this advice in the actions we take to fulfill our CSR and meet public demand through our core business.

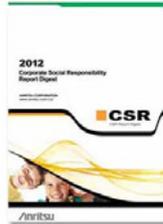
We will continue to develop our CSR activities with due consideration of the feedback received from stakeholders.

CSR Promotion Team, Corporate Communication Department
Anritsu Corporation

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- Employment
- CSR Information**
- Environment
- R&D
- Procurement

CSR Report 2012



CSR Report 2012 Digest (PDF)

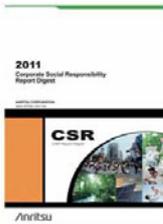
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- [Environmental Report 2003 \(PDF:798KB\)](#)
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Editorial Policy

We provide detailed information on Anritsu's activities for fiscal 2011 in CSR Report 2012 on our corporate website and also publish a digest version. The digest version provides easy-to-understand explanations of specific activities, particularly for each of Anritsu's CSR Goals. For the website version, our aim is to reach more stakeholders by organizing information under 12 material issues identified through materiality assessment and then describe concrete activities for each of them .

Guidelines used as reference

- ISO26000 : 2010

Reporting Period

This report covers the period from April 1, 2011 to March 31, 2012, and also includes some activities before and after that period.

Boundary Definitions

This report covers Anritsu Corporation only or the Anritsu Group Companies, according to subject and definitions as follows:

- "Anritsu" or "Anritsu Group" refers to both Anritsu Corporation and the entire Anritsu Group.
- "Anritsu Corporation" refers to Anritsu Corporation in Japan only.
- "Group Company (or Companies)" refers to a group company (or companies) or all group companies, excluding Anritsu Corporation in either case.

Release date

October 5, 2012