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# 誠と和と意欲

**Sincerity, Harmony and Enthusiasm**

— Rising above the times as an integral member of society —

Now, in the vise grip of the most severe economic crisis for a century, Anritsu faces its gravest challenge.

I believe this is the very moment for Anritsu to prove its real value.

[▶ read the message](#)**Goal****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

▶▶

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**12 material issues**

Service to customers	Building of a corporate brand	Vigorous response to social 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	Promotion of environmental management	Communication with stakeholders

**Special Features**

**Key Initiative1**

**Contributing to society through measuring technologies**

Building a safe, secure and comfortable society begins with measuring what you cannot see.

**Key Initiative2**

**Employee realization of personal growth**

One year after introducing the CS Award system to the domestic part of the Group

**Key Initiative3**

**Life Cycle Thinking**

Conserving electricity and resources in an information-communication society

**Key Initiative4**

**Close connection with local communities**

Promoting community-based social contribution activities across the globe

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### Message from the President

# 誠と和と意欲

## Sincerity, Harmony and Enthusiasm

— Rising above the times as an integral member of society —  
Now, in the vise grip of the most severe economic crisis for a century, Anritsu faces its gravest challenge.  
I believe this is the very moment for Anritsu to prove its real value.



### Advancing our Original, Superior Technical Capabilities with Sincerity, Harmony and Enthusiasm



Now, in the vise grip of the most severe economic crisis for a century, Anritsu faces its gravest challenge. I believe this is the very moment for Anritsu to prove its real value.

Throughout its involvement in the information and communications business, Anritsu has overcome many difficulties and constantly evolved with the changes of the times. In recent years, we have staked our claim in the field of communications-related measuring instruments and cultivated a number of business ventures, including optical/IP communications systems, optical precision measurement instruments and industrial machinery. Measurement is at the heart of all these areas.

Anritsu's highest social calling is to contribute to building a safe, secure and comfortable society by providing Original & High Level products and services. The core technologies that make this possible have been accumulated over years and are now deeply rooted throughout the company. I believe these technical capabilities constitute a firm foundation for earning the respect of society and make our continued existence a necessity.

And so the words "sincerity, harmony and enthusiasm" express our resolve and have been built into the DNA of Anritsu over the course of its 114-year history. It is only natural for Anritsu to maintain high technological aspirations. At the same time, we treasure our tradition of conducting every aspect of operations with the deepest sincerity and respect for harmony.

Our Company Philosophy and Charter of Corporate Behavior explicitly stipulate these two sets of terms, "Original & High Level" and "sincerity, harmony and enthusiasm," as the guiding authority for employee behavior.

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### Ensuring Harmony while Recognizing Diversity on the Global Stage

More than half of the sales of the entire Anritsu Group and about 70% of core measuring instrument sales are made overseas. Harmony with the global socio-economy is therefore essential for Anritsu's worldwide operations.

Gaining recognition in individual countries naturally requires us to maintain harmony with the global environment. At the same time, compliance must be the base for everything we do. Every year, we maintain a high awareness of compliance through employee training. With this foundation, we intend to serve as a community-based enterprise that earns profits through our responsible business activities, ensures the long-term employment of our workforce, and returns economic benefits to the community.

In our global business development, I place tremendous value on harmony, as described above. The Japanese in general are not strong in adversarial situations and tend to try settling matters amicably. Harmony, however, does not simply mean getting along with others. While the goal is to engage in discussions based on universally shared principles and values, we must eventually seek harmony by recognizing differences between countries and regions.

The same reasoning applies to job security as a basic social expectation. For example, under the impact of the global recession that followed the economic crisis, we were forced to implement tough measures in various locations, including workforce adjustments, for the continued existence of the company. In the process, we struggled to limit these measures to the absolute minimum as long as they allowed the company to survive in the given situations facing specific countries or regions.

Japanese enterprises that operate across the world sometimes encounter conflict associated with differences. I believe we should accept and learn much from these differences. Japanese employees, in particular, are often hardworking men and women who virtually define the term "sincerity," but are not as good at thinking out of the box. I would like Japanese employees to learn about unconventional thinking styles from overseas workers to more effectively combine these distinctive strengths.

And although, as a company with roots in Japan, we would like to maintain the positive aspects of traditional Japanese corporate culture, we must avoid forcing Japanese ways on others. The relative size of our business in Asia will surely increase as a result of our future business deployments. While we hope to establish solid partnerships with others who live in Asia and share relatively similar values, we must carefully avoid assuming that we all hold exactly the same values.

To this end, Anritsu emphasizes its Global Compact perspective, which earned recognition in 2007 as Notable COP (Communications on Progress).



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### Revising the CSR Goal by Discerning Material Issues

Anritsu established its medium- and long-term goals in fiscal year 2006 to more clearly articulate the concrete direction of CSR as presented in the Company Philosophy and Charter of Corporate Behavior.

In fiscal year 2008 we measured the materiality of all our CSR efforts to clarify the future direction of CSR. We sought to take into account stakeholders' concerns, such as those regarding local community characteristics and the changing times, in addition to the company's own standpoint. This led to identifying material issues for achieving our CSR objectives and establishing new goals based on this review. This materiality assessment represented the first step toward realizing our CSR goals. My impression is that the result places stronger emphasis on a more general, external point of view. We will, therefore, continue pursuing the material issues we identify through ongoing discussions in the course of future CSR activities.

Things will not simply return to normal at the end of this current economic crisis; we will see a significantly new world. I have been explaining to our employees that Anritsu cannot stay the same forever. We must carefully consider what we will do in this new world, recognize and take advantage of the changes across it, and establish our unique position. We encourage every employee to envision their own goals and develop their own scenarios of hope. And by integrating them, I believe we can develop a common goal that advances the originality of Anritsu.

**Hiromichi Toda**President  
Anritsu Corporation[>>Message from the President\(4/4\) Company Philosophy, Vision and Commitment](#)



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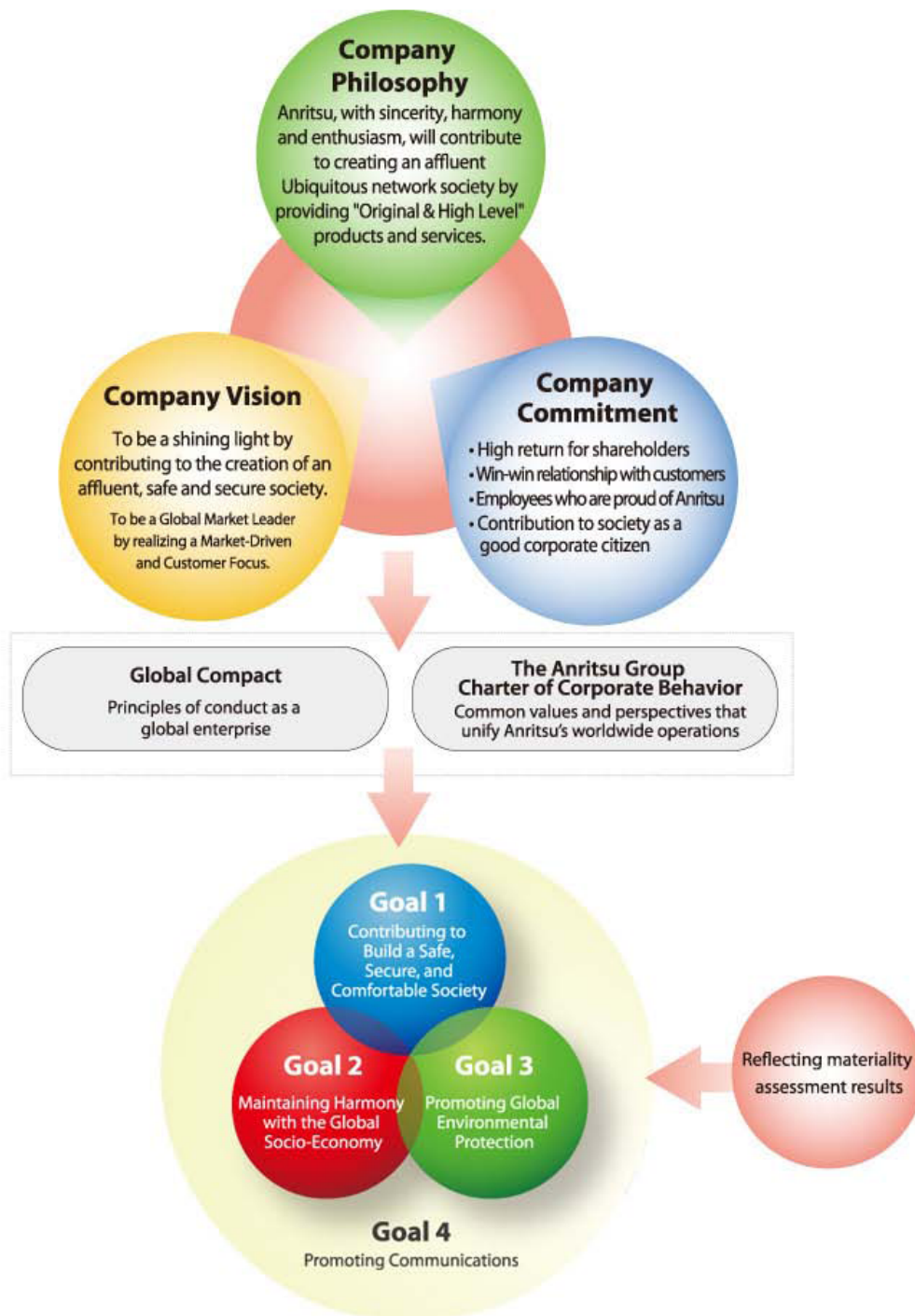
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## Company Philosophy, Vision and Commitment

Anritsu is promoting CSR activities by putting the basic principles of its company philosophy, vision and commitment 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.

[link](#)

- [Company Philosophy, Vision and Commitment](#)
- [The Anritsu Group Charter of Corporate Behavior](#)



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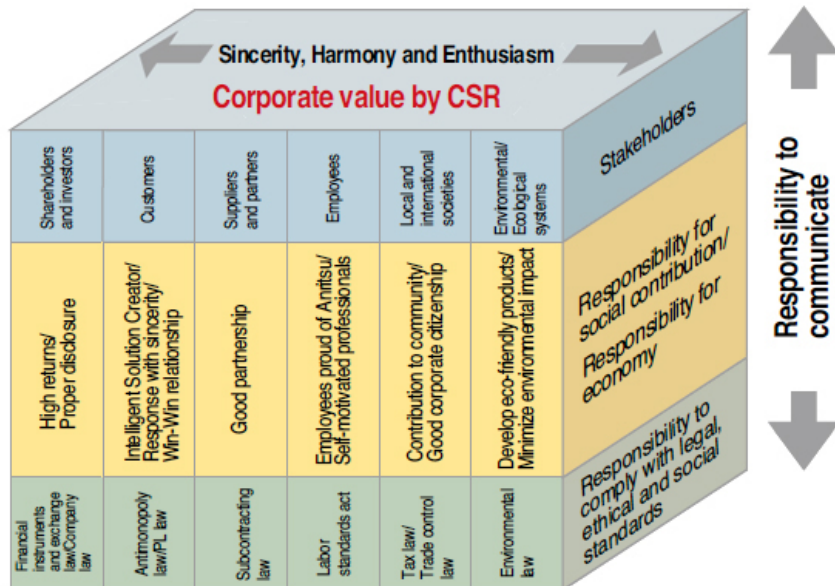
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### CSR through our core business

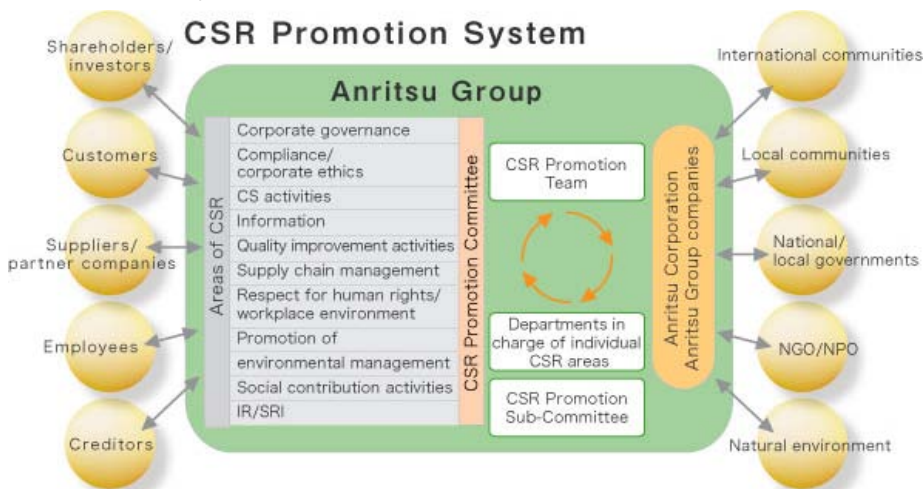
Based on its company philosophy of "Sincerity, Harmony and Enthusiasm," Anritsu takes corporate social responsibility in its business operations from economic, social and environmental perspectives, with due respect for laws and regulations, ethics, and social norms. Anritsu also aims to build and elevate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



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### Toward realizing our goals 12 material issues and 4 key initiatives

Anritsu works within the framework of its CSR Goals, as a medium- to long-term plan that makes the direction of its CSR activities clearer and more concrete. We recently assessed the relative materiality of individual CSR concerns to more tightly integrate our CSR activities and business operations toward achieving these goals and increasing medium- to long-term corporate value. Following the process outlined below, we identified twelve material issues, and through a series of discussions we discerned four key initiatives central to achieving our goals. The Special Features section of this report will organize the presentation of Anritsu's CSR efforts around these four key initiatives.



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## Anritsu Group Concept of CSR(2/2)

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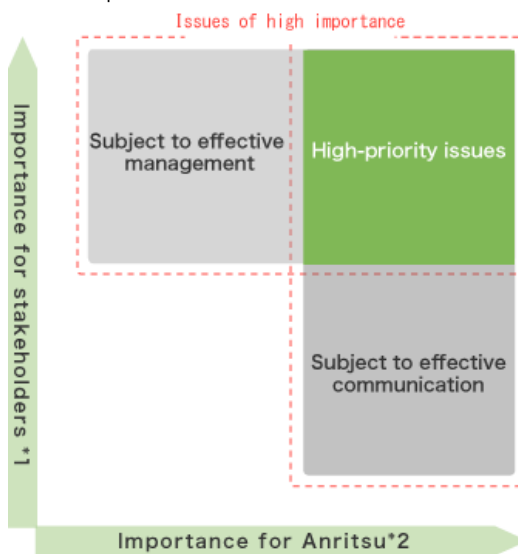
## Method and result of Assessing Materiality

## Process of assessment

To ensure objectivity and comprehensiveness, we selected 142 items representing the expectations of society. The measured result of each item was then plotted on the two axes of "Importance for Stakeholders" (social impact/interest: y-axis) and "Importance for Anritsu" (impact on corporate value: x-axis). Interviews with 30 employees helped us learn about their awareness of these issues in the context of actual business operations and fostered a proactive understanding of their relative importance and of developing a shared awareness.

## 12 material issues

As a result of the assessment, 12 of the 142 items were plotted in the area of especially high importance (circled in red in the figure below) and identified as material issues for Anritsu. By further dividing the area into the three sub-areas of High-priority issues, Subject to effective management, and Subject to effective communication, we were able to uncover clues leading to the development of concrete initiatives.



## High-priority issues

Highly important for both stakeholders and Anritsu, and to be addressed as priorities.

- [Service to customers](#)
- [Building of a corporate brand](#)
- [Establishment of compliance](#)
- [Promotion of risk management](#)
- [Respect for human rights and promotion of diversity](#)
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## Management is effective

Issues considered highly important for stakeholders and requiring greater effort to gear up to the level of their expectations from the perspective of reducing risk.

- [Vigorous response to social issues](#)
- [Human resource development](#)
- [Labor safety and health](#)

## Communication is effective

Issues considered highly important for the company and that represent opportunities through increased social visibility.

- [Promotion of social contribution activities](#)
- [Supply chain management](#)

\*1 Rated on a scale of one to ten based on the content and frequency of appearance in surveyed items from various guidelines and research/rating agencies as well as survey data from stakeholders inside and outside the company.

\*2 Impact on medium- to long-term corporate value was rated on a scale of one to five based on interviews with the CSR Promotion Committee and thirty CSR promotion members responsible for CSR activities.

Note: The methodology of [Caux Round Table Japan](#) is used.

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## CSR Goals of Anritsu

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### CSR Goals of Anritsu

Anritsu has reviewed the goals it set in 2006 with a keen eye on the future. Going forward, we will continue to work toward achieving these goals by addressing material concerns through corporate management and stakeholder communication.



#### **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**

#### **Goal 4:** **Promoting Communications**

#### 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.

<material issues>

· [Promotion of environmental management](#)

#### 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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## Service to customers

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

### Building of New Global Web

As a company conducting business worldwide, Anritsu has been improving its website to provide services and support equally to customers around the globe. The site will be relaunched in the second half of Fiscal 2009 as a seamless, global website with a unified design and an operability that accommodates multiple languages. The updated site will be enhanced with regard to the availability of product information and its retrieval along with an improved product support page. Searching for and downloading software and documentation will also be made easier. We will continue to improve our global website from the customer's standpoint to further enhance customer satisfaction around the world and provide even better service and support.

### Global Customer Service Activities

Anritsu Customer Services Group's Global Customer Service Committee, established in fiscal 2006, continues to act with the aim of operating and providing globally uniform customer services, high in quality and value. In fiscal 2007, every service center conducted customer satisfaction survey which indicated various points of improvement. Each service center drew out improvement programs, which Global Customer Service Committee monitors if the plan is surely implemented and reports quarterly to the management.

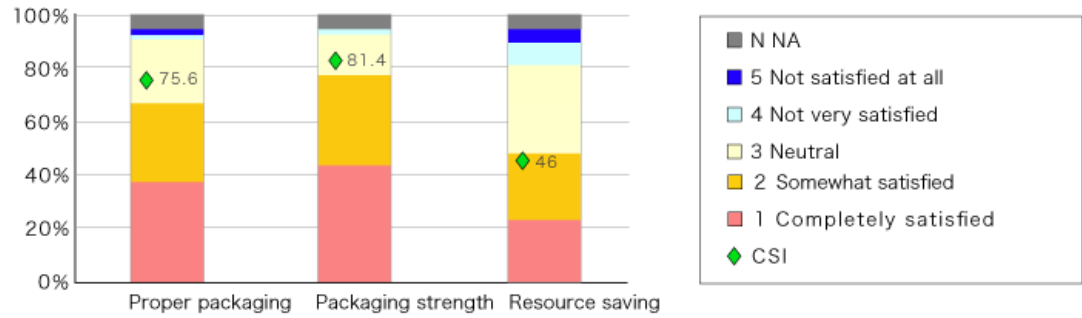
As examples of achievements, Anritsu Customer Services Group won first place in customer services survey conducted by Test & Measurement Rental Business Association among other companies in Japan, and average days of repair and calibration shortened 1.5 days compared to previous year from 6.7 days to 5.2 days in the Americas. Similar efforts for improvements are also conducted in Europe.

### Packaging Improvement

Anritsu is striving to bolster customer satisfaction with a focus on providing high-performance and high-quality products, pursuing a solutions-oriented business, improving delivery time, delivering high-quality maintenance, and supporting and protecting the environment. As part of these efforts, we conduct an annual customer satisfaction survey, analyze the results, and develop and implement an improvement program. In fiscal 2008, Anritsu in Japan addressed the need to improve its website, packaging and other items requested by many respondents in the survey. On the item, "satisfaction with packaging," many customers expressed strong satisfaction with package strength but pointed out many environmental improvements were required, including simpler packaging and reduction of waste.

In response, we replaced the cardboard box with a cardboard envelope called EXPACK for shipping CD-R instruction manuals, warranties and other documents. Previously we packaged small items such as parts and accessories in individual boxes before packing them into a larger box. We have since eliminated the outer box and now use a single, newly developed individual box to simplify packaging and reduce waste. We plan to further boost customer satisfaction from the environmental perspective as well through efforts to reduce environmental impact and provide environmentally conscious products.

## Results of Packaging Satisfaction Survey



\*CSI (Customer Satisfaction Index): customers were asked to evaluate goods, operating activities, delivery time and maintenance. Each of the four items was rated on a scale of 1 to 100

## Approved as Authorized Exporter

### • Approval Gained after Rigorous Screening by Customs

On December 1, 2008, Anritsu was approved by Yokohama Customs as the 157th Authorized Exporter in Japan. The Authorized Exporter's Program is intended to secure both efficient operation and security in international physical distribution.

Gaining approval as an Authorized Exporter requires passing a rigorous examination conducted by Yokohama Customs to confirm the applicant meets criteria under which the establishment and operational status of compliance and internal control programs must be in place, including the clarification of business procedures and proper implementation, as well as relevant facilities for security management.

Anritsu began pursuing approval in December 2007 and worked to meet items, such as toward the prevention of intrusion by suspicious individuals, while improving operational performance encompassing export management procedures and enhanced operational competencies.

Formal meetings began in July 2008, and after spot inspections by Yokohama Customs of the Anritsu Head Office and its manufacturing subsidiary, Tohoku Anritsu, the company was approved as an Authorized Exporter on December 1, receiving the official notification letter on December 4.



The head of naosachi Aoki Yokohama Customshouse and it chats after the recognition certificate is accepted.

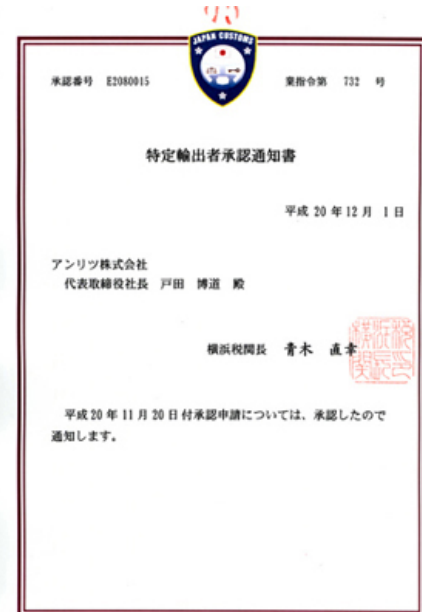
### • Toward realizing safe and secure international physical distribution: targeting win-win situations for public and private entities and both exporting and importing countries as well as customers and suppliers

The Authorized Exporter Program is not unique to Japan; similar institutions generically referred to as Authorized Economic Operators (AEOs) have been introduced around the world under the guidelines of the World Customs Organization (WCO).

The 9/11 terrorist attacks in the U.S. marked a turning point in the development of these systems, and efforts to prevent the proliferation of weapons of mass destruction and ensure security have been pursued in various fields. Against this background, the international coordination of AEOs as a framework for global physical distribution is underway, including mutual recognition between nations that have introduced the system.

Japan and the U.S. signed a mutual recognition agreement on June 26, thereby also granting Japan's Authorized Exporter benefits to the company's import operations in the U.S. Looking ahead, Japan is expected to sign mutual recognition agreements with the European Union (27 countries) at an early date, which will in turn increase the advantages for Authorized Exporters. Export declarations lodged by enterprises approved as Authorized Exporters are respected at the highest level.

While enjoying benefits such as reduced delivery time and export costs, approved enterprises are expected to conduct their export businesses with a higher sense of responsibility in fulfilling their significant role of



Specific exporter approval



safeguarding sound and efficient export management as well as safe and secure international physical distribution. To fulfill this responsibility, Anritsu will continue to improve and strengthen its compliance program and risk management, and thereby contribute to creating a safer, more secure and comfortable society.

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## Building of a corporate brand

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From mobile phones to ultra-high-speed optical communication and digital broadcasting-telecommunications networks are deeply integrated into daily life as a part of the social infrastructure that supports a safe, secure and comfortable society. Anritsu's measuring technology serves as mother technologies.

Having developed a wide range of communication measuring instruments to test radio waves and signals flowing through networks, Anritsu facilitates the construction of telecommunication networks that open new avenues for communication.



### Sure connection and sure transmission-measuring technologies that support mobile communication

Since their appearance in the 1980s, mobile phones have benefited from rapid technological innovation. Today's models, however compact, are replete with convenient functions such as Web browsers, music and video download capabilities, and even pay-by-phone services. With seemingly unlimited potential, these devices will soon enjoy the commercial availability of Long Term Evolution (LTE), a next-generation mobile-phone communication system that allows high-speed, large-capacity communication at the level of optical fiber, slated for as early as 2010.

Before new mobile phone models are released into the market, various stages must be completed, from prototype development and mass production to network construction and maintenance. Testing is conducted at every stage to confirm reliable communication performance, and Anritsu's measuring technology has a key role in this since mobile phone transmission waves are invisible.

Anritsu provides measuring equipments that display radio waves, not visible to the human eye, in graphs and waveforms for analysis. The company's wealth of solutions-from the generation of test signals during the prototyping to the construction of simulated networks, the inspection of manufacturing sites during mass production, and the quality assessment of waves transmitted around us-supports the evolution of mobile phones in various settings, thereby contributing to the realization of convenient mobile communication.



## Measuring technology supports information pathways via submarine cable to the home

Popular Internet content is now shifting toward video, and services that offer TV programs via the Internet are already available. These high-speed and large-capacity

communication services are made possible by optical fibers running from the submarine to the home. Bending or breakage, however, can cause the signal quality of optical fiber to deteriorate. Disconnections can even occur from cicadas laying their eggs into the fibers, and identifying impaired areas of sheathed optical fiber is impossible with the human eye.

To address the problem, Anritsu developed a variety of measuring instruments that, with simple operation, are capable of locating breakages in optical fiber within a ten-meter stretch of the thousands of kilometers of cable that connect, even via submarine cable, individual homes.



### Anritsu's ever-expanding measuring technology

#### Foreign substance detection technology for securing the safety of food

The food we eat every day should always be safe from contamination by foreign substances. But how can these minute substances be detected at highly automated production sites through which hundreds of food items flow by the minute? The type of monitoring needed, which has a direct impact on food safety, requires an extraordinary level of reliability that simply cannot be achieved by the human eye. Anritsu Industrial Solutions Co., Ltd. provides X-ray inspection equipment and metal detectors that can find particles of metal, bone and other material that are smaller than a millimeter to ensure complete food safety.



#### Image delivery technology protects people from natural disasters

The Iwate-Miyagi Inland Earthquake in Japan that occurred in June 2008 wreaked havoc on a wide population. A major concern during the earthquake was the washout of natural levees by mudslides. Restricted access to these sites, however, made it difficult to ascertain the actual situation. To address this challenge, Anritsu Networks Co., Ltd., with its outstanding image delivery technologies, installed a remote monitoring system at the disaster response office to continually monitor the status of the levees.



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## Vigorous response to social issues

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

### Global Compact (GC) and Related Activities

#### Global Compact (GC) and Related Activities

Anritsu's CSR activities during fiscal year 2008 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 Global Compact (GC):** A voluntary international corporate citizenship network that supports ten principles in the areas of human rights, labor standards, the environment and anti-corruption. The GC was initially proposed by then-UN Secretary-General Kofi A. Annan at the World Economic Forum in January 1999 and started its operations at UN headquarters, New York in July 2000.

The Ten Global Compact Principles			Anritsu's Major Actions in Fiscal Year 2008	Related Pages
Overall	-	Applying the ten GC principles	<ul style="list-style-type: none"> <li>Anritsu confirmed the effectiveness of its internal control system for financial reporting.</li> <li>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.</li> </ul>	<a href="#">Promotion of risk management</a>  <a href="#">Establishment of compliance</a>
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none"> <li>Anritsu Corp. requested that suppliers and partners should comply with laws and regulations protecting human rights.</li> <li>Anritsu Corp. and the Group Company surveyed the actual status of harassment to employee by ethics questionnaire.</li> <li>Anritsu Corp. and the Group Companies promoted activities to secure workplace safety and health.</li> </ul>	<a href="#">Supply chain management</a>  <a href="#">Establishment of compliance</a>  <a href="#">Labor safety and health</a>
	Principle 2	make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>Anritsu Corp. requested that its suppliers and partners not be complicit in human rights abuses</li> </ul>	<a href="#">Supply chain management</a>
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"> <li>Based on employees' requests, and in order to improve work-life balance, Anritsu Corp. and the Group Companies continued to improve labor conditions.</li> </ul>	<a href="#">Respect for human rights and promotion of diversity</a>



	Principle 4	the elimination of all forms of forced and compulsory labour;	•Anritsu Corp. requested that its suppliers and partners not be complicit in forced and compulsory labor.	<b>Supply chain management</b>
	Principle 5	the effective abolition of child labour; and	•Anritsu Corp. requested that its suppliers and partners not be complicit in child labor.	<b>Supply chain management</b>
	Principle 6	the elimination of discrimination in respect of employment and occupation.	•Anritsu Corp. and the Group Companies promoted employment across borders.	<b>Respect for human rights and promotion of diversity</b>
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	•Anritsu Corp. and the Group Companies promoted Eco-Factory and Eco-Office activities. •Anritsu Corp. and the Group Companies in Japan continued environmental accounting.	<b>Eco-Office and Eco-Factory</b> <b>Environmental Accounting</b>
	Principle 8	undertake initiatives to promote greater environmental responsibility, and;	•Anritsu promoted activities of Eco-Minded Employees. •Anritsu continued its efforts to reduce carbon footprints.	<b>Eco-Management and Eco-Minded</b> <b>Eco-Office and Eco-Factory</b>
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	•Anritsu Group in Japan promoted development of environmentally conscious products.	<b>Development of Eco-Products</b>
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	•Anritsu Corp. and the Group Companies in Japan circulated case study sheets on anti-corruption measures to educate employees. •Anritsu Corp. called for ethical behavior in the Basic Rules for Procurement.	<b>Establishment of compliance</b>  <b>Supply chain management</b>

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## Establishment of compliance

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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.

### Corporate Ethics and Compliance

#### • Continuing Improvement Activities (annual activities)

As a part of its compliance promotion system, Anritsu Corporation set up a Corporate Ethics Promotion Committee consisting of representatives from individual department related to corporate ethics to plan and implement the compliance activities of the Anritsu Group in Japan. Major responsibilities of the Committee include analysis and examination of responses to the corporate ethics questionnaire conducted in October, Corporate Ethics Month, followed by a one-year cycle of development for an annual action program and monitoring its implementation as well as the questionnaire's impact to ensure ongoing improvement of compliance activities.

#### Compliance promotion activities

Corporate ethics promotion activities are carried out in one-year cycles to ensure continuous improvement in compliance



#### Corporate ethics promotion committee composition



#### • Two Major Events

With activities centered on Compliance Reinforcement Week in April and Corporate Ethics Month in October, Anritsu holds workshops and events including video training, lecture meetings with invited speakers, training and specialized instruction by the department participating in the Corporate Ethics Promotion Committee. It also conducts an ethics questionnaire for Anritsu employees, temporary workers, and other staff in Japan.

- Training/education
- Training by organizational level (e.g., new recruits, newly promoted managers)  
We implement various educational and awareness activities for providing specialized knowledge in laws, regulations and standards, and for increasing ethical value and sensibilities.
- Individual/specialized training by separate committee or department
- Lecture meeting with invited external speakers (twice a year)
- Lending and showing of videos or



Attorney at law Hiroko Sumita during Corporate Ethics Month



Export Control Education during Corporate Ethics Month

## DVDs

- Corporate Ethics Questionnaire

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. After analysis, examination and deliberation, survey results are used in drawing up future compliance promotion activity programs and other actions. Urgent issues reported in the questionnaire are promptly handled in coordination with the related departments.

- Anritsu Group Code of Conduct/Publication of Case Study Sheets

- Anritsu Group Code of Conduct

Anritsu establishes the code for the daily conduct of business activities from the perspectives of ethics and compliance. Anritsu Corporation assists Anritsu Group companies outside of Japan in localizing the Code in accordance with local laws and customs. In 2008, Anritsu EMEA Ltd. (UK) and Anritsu A/S (Denmark) formulated their own codes of conduct.

- 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 publish 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 for discussion at the morning meetings of individual organizational units.

- Internal Audit for Compliance with the Antimonopoly Law

To confirm the conduct of fair and free sales activities, 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. At the same time, training is also provided in regard to the Antimonopoly Law and the Subcontracting Law.

- Helpline

To prevent violations of ethics and laws and maintain pleasant workplace conditions, Anritsu Group Companies in Japan operate the Helpline, which accepts internal report 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. Privacy is strictly protected in all these services.

## Column

### Deepening a sense of dignity and respect as a company through vital communication

Masanori Iwabuchi, Attorney at law, Fuji Partnership law Office



Sincerity, Harmony and Enthusiasm, which comprise the corporate philosophy of Anritsu, also represent the essential concept of compliance itself. We can understand this structure by placing corporate ethics and compliance with regulations under this corporate philosophy with corporate ethics at the center. This image may make it easier for Anritsu employees to grasp the meaning of compliance. Compliance is not just compliance with regulations. Compliance with regulations requires the assistance of specialists to respond to the breadth and detail of the applicable rules. On the other hand, corporate ethics is a matter of an individual's attitude as a member of the company. Ethics is a high aspiration that wells up

from within. This mindset makes it easier to introduce compliance. Leaders and managers should be broad-minded, and this requires "idling space" in the sense of allowing room to breathe. The current trend of equating compliance with the elimination of idling space is wrong. To ensure idling space in a good sense, communication between supervisors and subordinates is also important. I expect Anritsu to increase a sense of dignity and respect as a company in its daily business operations and interactions through this communication.

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## Promotion of risk management

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Anritsu implements risk management through internal control systems and strengthened information security management.

### Building an Effective Internal Control System

#### ●Toward Management Innovation through Internal Controls

Anritsu believes building an effective internal control system is vital for its global business development. We have therefore had in place a system to safeguard the reliability of financial reporting since March 2009. This enables us to step up our efforts to ensure internal controls take root and enhance corporate value in the context of shared responsibility for major operational risks



#### ●Fiscal Year 2008 Results

Because 2008 is the first year of the Internal Control Report System for financial reporting, as established by the Financial Instruments and Exchange Act, we reorganized our internal audit division into a Global Audit department and strengthened the system, including Group support in April 2008. At major Group companies, managers dedicated to internal audits have been assigned to act as key persons for internal control and evaluation, and audits have been conducted.

The evaluation identified several flaws. However, as a result of sharing improvements through the Internal Control Committee and taking appropriate action, we concluded the internal control system of the Anritsu Group, is effective as of March 2009 in terms of Groupwide philosophy and ethics, control of accounting policy and procedures, and control of infrastructure and business processes related to financial reporting.

#### ●Future Initiatives

Looking ahead, Anritsu Corporation's Global Audit department will reinforce the collaborative relationships with domestic and overseas Group Companies that have been established in the process of developing our internal control system, and we will build the framework for a global risk management system. We will broaden our activities from addressing financial reporting issues to sharing a common awareness of major operational risks and implementing countermeasures. In the near future, we will more effectively control uncertainties as well as factors that could stand in the way of our achieving goals for enhancing corporate value.



## A effort to enforce Internal Control in Anritsu Company Limited

Emily Chu  
Finance Director Anritsu Company Ltd.

Witty Wong  
Assistant Internal Audit Manager Anritsu Company Ltd.



Anritsu Company Limited is a company incorporated in Hong Kong, holding several subsidiaries in the APAC region. Pursuant to a risk-based approach and in accordance with the internal audit plan, our internal audit team had carried out several independent reviews on the business units in FY08 by making reference to the company policies, guidelines and J-SOX legislation. The

internal audit covered major internal controls and risk assessment, including financial, operational and compliance. The audits reported by identifying weaknesses and making recommendation for improvement.

Each business unit has established and implemented various policies and procedures to enforce internal controls. The Management will continuously monitor the implementation of their business plans along with the compliance of group policies in order to enhance the smooth operation of the Company and the accuracy of accounting information.

### Information Security Management

Anritsu has been continuously working to maintain and improve information security within a framework for evaluating effectiveness and managing risk. In evaluating effectiveness, control items deemed to be particularly important were identified from a wide range of items through quantitative analysis, monitored to confirm they were being operated in accordance with prescribed policy, and improved as needed. In risk management, we regularly review risks to keep pace with changes in the environment and assets, and respond to emerging risks.

#### ●Physical Security Measures

During the fiscal 2008, we renewed our IC-card-based entry/exit management system at three locations in the Atsugi area to prevent potential system failure due to aging equipment while also improving physical security. The upgrades make it possible to more quickly and accurately confirm safety in the event of disaster.

- Increased the number of doors to be locked from 30 to 60
- Added in-room management by providing locks on the exit side
- Installed an entry/exit reader at the facility gate to accurately identify who is on the premises at any given time
- Acquired and stored log information
- Installed real-time entry/exit control in conjunction with an integrated ID management system



Insertion leaving management system

#### ●Strengthened Security of Websites on the Internet

The Anritsu Group maintains a website for each of its major locations worldwide, including Japan, to provide customers with product information. Given that website security is a major issue, we have formulated a globally unified website security policy, diagnosed the relative vulnerability of all sites including those hosted outside of Japan, and promoted improvements to eliminate serious vulnerabilities. Looking ahead, we will further enhance security by integrating the sites built in different countries and managing them at a single location.

#### ●Promoting Security Governance in the Value Chain

Information sharing with business partners is indispensable for today's business activities, even as the rising volume of information taken out of the company increases the risk of information leaks. Safeguarding information security requires efforts across the value chain, including business partners. Last year, Anritsu conducted a questionnaire survey of about 120 partner companies. Based on its results, we requested that business partners conduct thorough security management for which we provided the training materials.

#### ●Supporting Employee Education

We continued employee training at different organizational levels this year to promote their overall education. In annual training for the rank and file, we invited Microsoft to give a lecture on Internet threats, which have raised the concern of many employees. In addition, we published monthly case studies on information security.



#### ●Business continuity plans (BCP) Operations Regarding Information Systems

We have been continuously improving our BCP for greater reliability by testing actual equipment and plan details. As part of these efforts, we formulated a plan to relocate the entire system to an earthquake-proof facility for a more reliable BCP recovery time and began implementing the plan. During the current fiscal 2008, we relocated a part of the CAD system and intend to relocate other key systems in the fiscal 2009.

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## Supply chain management

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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.

### Approach to Our Suppliers

#### • Anritsu Basic Rules of Procurement and Requests to Our Business Partners

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. In January 2006 we revised our Basic Rules of Procurement and also clearly stipulated transaction-related requests for our business partners. In fiscal 2007, we worked to develop a unified policy and requests for cooperation to be shared by all procurement locations of Group companies in Japan and abroad. In fiscal 2009, we add environmental considerations to our Basic Rules of Procurement.

#### • 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.
- 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

Recognizing the need to develop CSR activities throughout the supply chain, Anritsu Corporation asks that business partners gain an understanding of the Basic Rules of Procurement and the Requests described above through such activities as budget briefing sessions and letters of request from executive officer. In fiscal 2008, the company drew up audit sheets in both Japanese and English for a CSR audit of business partners. Anritsu is steadily developing the systems for CSR audits in addition to quality and environmental audits.

#### Approach to Business Continuity Plans (BCP)

The SCM (Supply Chain Management) Division formulated a business continuity plan (BCP) focused on the supply chain. Under this plan Anritsu Corporation in Atsugi, Kanagawa Prefecture, will work together with Tohoku Anritsu Co., Ltd. in Koriyama, Fukushima Prefecture in the event of disaster or serious accident. The plan also incorporates a previously designed organizational structure, the identification of key operations and projected risks and damage.

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[Yoshihiko Sone Sales Group FSE, PLD Business Division, PALTEK Corporation](#)

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## Respect for human rights and promotion of diversity

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Respect for human rights and the promotion of diversity are becoming increasingly important with 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 outstanding employees and revitalizing communications across the organization.

### Respect for Human Rights and Promotion of Diversity

#### Employee Data

Anritsu Corporation Employee Data

		FY2006	FY2007	FY2008
Nos. of employees Figures in parentheses show number of managers included in the total number	Male	980(232)	938(224)	745(167)
	Female	134(4)	136(4)	128(5)
	Total	1,114(236)	1,074(228)	873(172)
Average age	Male	41.8	41.7	40.4
	Female	34.6	34.9	34.8
	Total	41.0	40.8	39.6
Average working years	Male	18.3	18.1	16.6
	Female	12.2	12.1	12
	Total	17.6	17.3	15.9
Annual rated working hours		1,860.00	1,867.75	1,860.00
Average days of paid holidays used per year		14.3	14.9	14.1
Nos. of employees who took paid childcare leave		10	8	14
Nos. of employees whose employment has been extended beyond normal retirement age (for hiring employees over retirement age)	Nos. of eligible employees	15	24	30
	Nos. of employees over retirement age hired	10	20	14



#### Worldwide Percentages of Female Employees

	Japan	Americas	EMEA	Asia and Others	Total
Percentages of female employees to total employees (Nos. of female employees/Total employees)	13%	31%	22%	32%	23%
Percentages of female managers to male managers ((Nos. of female managers/Nos. of female employees)/ (Nos. of male managers/Nos. of male employees))	9%	68%	97%	37%	52%

#### ●Creating Work for People with Handicaps

Unfortunately, we were not able to maintain the legally mandated ratio we had achieved after three years of effort. The employment ratio at the end of December 2008 slipped back to 1.59%, the level of three years ago, because several handicapped employees resigned citing old age or declining medical condition. We continued recruiting, step-by-step, and secured one person who is scheduled to join the company next year. In fiscal 2009, in addition to our ongoing recruitment efforts, we will continue striving to meet the legal mandate by expanding occupational fields in which the workplace cooperates with handicapped employees to support them in demonstrating their abilities.

#### Progress of the three-year plan

	2005/12	2006/12	2007/12	2008/12
Planned ratio (non-consolidated)	1.23%	1.43%	1.80%	----%
Actual ratio (non-consolidated)	1.31%	1.48%	1.84%	1.59%
Ref: Actual ratio (in Japan, consolidated)	1.27%	1.33%	1.57%	1.44%

#### ●Human Rights Education

In human rights education, Anritsu worked to foster an understanding of the situation within and outside the company concerning issues that require constant vigilance, such as discrimination against minority groups, sexual harassment and abuse of power in the workplace.

#### ●Balancing Work and Family

In fiscal 2008, we will formulate a new three-year plan and work to enhance our system by addressing deficiencies.

#### Anritsu Corporation's Action Plan to Support Child Welfare 2nd Stage (April 1, 2008 to March 31, 2011)

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.

## ● Recruiting across Countries

Anritsu Corp. and Group Companies in Japan promote recruitment regardless of nationality by such means as participating in recruiting fairs held by universities overseas and employing international students in Japan. As of December 2008, 27 Anritsu Group employees working at our facilities in Japan are from abroad.

### Column

#### Toward better communication in the company

Eisuke Matsuo

Human Resource Management Team,  
Human Resource and Administration Department, Anritsu Corporation



My duties include overseas assignment procedures and recruitment, training and daily support for foreigners in Japan. Anritsu Group in Japan actively employs foreigners. I believe it is important to create an environment in which they can focus on their work and demonstrate good results as soon as possible after joining the company. They feel their jobs are worthwhile and that they are growing through their work only after understanding the rules of the company, maintaining good communication with their supervisors and coworkers, and establishing their role as team members. To these ends, we began by translating into English and distributing the basic rules of the company including working regulations.

While those of us who accept foreign coworkers should be considerate by speaking slowly, choosing simple words or using simple sentences, for example, we should not treat them too specially. I myself do not do this very well, but I would like us to learn to balance these two considerations to create an organization that is not overly conscious of nationality.

### Column

#### Workplace environment that helps realize growth

Geoffrey Nicolas Fadera

2nd Product Development Department,  
R&D Group



I joined Anritsu one-and-a-half years ago after graduating from a university in the Philippines. I am now working as a member of a team of ten on the design of FPGA, a programmable large-scale integral circuit and developing product that responds to LTE, the new system for mobile phones. I became interested in Anritsu, thinking it must have high-level technologies, and expected I could grow here. Only a few companies with sophisticated technologies in measuring instruments are located in the Philippines. Now working in Japan, I feel my skill level has improved and I have grown as a professional.

Communication in Japanese is difficult, but everyone is willing to teach me in the workplace, and I am treated kindly on a daily basis. After working at Anritsu for a year and a half, I have learned that Filipinos can respond to sophisticated technology as well as the Japanese. What I expect from Anritsu: To further deepen the company's relationship with the Philippines and to provide skilled and motivated human resources from there with many opportunities to demonstrate their abilities. I would like more people to come from the Philippines to work with me.

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## Human resource development

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Anritsu is working to create a workplace in which employees can experience growth through their work. As a part of this effort, we established several honors for recognition, including the President Award, the Sales Award, the Excellent Performance Award and the Patent Award. We also introduced the CS Award in 2008 as part of a new incentive system for encouraging employees to enhance customer satisfaction (CS) in their own respective positions. We believe this can lead to improved CS while building and maintaining relationships that simultaneously satisfy customers, employees and the company.



### Turning CS enhancement activities into actual growth

Anritsu strives to improve CS under the action guideline: "We will become a CS enterprise deeply trusted by customers." To this end, we introduced the CS Award system in January 2008 as a proposal at a Japan CS Committee. While the primary intent of the system is to further strengthen our CS promotion activities, we also see major significance in furthering employee growth through recognition. There are three paths to recognition: customer feedback (CS questionnaire), peer endorsement (special dropboxes are set up in the company), and departmental recommendation by a supervisor or co-worker (workplace endorsement). Each case is evaluated and decided upon by the Japan CS Committee on a monthly basis.

CS Awards include the CS Award and the CS Contribution Award. The CS Award is presented to recognize a notable effort by an employee for a customer that enhances CS, or a key improvement or development and proposal carried out proactively in response to a customer request. The CS Contribution Award is awarded to persons who have been singled out for praise because of their response to customers or as a result of comments included in a CS questionnaire.

### Grand Prize recognizes an exemplary practice for boosting corporate value

In the first year of the system (January 2008 to March 2009), recognition was given to 20 winners (winner groups) in total, 7 of whom won the CS Award and 13 the CS Contribution Award. The historic inaugural CS Award of the Year was presented to all Tohoku Anritsu employees who had received a CS Award in April 2008. This recognition was based on the comments of a customer who had audited Tohoku Anritsu, saying: "Tohoku Anritsu employees always extend pleasant greetings, without fail." This practice is highly valued because it reinforces the sense of sincerity called for by the Company Philosophy while also helping to increase Anritsu's corporate value.

About 100 employees attended the award ceremony, held in Tohoku Anritsu in May 2009. Yasuyuki Oguma, Vice President in Charge of CSR of Anritsu Corporation, presented a testimonial and a plaque to a representative of the employees with the words, "I hope that continuing this practice will instill a sense of sincerity from Tohoku Anritsu throughout the entire Anritsu Group, to all our customers and across the world as part of our contribution to society."

## CS recognition in the United States

CS recognition is not limited to Japan. Anritsu Company in the United States introduced its own Customer Awareness Program (CAP) in 2007, ahead of its Japanese counterpart, to honor employees who have helped to improve customer satisfaction. The award winner literally receives a cap as an extra prize symbolizing the program. Since the inauguration of this award, 32 employees worldwide have received it,

helping to promote personal growth while encouraging CS improvements. Anritsu will continue to support all its employees by motivating them toward realizing their personal growth through highlighting less visible activities and actively demonstrating genuine respect.



(Left photograph)  
Winner who presents cap of extra prize  
(Right photograph)  
Cap of extra prize

### Awarding System of Anritsu

<b>■ Excellent Performance Award</b> Excellent Performance Awards are awarded when an academic discovery or invention contributed to the development of company's business.	<b>■ Patent Award</b> <b>1. Inventor of the Year</b> Inventor of the Year is awarded to employees with large number of domestic patent applications. <b>2. Patent Master</b> Patent Master is awarded to employees who have registered 30 or more patents.
<b>■ High Performer Award</b> High Performer Awards are awarded to employees for model performances and achievements. Among the winners, we award High Performer of the Year to the winner of most excellent performance and achievements after going through screening by the committee.	<b>■ Sales Award</b> Sales Awards are awarded to sales departments which greatly contributed to corporate performance.
<b>■ President Award</b> President Awards are awarded to employees who have contributed greatly to company's business.	

### Topics



#### President Award presented to a recipient of the Medal with Yellow Ribbon

Anritsu awards the President Award to Group employees worldwide. This is Anritsu's highest prize and is only presented when the president has identified a particularly significant contribution to the company's business. Because of its extremely demanding criteria, no one had received the President Award since Stephan J. Vonderach of Anritsu Company in 2006. This year Tomie Kurihara of Anritsu Techmac Co., Ltd. won the award, the sole winner in three years. In recognition of three years of outstanding effort. In 2005, he received a prize from the Ministry of Health, Labour and Welfare as an outstanding technician who has demonstrated years of excellent skills and achievements in the field of sheet metal processing, and in April 2009 he received the national Medal with Yellow Ribbon from the Japanese government. These achievements were the basis for presenting him with the President Award.

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## Labor safety and health

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We are working to maintain a comfortable workplace by adopting the basic principles of "safety first" and promoting employee health. Particular emphasis is placed on generally improving employees' well-being focused on mental health care and health management.

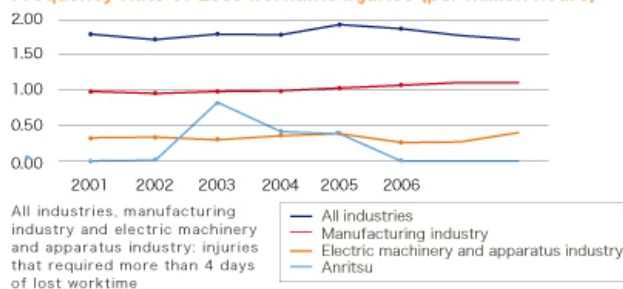
### Labor Safety and Health

#### • Current Activities

The Anritsu Group in Japan established a safety and health management system that complies with the Occupational Safety and Health Act in Japan and is centered on these primary actions:

- Having the Safety and Health Committee review activity status and formulate plans to prevent employee 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

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



Risk assessment practice workshop



KYT (or transportation KYT) workshop



Fire extinguisher handling training

#### • Labor Accidents

As in the previous fiscal year, no accidents leading to absence from work were reported in the Anritsu Group in Japan during fiscal year 2008. At the end of June 2009, Anritsu Corporation Atsugi Area reached a record 10.2 million labor-hours without any accidents, and as of the publication of this report, the record of accident-free performance continues.

#### • Health Management

At the Anritsu Group in Japan, the industrial health staff, led by industrial health specialists and counselors, is promoting the following major activities:

- Implementing health checkups-initial, periodic, special, and for expatriates, as well as follow-ups
- Screening through questionnaire and industrial specialist interviews those who work

extended hours to prevent impaired health

- Raising health awareness for preventing lifestyle diseases; mental healthcare education and counseling



Lecture by industrial specialists

### Column

## Creating a mechanism for interactive communication both in words and from the heart

**Chieko Yasui**  
Clinical Psychotherapist and Outside Industrial Counselor



I have been working for Anritsu as an outside industrial counselor since 2001. Mental health issues at work are the result of a dysfunctional workplace rather than weakness of the affected individual. The most sensitive individuals are the first to suffer in an oppressive environment where expressing true feelings can be difficult. This results from a lack of communication and sense of mutual support. Because it is difficult to deal with such problems after they have already occurred, self care is important to protect oneself, as is recognizing unease or small behavioral changes at an earlier stage. To help with this, I am continuously working to improve my consultation skills and to prevent mental health problems through "refresh talking," during which I meet and listen to individuals routinely. What I expect from Anritsu: I would like everyone to feel comfortable in consulting me about anything you have noticed, and I would like the company to create an environment that encourages consultation. Every consultation can produce a suggestion for bettering the company. I believe it is necessary to create a mechanism for interactive communication both in words and from the heart.

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## Promotion of social contribution activities(1/2)

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Anritsu believes that good relationships with local communities are essential for its business 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.

### Partnerships for educating youth

#### • Fun Science Laboratory Sponsored by Atsugi Board of Education: Atsugi Municipal Iiyama Elementary School

To counter the declining interest in science and technology among young people, Anritsu conducted a Fun Science Laboratory at nearby Iiyama Elementary School at the request of Atsugi City. The laboratory was designed to stimulate interest in science among children through a thought-provoking experiential format. We explained the basics of electricity in plain terms, performed related experiments and provided games.

#### • Kanagawa Prefectural Education Board: Business Partnership for Home-based Education and Radio Building Class for Families

The Kanagawa Prefectural Education Board is promoting its Business Partnership for Home-based Education with businesses in the prefecture to increase participation of their employees in this effort. Anritsu supports this program and is undertaking activities such as encouraging employee participation in school events and helping children understand their parents' work. For example, Anritsu held a Radio Building Class for Families during the summer school break. The event was designed to help employees' children understand Anritsu and provide an opportunity for them to enjoy craftwork with their parents.

#### • Supporting Youth Education

Anritsu participates in several activities as part of the social studies curriculum of neighborhood elementary schools, junior high schools, high schools and technical schools in Atsugi City, including internships, on-the-job training and worksite tours. Internships allow students in high schools and technical schools to gain experience in society at an actual workplace. In 2008, students of a commercial high school experienced accounting practices at Anritsu Pro Associe Co., Ltd., while students of a nutrition school experienced cooking in the cafeteria department of Anritsu Kousan Co., Ltd.

In our on-the-job training program, students from three junior high schools experienced a recycling process through which appliances were disassembled and sorted by material at a recycling center at Anritsu Kousan Co., Ltd. Under our worksite tour program, pupils of an elementary school and junior high school visited the Head Office of Anritsu Corporation and observed worksites they would not otherwise see.



(Left) Letter of thanks for worksite tour  
(Right) Active learning of recycling



Anritsu Techmac Co., Ltd. presents special commemorative gifts to pupils and students who come to the company for on-the-job training or worksite visits. As the gifts attracted public attention, the company presented plates for a flower bed at the request of the elementary school's parent-teacher association

#### • International Student Conference: Company Visit Program

The International Student Conference is a student-driven event that has been held in Japan since 1954. It is designed to provide students from around the world with opportunities to build relationships based on mutual understanding from an international perspective. As a part of related activities, 30 students from 13 countries visited the users' room of Anritsu Corporation and the product showroom of Anritsu Industrial Solutions Co., Ltd. to see developed products and observe a



material sorting process for environmentally friendly products in the recycle center of Anritsu Kousan Co., Ltd.



(Left) Anritsu Kousan Co., Ltd. Recycling center



(Center) Anritsu Industrial Solutions Co., Ltd. Product exhibition room



(Right) Anritsu Corporation Product exhibition room

#### • The Atsugi City Boys' Soccer Competition

The Atsugi City Boys' Soccer Competition is one of the largest sports events in Kanagawa Prefecture, featuring the participation of 32 teams from Tokyo and five prefectures. Anritsu Corporation has been supporting the competition since 1995 by, for example, providing the Anritsu Cup. In addition, two employees from the Anritsu Group participated in the event as coaches of participating teams in Feb 2009. Going forward, we will build close ties with local communities through this competition by encouraging a broader range of employees to participate in the event in their own ways, such as by serving as voluntary referees or photographers.

#### Column

### Promoting social contribution programs in which more employees can participate

Satoshi Tada  
Manager, Management System Team,  
Environment Promotion Center



I am a volunteer coach of a boys' soccer team to which my two children also belong. Because elementary-school years are especially important for children to learn about social life, it is often difficult for me to find the right way to instruct and deal with them. At the same time, however, it is sheer pleasure for me as a coach to see children doing their very best in every play or even performing well in a game as a result of training. Another reward is in communicating with people of the local community and making our company known through children's soccer. For the future, I expect participation in socially beneficial activities to expand among employees in various ways. I believe it is important for the company not only to support the Atsugi City Boys' Soccer

Competition but also to create an environment that encourages more employees to participate in the planning of the competition and its undertaking. I, too, will take an active role in various social contribution activities in addition to boys' soccer.

#### • Donating Sporting Goods through the Hoshino Dreams Project to Asian Children for Sports Opportunities

The Hoshino Dreams Project chaired by Senichi Hoshino, former manager of the Japan National Baseball Team, supports young people through various sports-related activities. One activity is the donation of sporting goods to economically disadvantaged children who have few opportunities to take part in sports. Anritsu has joined in with this activity by donating over 300 surplus sporting goods items for basketball, tennis, badminton, and baseball from company sports clubs. Recently these donated goods were sent to the Muktaaneer Children's Home in Bengal, India, via Free the Children Japan, an NPO organization cooperating with Hoshino Dreams Project. According to the NPO staff who delivered the goods, Muktaaneer Children's Home is a home to boys of two to fourteen years of age, who were taken into protective custody from severe poverty. The boys started playing with the donated sporting goods right away. Anritsu will continue to take part in this activity.



>>Promotion of environmental management(2/2) Contributing to local communities•Protecting the environment

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## Eco Management

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**Developing corporate environmental management groupwide, Anritsu further advances its activities towards the creation of Eco-Offices, Eco-Factories and Eco-Products with Eco-Minded Employees**

### The Anritsu Group's Environmental Principle

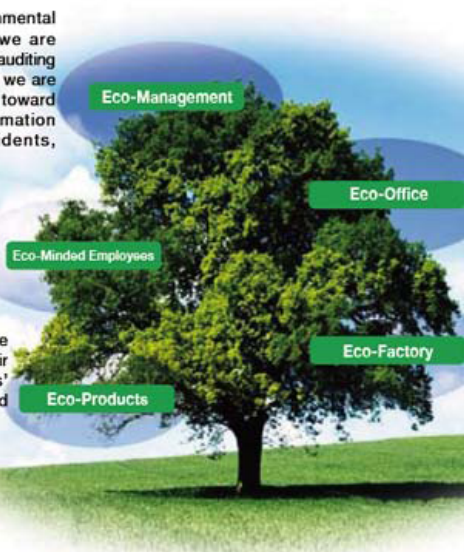


Anritsu strives to give due consideration to the environment in both the development and manufacture of our products. Through sincerity, harmony and enthusiasm we will endeavor to foster a prosperous society at one with nature.

By promoting adoption of the Environmental Management System (ISO 14001), we are making efforts to improve environmental auditing and increase performance. In this way, we are publicizing our management attitudes toward the environment and providing information to stakeholders such as local residents, shareholders and customers.

By fully recognizing his or her own role, each employee works to promote environmental improvement and a sustainable society.

We supply leading products that are environmentally friendly throughout their lifecycles and that satisfy customers' needs based on performance, quality and price.



Through environmental improvement efforts such as energy conservation in offices, waste management and resource conservation, we support the manufacturing of ecological products and expansion of ecological factories.

We make efforts to improve the global environment through energy reduction and conservation, waste management and other means, in each factory process. We do this while working within legal regulations and reducing environmental risks.

The articles in "Preserving the Global Environment" cover Anritsu Corp. and the following Group Companies:  
Group Companies in Japan: Anritsu Industrial Solutions Co., Ltd., Tohoku Anritsu Co., Ltd., Anritsu Customer Services Co., Ltd., Anritsu Devices Co., Ltd., Anritsu Networks Co., Ltd., Anritsu Precision Co., Ltd., Anritsu Engineering Co., Ltd., Anritsu Kousan Co., Ltd., Anritsu Techmac Co., Ltd. and Anritsu Pro Associe Co., Ltd.; and Group Companies outside Japan: Anritsu Company (USA), Anritsu Ltd. (UK) and Anritsu A/S (Denmark)

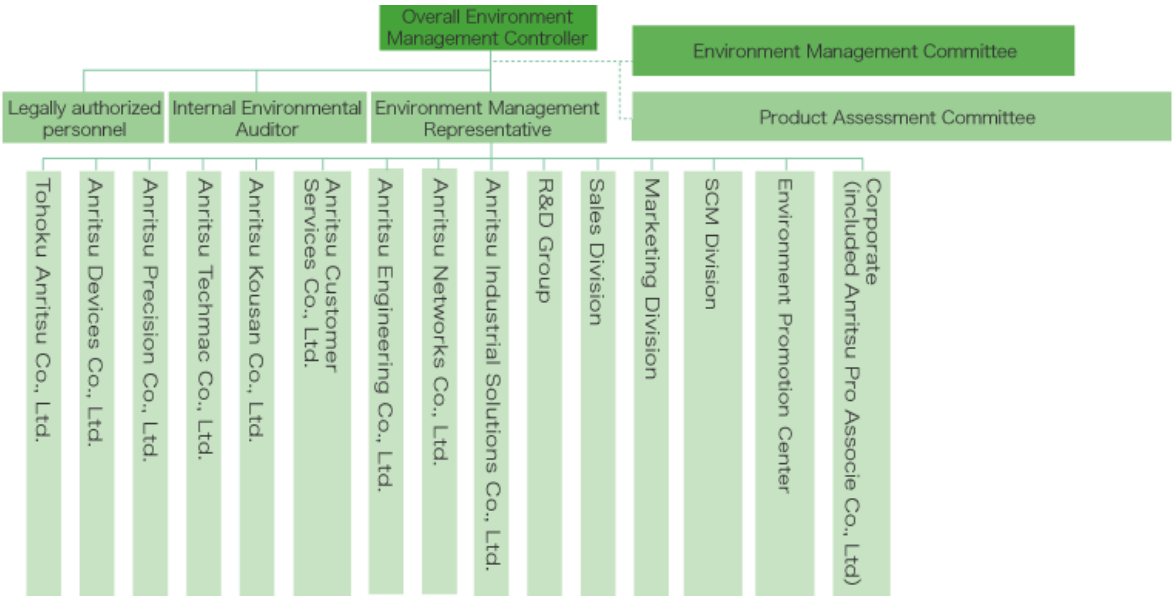
Environmental Management Promotion System

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. The Meeting acts as a superagency over the WEEE and RoHS meetings set up in 2003. In Japan, the Environment Management, Product Assessment and RoHS Steering Committees promote the environmental management system, the development of environmentally conscious products and the elimination of harmful substances in products, respectively.



Environmental Management Organization (Japan)

The environmental management organization of the Anritsu Group in Japan is led by the director of environmental management (executive officer of Anritsu Corporation and head of the Environmental Promotion Center) and promotes environmental management activities.



Environmental Management Systems

Acquisition of ISO14001 Certificate

We have established environmental management systems and obtained ISO 14001 certification at the Anritsu Group's main production sites in Japan and the U.S. (Anritsu Company). In 2008, the application scope of the environmental management system was extended to all sales bases of Anritsu Corporation. Anritsu Ltd. of the U.K., which had obtained certification in March 2000, returned its certificate upon the consolidation of its production department into Anritsu Company.

Certified companies	
<div><div></div><div>Head Office</div></div>	<div><div><ul style="list-style-type: none"><li>•Anritsu Corporation</li><li>•Anritsu Industrial Solutions Co., Ltd.</li><li>•Anritsu Customer Services Co., Ltd.</li><li>•Anritsu Networks Co., Ltd.</li><li>•Anritsu Engineering Co., Ltd.</li><li>•Anritsu Kousan Co., Ltd.</li><li>•Anritsu Precision Co., Ltd.</li><li>•Anritsu Techmac Co., Ltd.</li><li>•Anritsu Pro Associe Co., Ltd.</li><li>•Anritsu Devices Co., Ltd.</li><li>•Tohoku Anritsu Co., Ltd.(*)</li></ul></div><div><div>Certification Date : August 1998</div><div>Update: August 2007</div><div>Revision:September 2008</div><div>Certification Organization : JQA/JQA-EM0210</div><div>(*)Expanded the scope of ISO14001 accreditation to include Tohoku</div><div>Anritsu acquired ISO14001 certification</div></div></div>
<div><div></div><div>Tohoku site</div></div>	

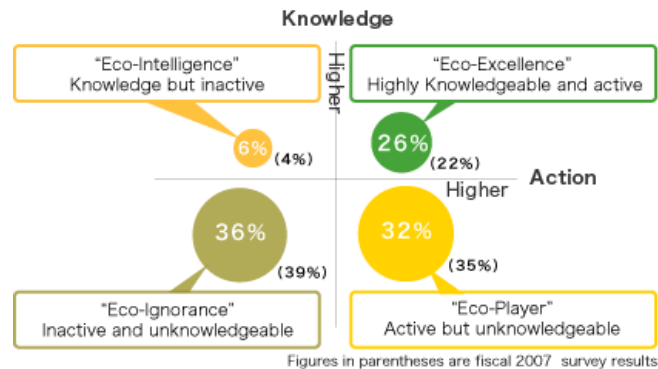
Anritsu Company  
(USA)



Address:490 Jarvis Drive  
Morgan Hill, CA 95037  
Certification Date:March 2007  
Certification Organization :NQA/EN12275

## Survey on Environmental Consciousness of Employee

To measure the degree to which we share Eco-Mind awareness, we conducted the Third 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 compares with the previous results. Respondents sharply increased from 57% in fiscal 2007 to 71%, suggesting a higher level of environmental awareness. The proportion of the Eco-Excellence group characterized by advanced environmental knowledge and environmentally friendly behavior increased from 22% to 26%. We will implement training to raise the response rate for the next survey and the number of Eco-Excellence employees.



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## Eco Office, Eco factory

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**Anritsu is reducing its environmental load in a comprehensive way by strengthening management of and further reducing emissions of CO<sub>2</sub>, waste and hazardous substances from offices and factories.**

### Energy conservation at factories and offices

Energy conservation is vital for reducing the CO<sub>2</sub> emissions associated with global warming. Anritsu is actively promoting actions such as our ongoing efforts to save and cut back on electricity, which accounts for 96% of Anritsu's total energy consumption in terms of CO<sub>2</sub> emissions. Our efforts to save energy at plants and offices have included introducing ice thermal storage systems, replacing air conditioning systems and lighting fixtures with inverter models, introducing low-loss transformers, and replacing equipment with more energy-efficient models. We also keep our lighting turned off when unneeded and have our air conditioning filters cleaned as often as possible. And since fiscal 2005 we have been promoting Cool Biz and Warm Biz activities as a part of Team Minus 6%. We have spared no effort in promoting the energy-saving movement to complement efforts for reducing the unnecessary use of electricity. In 2008, we consumed approximately 8.5% less electricity than we did in fiscal year 2007.

### 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. 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.

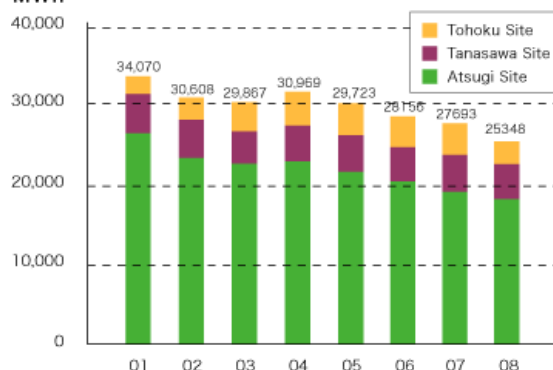
### Prevention of air pollution

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.

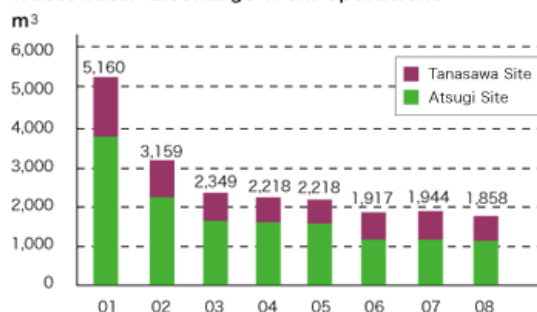
### Noise

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 lot borders every year. Results show that measured noise levels not only meet legal standards but fall below our own voluntary standards as well.

**Changes in electric energy usage**  
MWh



**Wastewater discharge from operations**  
m<sup>3</sup>





### Compliance status

We strive to ensure compliance by adopting voluntary management standards that are more demanding than legal regulations. Compliance levels at the Atsugi, Tanasawa and Tohoku sites have been better than required, with no violations in water quality, air quality or noise. Going forward, we will strive to reduce our environmental impact through regular maintenance activities while continuing to ensure compliance. In addition, there have been no lawsuits or complaints from neighboring residents concerning environmental issues.

### Groundwater management

With regard to organochlorine substances, we completely eliminated the use of trichloroethylene in 1970 and 1,1,1-trichloroethane in 1993. However, 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 2008, 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 tetrachloroethylene, 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.

### 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 whose use is banned or limited are decided in consideration of legal regulations and hazardousness and we regulate the substances that cause ozone layer depletion and global warming. Each division inputs into a computer database the amounts of chemical substances purchased, used and disposed of every three months 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.

## Chemical Substances Whose Use Is Regulated by Anritsu Group

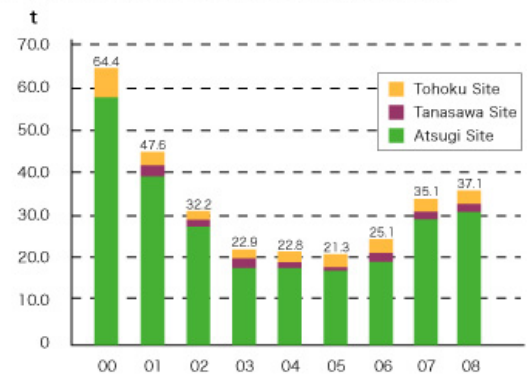
Banned substances	Class of 7 substances: CFC(Chlorofluorocarbons),halon, carbon tetrachloride, 1,1,1-trichloroethane, HBFC(Hydrobromofluorocarbons), bromochloroethane,methyl bromide
Limited-use substances	Class of 7 substances: HCFC(Hydrochlorofluorocarbons), trichloroethylene, tetrachloroethylene,dichloromethane,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

## Chemical online input screen



Anritsu has been striving continuously to slash its use of chemical substances and has abolished treatment processes, among other measures. The utilization of such substances had been leveling off since fiscal 2003, but rose from fiscal 2006 due to increased use of epoxy resin.

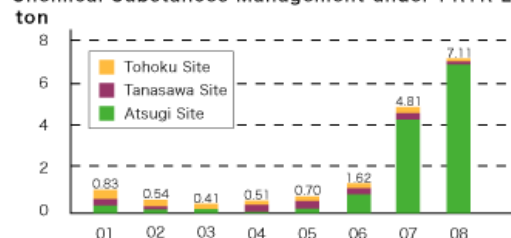
## Changes in Usage of Chemical Substances



## PRTR

The amount of liquid bisphenol A epoxy resin handled at the Atsugi site exceeded one ton in fiscal 2008 and we made a report on this under the Japanese PRTR system\*\*. The amount of this liquid substance, a component of epoxy resin, handled at the site rose sharply to 5,663kg in fiscal 2008 as use of epoxy resin for production of metal detectors was shifted in 2006 to Anritsu Industrial Solutions Co., Ltd. from an external supplier. At Tanasawa site and Tohoku site, there were no object substances of PRTR. Anritsu will continue to improve processes to reduce use of chemical substances, including those covered by the PRTR Law and make an effort to prevent the environmental pollutions. \*\* The PRTR 'Pollutant Release and Transfer Register' system is intended to regulate business operators, provide better information about the amounts of specific chemical substances that they handle and promote better management of chemical substances.

## 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. We had already filed a request for early treatment in 2005 to the Japan Environmental Safety Corporation.



PCB storage



Stored condenser

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## Eco products development(1/4)

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<a href="#">Group Environmental impact data in Japan (Fiscal 2008)</a>	<a href="#">Group Environmental impact data at Anritsu Sites (Fiscal 2008)</a>	<a href="#">Environmental Data of Each Site (Fiscal 2008)</a>	<a href="#">Environmental Accounting (Fiscal 2008)</a>
<a href="#">History of Anritsu's Environmental Management Activities</a>			



Anritsu complies with environmental regulations around the world and conducts high-quality product assessment from the early design stage of every product's development. We also develop environmentally conscious products that are free of hazardous substances and save energy and resources.

### Complying with Product Environmental Regulations Worldwide

The European Union (EU) enacted the WEEE Directive in 2005, the RoHS Directive in 2006, the REACH regulations in 2007 and the revised 91/157/EEC directive on batteries and accumulators containing certain dangerous substances in 2008. 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 and e-mail. Since prior efforts to respond to EuP (Energy Using Products) should be considered at the product design phase, we developed a common, worldwide product assessment standard to promote the development of environmentally sound products in Anritsu outside Japan.

#### • Considering the Environment from the Stage of Design Development

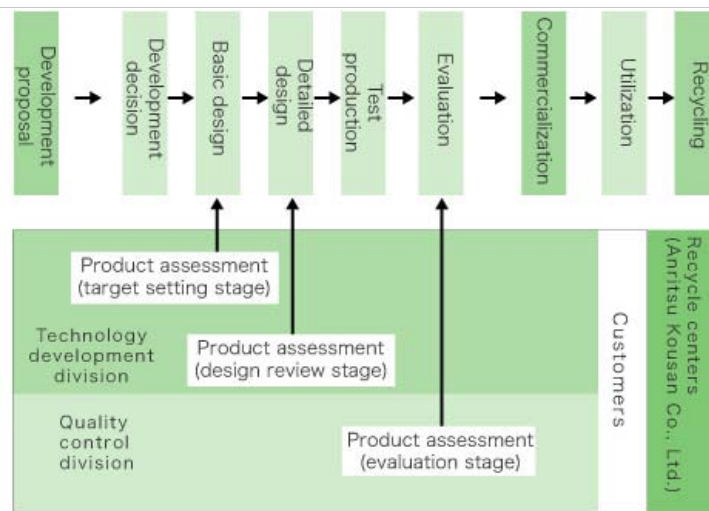
In fiscal 2008, 73% of the products developed by Anritsu in Japan were environmentally sound, falling short of our goal of at least 80%. In fiscal 2009, we will work to increase the ratio of environmentally sound products to achieve the targeted figure.

### Global Product Assessment Implementation Guidelines

In the past, the development of environmentally sound 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.). In fiscal 2008, Anritsu established global product assessment implementation guidelines to integrate these methods so that Anritsu Group companies could develop environmentally sound products within a unified, global standard.

#### 1) Operational Procedure

Global product assessment is incorporated into the product development process (including design, 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.

## 2)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.

Major environmentally conscious criteria

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

## Product Assessment Example (1)

### • Resource Saving

2008 environmental goal attainment:

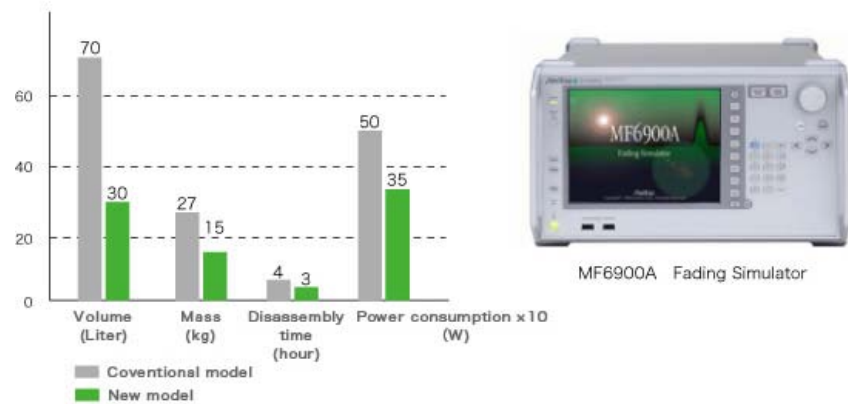
In fiscal year 2008, products that saved resources by at least 10% accounted for 73% of all developed products,



significantly exceeding the target of 30%. The MF6900A Fading Simulator is a device that provides a highly stable and repeatable environment for fading and multiple channel radio waves, essential for testing the functions of the next-generation LTE (Long Term Evolution) mobile telecommunication method.

Design example:

The MF6900A saves power and space by eliminating the need for an RF transmitter/receiver, which requires large-scale hardware and calibration, while significantly advancing circuit integration through a fully digital design, affording additional savings in power consumption and space. We also developed a resource saving design by reducing harmful substances and packing material, dramatically reducing impact from the time of disposal. We consequently achieved an average improvement of 39% compared with existing models in volume, mass, disassembly time and power consumption.



## Product Assessment Example (2)

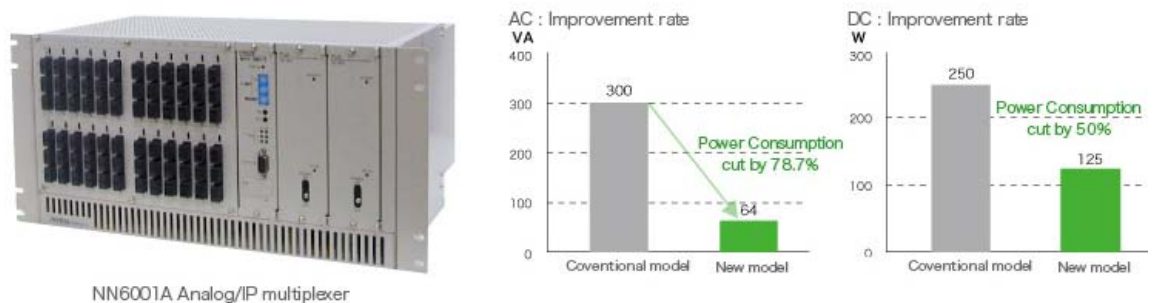
### Reduced Power Consumption

2008 environmental goal attainment:

In fiscal 2008, 55% of products developed by Anritsu Group in Japan reduced power consumption by at least 30%, exceeding the target of at least 20%.

Design example:

The NN6001A analog circuit multiplexer is a cross-domain device that can provide voice-grade analog circuit services over an IP network. We integrated a conventional control panel, alarm panel and other functions into a single unit and made the terminal into a line card that can be selected according to purpose. The NN6001A is an extraordinarily reliable transmission unit, with functions including a redundant power supply and avoidance of data slippage in an asynchronous network. Power consumption is reduced by 78.7% at AC and 50% at DC while reducing mass by 57.1% compared with existing models.



### Major Improvements:

- Reduced power consumption by adopting the latest low-power DSP at the transmission component
- Significantly reduced the number of parts by integrating the circuit using the industry's first super-low power consumption FPGA at the terminal
- Reduced reactive power by adopting a highly efficient power source (fanless structure) at the power source and only supplying drive power to the terminal during use

Complying with Product Environmental Regulations Worldwide(1/4) -> >Eco Product Program(2/4) -> >Recycle of used products(3/4) -> >Key Word3 Life Cycle Thinking(4/4)

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Eco management, Eco mind	Eco office, Eco factory	Development of Eco products	Promotion of supply chain management
Group Environmental impact data in Japan (Fiscal 2008)	Group Environmental impact data at Anritsu Sites (Fiscal 2008)	Environmental Data of Each Site (Fiscal 2008)	Environmental Accounting (Fiscal 2008)
History of Anritsu's Environmental Management Activities			



### 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:

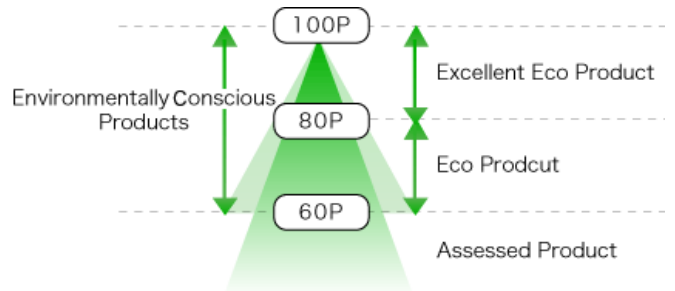
Product that meets Excellent Eco Product requirements with a minimum score of 80

#### 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 product, environmental information on the mark and the product is described in parallel in the catalog etc.



## Excellent Eco Product

### Handy Area Testers ML8760A



Small, light-weight and power saving

### Network Master Fault Locator Module MT9090A, MU909011A



Small, light-weight and power saving

### Radio Communication Analyzer MS2690A/91A/92A



Small and light-weight

### Radio Communication Analyzer MT8820B



Small, light-weight and power saving

### Radio Communication Analyzer MT8815B



Light-weight and power saving

### Signal Quality Analyzers MP1800A



Small, light-weight and power saving

### Signal Quality Analyzers 4 Slot Chassis MT1810A



Small, light-weight and power saving

### Service Tester MT8510B



Light-weight and power saving

### Vector Signal Generator MG3700A



Light-weight and power saving

### Signalling Tester MD8470A



Small, light-weight and power saving

### Checkweigher KW6412BF12/ KW6412BP12



Power saving

### Digital Mobile Radio Transmitter Tester MS8609A



Small, light-weight and power saving

## Excellent Eco Product(Discontinued Model)

<p><b>LaserGasDetector SA3C15A</b> Manufacturing discontinuance model</p>  <p>Small, light-weight and power saving</p>	<p><b>ACCESS Master MT9080 series</b> Manufacturing discontinuance model</p>  <p>Small, light-weight and power saving</p>	<p><b>Optical Dual Access Transmitter EC2060A/EC2061A</b> Manufacturing discontinuance model</p>  <p>Small, light-weight and power saving</p>
<p><b>Network Performance Tester MP1590A</b>Manufacturing discontinuance model</p>  <p>Small and light-weight</p>	<p><b>IP Network Analyzer MD1231A</b>Manufacturing discontinuance model</p>  <p>Small, light-weight and power saving</p>	<p><b>Service Tester MT8510A</b>Manufacturing discontinuance model</p>  <p>Small and light-weight</p>
<p><b>Data Quality Analyzer MD1230A</b>Manufacturing discontinuance model</p>  <p>Small, light-weight and power saving</p>		

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<a href="#">Eco management, Eco mind</a> <a href="#">Group Environmental impact data in Japan (Fiscal 2008)</a> <a href="#">History of Anritsu's Environmental Management Activities</a>	<a href="#">Eco office, Eco factory</a> <a href="#">Group Environmental impact data at Anritsu Sites (Fiscal 2008)</a>	<a href="#">Development of Eco products</a> <a href="#">Environmental Data of Each Site (Fiscal 2008)</a>	<a href="#">Promotion of supply chain management</a> <a href="#">Environmental Accounting (Fiscal 2008)</a>



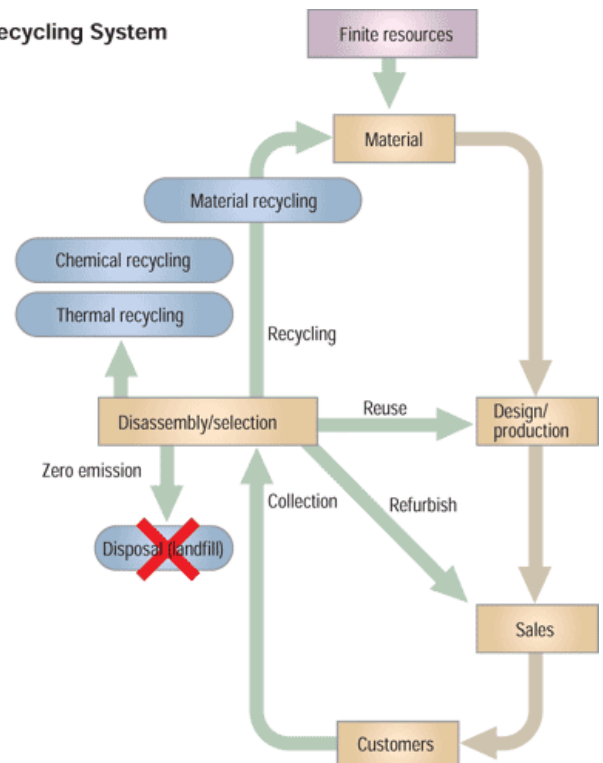
### Recycle of used products

#### Recycle 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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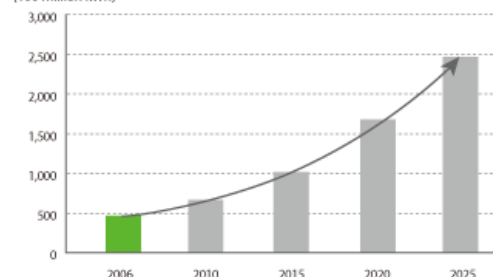
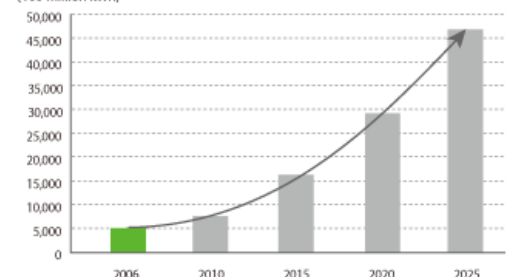
Anritsu encourages environment friendly efforts throughout the product lifecycle, from product design, parts procurement, production, and shipment to customer use and recycling. In addition to accelerating the provision of environmentally conscious products-a pillar of our environmental management system-we are taking full advantage of our own technologies to address the rising electric power consumption of IT equipment, a public concern that has recently emerged.



## Electric consumption of IT equipment in an era of exploding information

With the dissemination of high-speed, large-capacity communication services, a dramatically larger volume of data, including audio and video files, is being broadly exchanged in addition to text. According to an estimate by the Ministry of Economy, Trade and Industry, the volume of information distributed over the Internet in 2025 will be 190 times higher than in 2006, and electricity used by IT equipment such as servers, storage devices and PCs will rise to 240 billion kWh, over 20% the total production of electricity in Japan. Worldwide electric consumption will also skyrocket with the development of communication infrastructure in countries such as China and India. (See below figures from ministry's website.)

Projected IT-related power consumption

Power consumption  
(100 million kWh)Power consumption  
(100 million kWh)

## Photonic network-the answer for saving electricity

A major factor in the increased consumption of electricity by IT equipment is directing data to the correct destination (routing). In an optical transmission system, optical signals are converted into electric signals and reconverted to optical signals before transmission. This consumes electricity.

To address this, attention is being focused on all-photonic networks in which routing is performed without converting optical signals into electric ones. Once this becomes practicable, it is expected to reduce power consumption from one-half to one-tenth of the conventional method. Research and development into such networks requires optical sampling technology to extract and evaluate the quality of transmitted optical signals.

Anritsu has led the way in establishing optical sampling technology ahead of other measuring instrument manufacturers in the world. The company is quickly forging progress in the practical use of these instruments based on an optical sampling technology for all-photonic networks planned for major networks around 2015.

## High-speed measurement, integrated single unit, and downsized instruments

Anritsu develops products that save energy, save resources and reduce toxic substances. High-speed measurement, integration of multiple functions into a single unit, and downsized measurement instruments are essential in this development.

Products that represent high-speed measurement are the MS269xA Signal Analyzers, for mobile phone performance evaluation. The analyzers can perform a series of measurements within a minute, compared to the 30 minutes that conventional units take, and at 1/50 the power consumption during development and production. MP1800A Signal Quality Analyzers reduce volume, mass and power consumption respectively to 70.0, 66.7 and 70.8%, compared with conventional units, by integrating into one unit the functions of sending and receiving, previously done by two measuring devices. In terms of downsized instruments, R&D departments in the U.S. and Japan have collaboratively developed handheld measuring instruments. Today, many such environmentally-friendly instruments are battery-powered and can be easily carried anywhere, and are used for the construction and maintenance of wireline and wireless communication networks, outdoors and indoors.

## Plastics separated into 96 groups

In addition to recycling and selling used measuring instruments, Anritsu Kousan Co., Ltd. also recycles discarded products. Generally, plastics are divided into 36 to 40 groups; Anritsu Kousan Co., Ltd., however, separates plastics by hand into 96 groups based on type and color to reuse them wherever possible as material instead of fuel. Through these thorough recycling efforts, the company helps reduce the overall environmental impact.

In 2008, dubbed the first year of Green IT, the IT industry achieved progress toward energy-saving IT equipment and creating an energy-saving society that takes advantage of IT. Anritsu will also continue to focus on reducing environmental impact throughout the product lifecycle, from raw materials to recycling and disposal, as the responsibility of an upstanding enterprise in the century of the environment.

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## Supply chain management

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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.

### Approach to Our Suppliers

#### • Anritsu Basic Rules of Procurement and Requests to Our Business Partners

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. In January 2006 we revised our Basic Rules of Procurement and also clearly stipulated transaction-related requests for our business partners. In fiscal 2007, we worked to develop a unified policy and requests for cooperation to be shared by all procurement locations of Group companies in Japan and abroad. In fiscal 2009, we add environmental considerations to our Basic Rules of Procurement.

#### • 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.
- 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

Recognizing the need to develop CSR activities throughout the supply chain, Anritsu Corporation asks that business partners gain an understanding of the Basic Rules of Procurement and the Requests described above through such activities as budget briefing sessions and letters of request from executive officer. In fiscal 2008, the company drew up audit sheets in both Japanese and English for a CSR audit of business partners. Anritsu is steadily developing the systems for CSR audits in addition to quality and environmental audits.

#### Approach to Business Continuity Plans (BCP)

The SCM (Supply Chain Management) Division formulated a business continuity plan (BCP) focused on the supply chain. Under this plan Anritsu Corporation in Atsugi, Kanagawa Prefecture, will work together with Tohoku Anritsu Co., Ltd. in Koriyama, Fukushima Prefecture in the event of disaster or serious accident. The plan also incorporates a previously designed organizational structure, the identification of key operations and projected risks and damage.

#### Related item

[Continuing to be a partner that creates a more livable environment](#)  
[Yoshihiko Sone Sales Group FSE, PLD Business Division, PALTEK Corporation](#)

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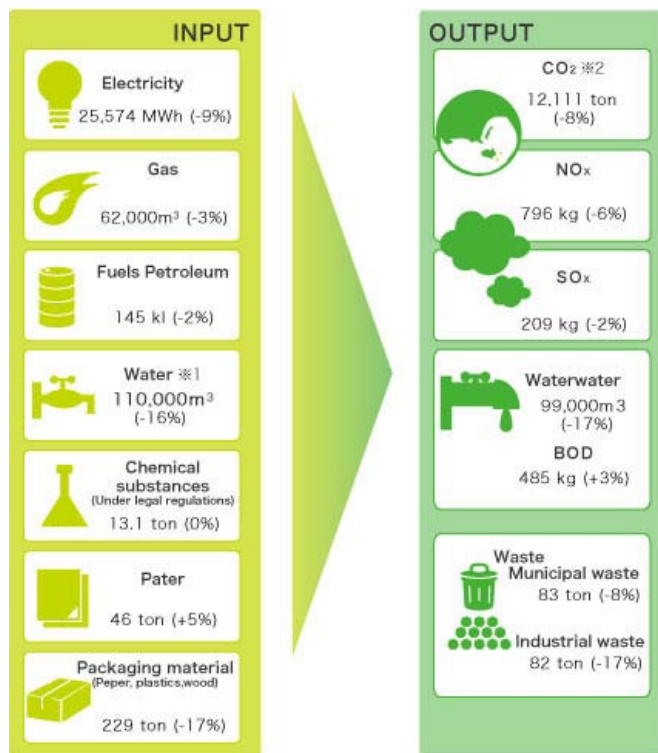
### Environmental Impact Data (2008)

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.

#### Environmental Impact Data

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 2007 are in parentheses.

Environmental Impact Data: 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.



\*1: A major factor for this reduction was the installation of a water-saving flushometer feature on toilets with automatic flush sensors.

\*2: Major factors for this reduction are installing energy-saving air-conditioning systems in some buildings and reducing energy consumption by decreasing the allowable number of overtime

hours.

**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 and EDP paper used at factories and offices
Packaging material:	Wrapping, packing and packaging material for products and packaging material for transportation

**OUTPUT**

CO <sub>2</sub> :	Carbon dioxide generated as a result of using electricity, gas and fuels (CO <sub>2</sub> emission volume was calculated using the conversion factor defined in fiscal 2007 by the Federation of Electric Power Companies of Japan)
NO <sub>x</sub> :	Nitrogen oxides generated as a result of using gas and fuels
SO <sub>x</sub> :	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 at Anritsu Sites(Fiscal 2008)

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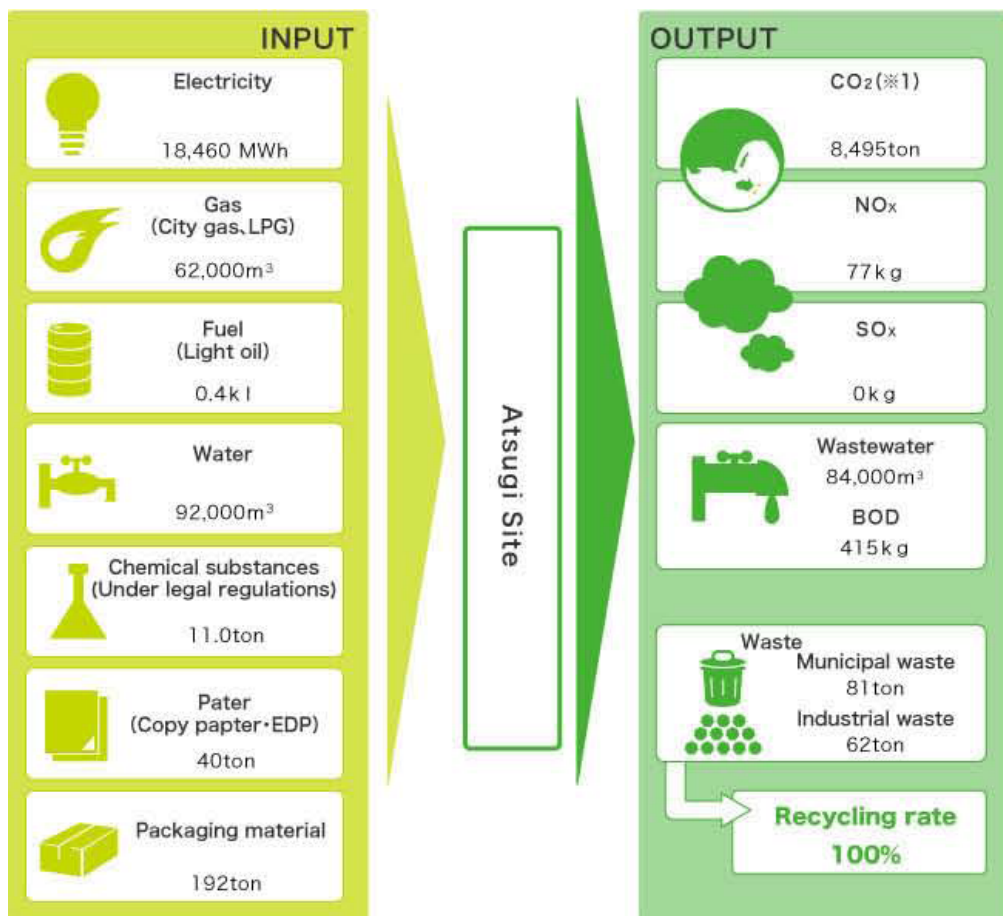


### Group Environmental impact data at Anritsu Sites (Fiscal 2008)

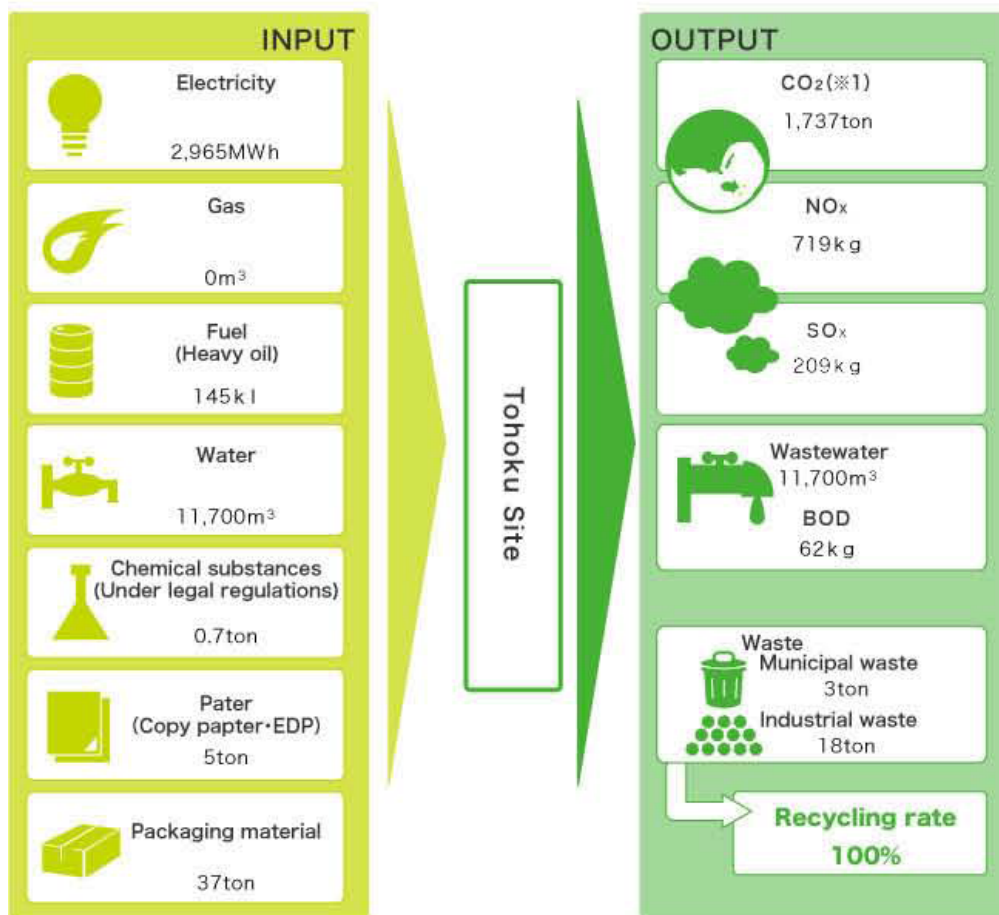
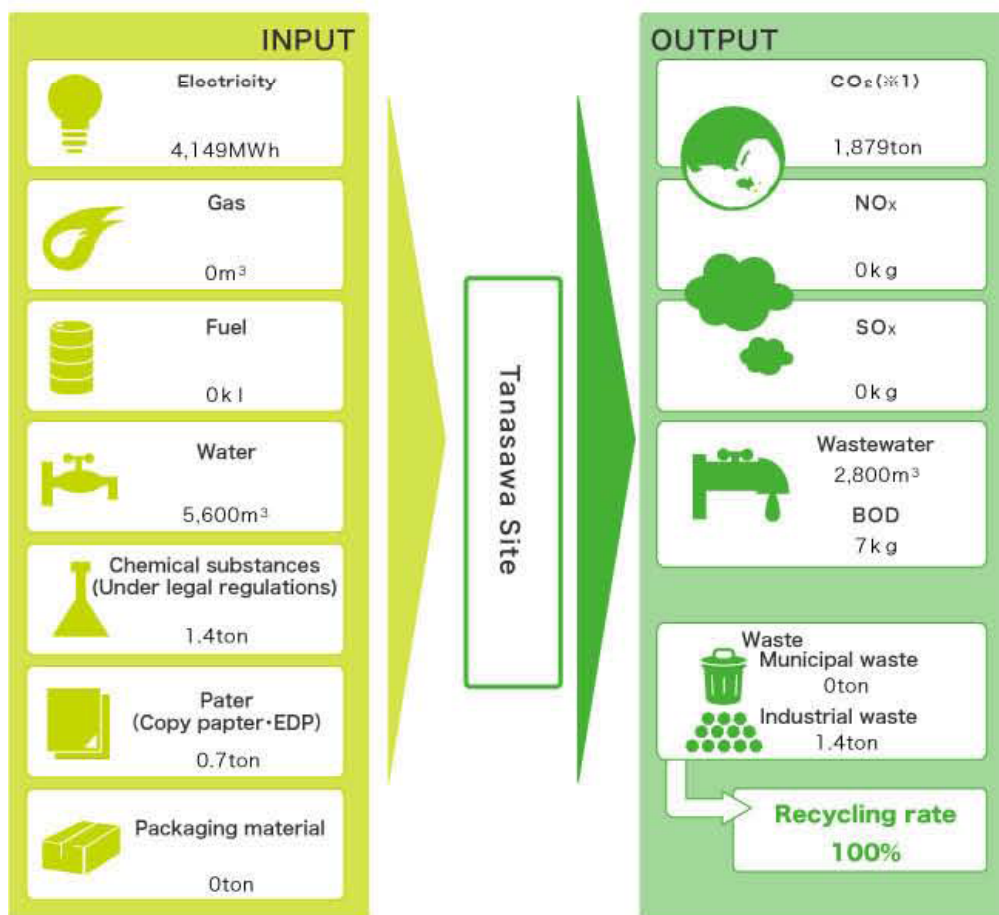


The following chart shows the environmental impact data as a result of Anritsu's business operations(Atsugi+Tanasawa+Tohoku+Anritsu Ltd.(UK)+Anritsu Company(USA)+Anritsu A/S(Denmark) site)

#### Data of Japan







\*1: The calculation of CO<sub>2</sub> emission both Japan and outside of Japan is calculated based on the conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming revised on March 29, 2006. However, CO<sub>2</sub> emission volume of using electricity is calculated based on the conversion factor (Fiscal 2007 0.453) by the Federation of Electronic Power Companies of Japan.

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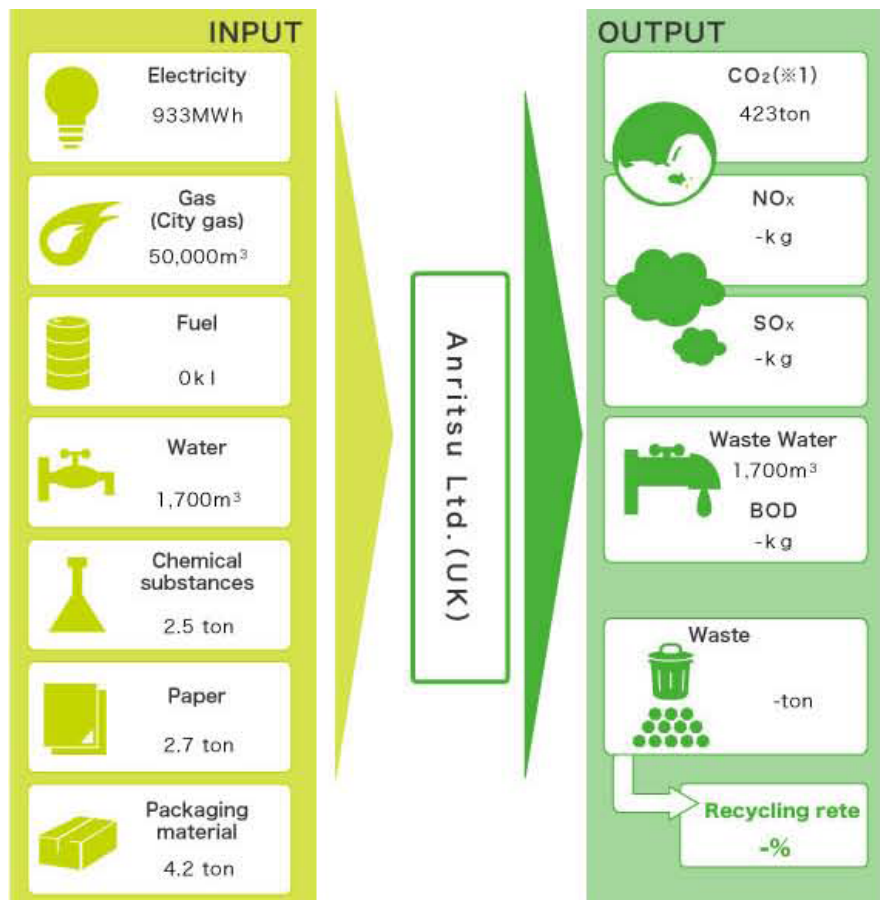


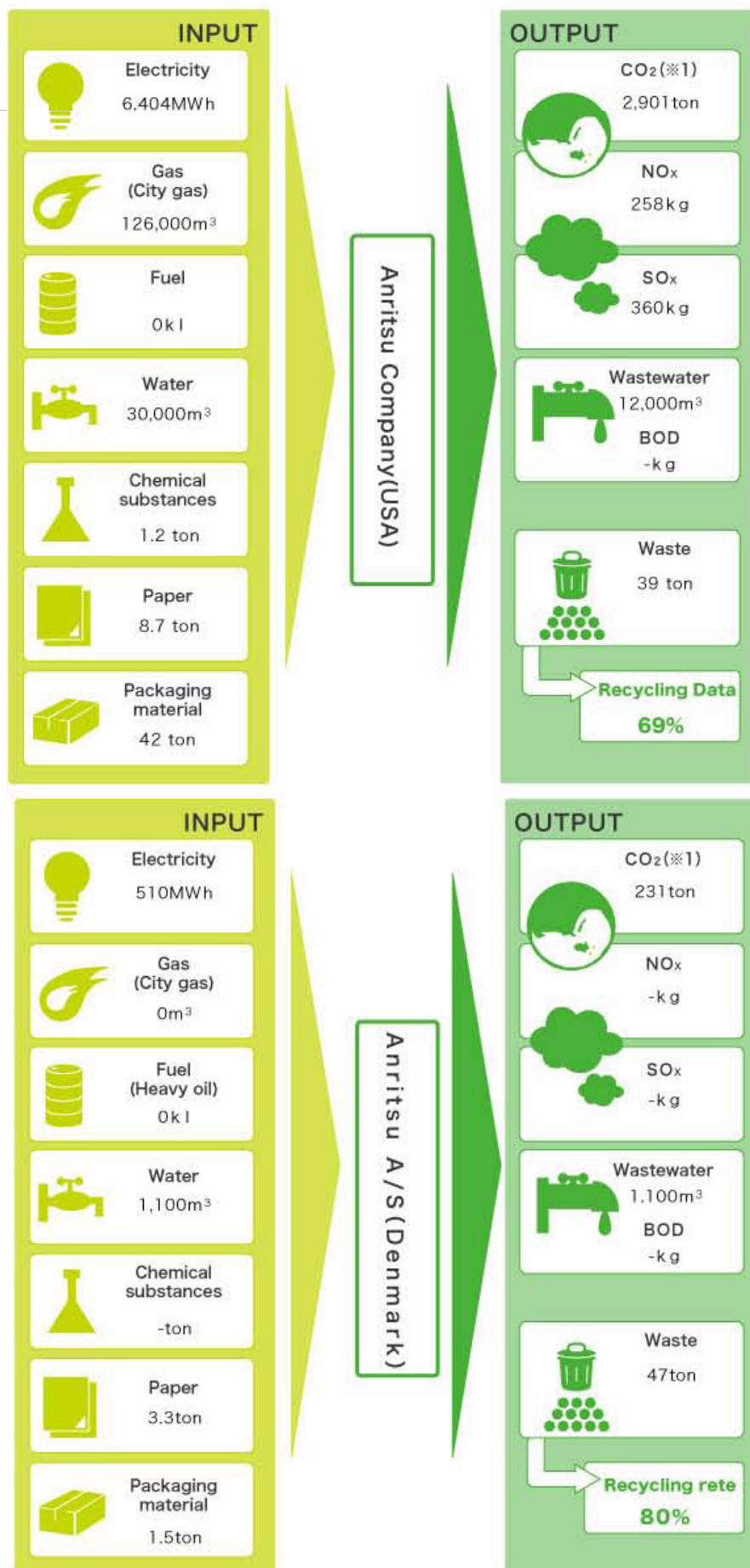
### Group Environmental impact data at Anritsu Sites (Fiscal 2008)



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

#### Data of outside of Japan





\*1: The calculation of CO<sub>2</sub> emission both Japan and outside of Japan is calculated based on the conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming revised on March 29, 2006. However, CO<sub>2</sub> emission volume of using electricity is calculated based on the conversion factor (Fiscal 2007 0.453) by the Federation of Electronic Power Companies of Japan.

[See data of Japan](#)

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### Environmental Data of Each site (Fiscal 2008)

Atsugi site

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

		Emission standard [mg/l]		Measured value [mg/l]		
Item		Regulation value	Voluntary control value	Average	Min.	Max.
pH		5.7-8.7	6.0-8.4	7.4	6.9	7.9
SS		300	120	6.3	0.1	35
BOD		300	180	9.9	0.2	40.7
Normal hexane extracts	Mineral oil	5	3	0.6	0.1	2.2
	Organic oil	30	18	*1		
Iodine consumption		220	90	2.9	0.1	11
Fluorine		8	4.8	0.2	0.1	0.4
Total cyanide		1	0.4	0.04	0.02	0.10
Nitrogen		125	50	1.4	0.1	10.3
Boron		10	4	0.2	0.1	0.3
Chromium		2	0.8	0.1	0.1	0.5
Dissolved iron		10	4	0.1	0.1	0.8
Copper		3	1.2	0.1	0.1	0.3
Zinc		2	1.2	0.2	0.1	0.6
Dissolved manganese		1	0.4	0.02	0.01	0.07
Nickel		1	0.6	0.14	0.02	0.32
Lead		0.1	0.06	0.01	0.01	0.02

\*1. 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)	53
At the western border line			51
At the southern border line			47
At the northern border line			57

**Ground water**

Item	Environmental standard level [mg/l]	Measured value [mg/l]
Trichloroethylene	0.03	0.028
Tetrachloroethylene *2	0.01	0.045
1,1,1-trichloroethane	1	0.0011
1,1-dichloroethylene	0.02	0.004
Dichloromethane	0.02	below the detection limit (0.002mg/l)
Cis-1,2-dichloroethylene	0.04	0.015

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

## Tanasawa site

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

		Emission standard [mg/l]		Measured value [mg/l]		
Item		Regulation value	Voluntary control value	Average	Min.	Max.
pH		5.7-8.7	6.0-8.4	7.5	6.9	7.8
SS		300	120	1.5	0.1	7.0
BOD		300	180	1.5	0.2	5.7
Normal hexane extracts	Mineral oil	5	3	0.8	0.0	2.4
	Organic oil	30	18	*1		
Iodine consumption		220	90	1.2	0.0	3.8
Fluorine		8	4.8	1.2	0.4	1.7
Total cyanide		1	0.4	0.1	0.1	0.1
Nitrogen		125	50	5.0	1.6	7.6
Boron		10	4	0.1	0.1	0.2
Chromium		2	0.8	0.1	0.1	0.7
Dissolved iron		10	4	0.1	0.1	0.8
Copper		3	1.2	0.1	0.1	0.1
Zinc		2	1.2	0.1	0.1	0.2
Dissolved manganese		1	0.4	0.04	0.01	0.14
Nickel		1	0.6	0.09	0.05	0.15
Lead		0.1	0.06	0.01	0.01	0.01

\*1. 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)	56
At the western border line			50
At the southern border line			47
At the northern border line			49

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

Item	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	7.0	6.2	7.4
SS	70	30	3.5	0.0	7.4
BOD	40	20	5.1	0.1	15
Dissolved iron <sup>*3</sup>	10	4	0.07	-	-
Copper <sup>*3</sup>	2	0.8	0.02	-	-
Zinc <sup>*3</sup>	2	1.2	0.05	-	-
Nickel <sup>*3</sup>	2	0.8	below the detection limit [0.01mg/l]	-	-
Lead <sup>*3</sup>	0.1	0.08	below the detection limit [0.05mg/l]	-	-
Number of colon bacillus [piece/m <sup>3</sup> ]	3000	2400	80	0	620

\*3. There are 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 southern border line 1	75 (daytime)	74 (daytime)	60
At the southern border line 2			65
At the eastern border line			43
At the western border line			47

**Ground water**

Item	Environmental standard level [mg/l]	Measured value [mg/l]
Trichloroethylene	0.03	below the detection limit[0.002mg/l]
Tetrachloroethylene	0.01	below the detection limit[0.0005mg/l]
1,1,1-trichloroethane	1	below the detection limit[0.0005mg/l]
1,1-dichloroethylene	0.02	below the detection limit[0.002mg/l]
Dichloromethane	0.002	below the detection limit[0.0002mg/l]
Cis-1,2-dichloroethylene	0.04	below the detection limit[0.004mg/l]

**Air** (Fukushima Prefecture row and Air Pollution Control law)

Item	Emission standard		Measured value
	Regulation value	Voluntary control value	
Smuts[g/m <sup>3</sup> N]	0.3	0.18	below the detection limit [0.005mg/l]
Sulfur oxide[m <sup>3</sup> N/h]	4.37	2.63	0.10
Nitrogen oxide[ppm]	180	170	108

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## Environmental Accounting: Results of Fiscal 2008

In the process of our Management Innovation, the environmental conservation costs were reduced. In fiscal 2008, investment amount was 42.9% lower, and costs were 27.9% lower than those in fiscal 2007. As for global warming prevention, although investment in energy-conservation facilities declined from previous year, the reduction of CO<sub>2</sub> emission was 1,747 tons, which is 47.6% greater than the previous year due to further cutback of overtime work hours in addition to our continuous energy-saving activities such as Cool Biz and Warm Biz.

**Aggregate scope:** Anritsu Corp. and Group Companies in Japan

**Period:** April 1, 2008 to March 31, 2009

Environmental conservation cost					Benefits*1	
Category	Breakdown		Investment (in million yen)	Cost (in million yen)	Economic benefits (in million yen)	Environmental impact reduction benefits
Business area cost	Pollution prevention cost		0 [ 0 ]	9.9 [ 15.9 ]	0 [ 0.0 ]	
	Global environmental conservation cost	Prevention of global warming	2.4 [ 4.2 ]	1.4 [ 18.4 ]	48.1 [ 43.4 ]	1,747 ( t-CO <sub>2</sub> ) [ 1,184 ( t-CO <sub>2</sub> ) ]
	Resource circulation cost	Resource recycling/ utilization activities		83.1 [ 75.7 ]	4.2 [ 3.6 ]	24 ( t ) [ - ] (Reduction of waste by incineration and landfill)
		Waste disposal cost		32.8 [ 35.5 ]	18.7 [ 18.1 ]	
Upstream/ downstream cost	Green purchasing/procurement cost			27.6 [ 41.5 ]	( 26.6 [ 25.7 ] ) *1	( 726 ( t-CO <sub>2</sub> ) [ 702 ( t-CO <sub>2</sub> ) ] ) *1
	Design of environmentally conscious products			23.7 [ 58.4 ]		
	Recycling and treatment of products, containers and packaging			0.6 [ 2.1 ]		
Administration cost	Environmental education/training			13.2 [ 21.4 ]		
	Operation and maintenance of EMS and internal audit			49.0 [ 72.5 ]		
	Environmental load monitoring and measurement cost			17.4 [ 24.2 ]		

	Personnel expenses for environmental management		23.7 [ 24.0 ]		
	Greening and upkeep of greenery		9.1 [ 10.6 ]		
<b>Social activity cost</b>	Support to community groups, environmental conservation bodies, etc.		1.4 [ 1.2 ]		
	Disclosure of information		10.1 [ 7.0 ]		
<b>R&amp;D cost</b>	Research and development to reduce environmental loads		4.4 [ 17.7 ]		
<b>Environmental remediation cost</b>	Cost incurred for recovery from environmental degradation		0 [ 0 ]		
	Total	2.4 [ 4.2 ]	307.4 [ 426.1 ]	71.0 [ 65.1 ] [26.6 (25.7) ]*1	
	Percentage change from FY2007 to FY 2008	-42.9%	-27.9%	+9.06%	

\*1: Estimated environmental impact reduction benefits when products are in use.  
Reduction of electric power: 1,770 MWh [ 1,711 MWh ]

\*2: Figures in [brackets]1 are the results from FY 2007.

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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 | Established environmental conscious design and investigation working group.   |
| 1991 | Atsugi Site received the Japan Greening Center President's Award.   |
| 1990 | Started centralized purchase and distribution of chemical substances.<br>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 | Asugi 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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## Communication with stakeholders

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**Stakeholder communication is crucial for realizing Goals 1 to 3. We believe these communications must properly convey the information required by each stakeholder.**

### Customers

Anritsu emphasizes technical support for customers and promptly responding to complaints. In addition, we emphasize the construction of a framework for future-oriented strategic support and global information sharing to deliver safety and security to customers as well.

**>>Service to customers**

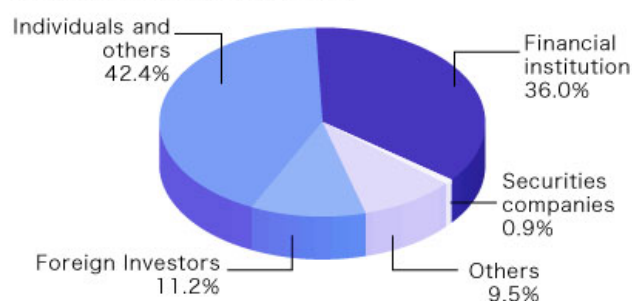
### Communication with Shareholders and Investors

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.

#### Shareholder Composition (as of March 31, 2009)

Anritsu Corporation has 16,601 shareholders. Individual investors account for the largest portion, owning 42.4% of outstanding shares, followed by 36.0% owned by domestic financial institutions and 11.2% by foreign investors.

#### Breakdown of Shareholders

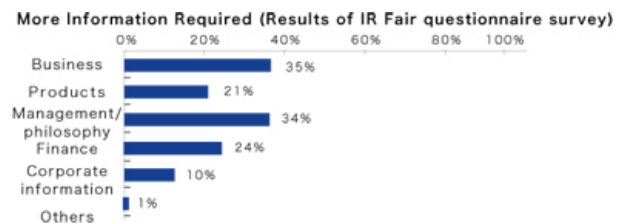
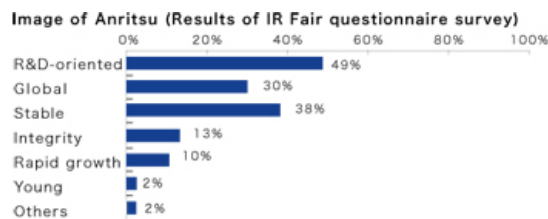


#### Investor Relations (IR) Activities at Anritsu Corporation

In its communications with shareholders and investors, Anritsu Corporation strives to achieve higher shareholder satisfaction by fairly reflecting its corporate value in the stock price and return to stockholders. To this end, under the leadership of the IR Promotion Team of the Corporate Communication Department, the company established a policy of fairly and proactively disclosing accurate information under prevailing laws and regulations, with a stance of sincerity regardless of whether or not the content or environment surrounding disclosure is favorable for the company. We also conduct a wide variety of IR activities including briefings for international institutional investors; participation in exhibitions for individual investors; the convening of roundtable conferences for shareholders; the release of annual reports, business reports as well as other publications; and the timely disclosure of information on the Web.

## Reinforcing IR Activities for Individual Investors

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. To this end, in addition to ongoing information disclosure to domestic and overseas institutional investors, the company proactively communicates with shareholders and individual investors in Japan. Specifically, the company held a shareholders' roundtable conference following the general shareholders' meeting to offer explanation of management strategy by the President and encourage face-to-face dialogue between shareholders and management in the company's product showroom. The company also participated in exhibitions for individual investors in which the President provided company information directly to individual investors followed by a questionnaire survey. We analyzed their feedback and the results of the questionnaire to improve our exhibition materials with a focus on business activities and management strategy requiring more complete disclosure.



## 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. In addition, Daiwa Investor Relations honored the company with an outstanding enterprise award for its investor website for the eighth consecutive year.

## Supplier Column

### Continuing to be a partner that creates a more livable environment

**Yoshihiko Sone**  
Sales Group FSE, PLD Business Division, PALTEK Corporation



Our company has enjoyed doing business with Anritsu, such as supplying semiconductors, for more than 20 years. I highly value Anritsu's QU suggestion mechanism for accepting improvement recommendations and requests from business partners. I understand this approach resulted in the creation of a help desk for promptly responding to consultation requests and problems by having employees of business partners, including our company, regularly visit Anritsu. This system offers benefits to both sides, since we can respond to issues faster and with more concrete solutions than possible over the phone. What I expect from Anritsu: I think it would be even better if we could move in a positive direction through closer contact by not only sharing the results but also

provide feedback into the process and consider alternate ideas in response to suggestions from business partners. I believe Anritsu will help by developing a global infrastructure and creating a more livable environment by pioneering in the market for measuring instruments. I expect Anritsu to continue providing high-performance products to society. Our company would like to support this process as a good partner.

## Employee Column

### Creating a system for facilitating growth

**Keisuke Yamauchi**  
Human Resource Management Team,  
Human Resource and Administration Department, Anritsu Corporation



My responsibilities include overseeing the employment of engineering university graduates, procedures for retired employees, and the employment of the elderly and the handicapped. The Anritsu culture values new ways of thinking and maintains an atmosphere in which younger members are expected to vigorously express their views. Although those in charge of recruitment share a common awareness of how to work with students, specific approaches are left to the individual. So I am intentionally developing my own recruitment style, making the best use of my own creativity. As part of this effort, and with the belief that personnel managers significantly shape a student's impression of the company, I first try to make them feel connected with Anritsu

and then stimulate their interest in its business and products. I feel people skills are really important; what a student thinks about Anritsu can be affected by something as simple as the way an employee greets them in passing, as well as the responsiveness and attitude of human resource personnel. And the process of recruitment is not over once someone is employed. It is important to observe how well people are working and growing after joining the company and recognizing what they need to further improve their performance. I will work to create a system that enables us to see this aspect.



## Column

### Communicating care and understanding for others

Misato Fujii  
Human Resource Management Team,  
Human Resource and Administration Department, Anritsu Corporation

My primary responsibility is working in the New Recruit Education Operational Secretariat. Because this is my second year with the company, I believe I can apply my own experience to the training of new recruits. The thing that most strongly impressed me after joining the company was the



multitude of opportunities for thinking on my own. At first I expected people to teach me about everything; instead they would often ask me what I thought. I feel this environment will help me grow.

I strongly feel the need to create through my work an environment that encourages stronger interest between people in different worksites and departments. I believe having an interest in how people are working in other workplaces would improve the ease and efficiency of our jobs and communication. When we know each other, we naturally care for one another. This would change how I work. For example, I would be more considerate of the situation of coworkers or provide more help when asking them to perform some task. I myself will take the initiative to visit other departments for opportunities to speak face-to-face with as many people as possible.

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## Close connection with local communities

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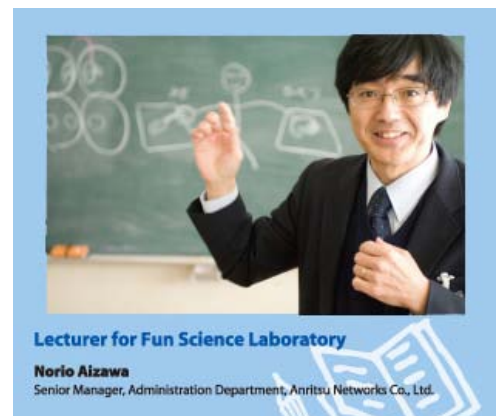
Anritsu engages in social contribution activities through dialogue and partnerships with stakeholders. In the area of youth education support, a priority in our social contribution activities, we hold the Fun Science Laboratory at elementary and junior high schools with Anritsu Group employees as teachers and at the request of Atsugi City, where our head office is located. Anritsu Group companies around the world likewise pursue efforts focused on sustainability to fulfill their responsibility as members of the global society.



### Participation in the Fun Science Laboratory

To counter the trend of growing disinterest in science and technology among children, Atsugi City, Kanagawa Prefecture, where Anritsu maintains its head office, holds the Fun Science Laboratory in the cooperation with local enterprises and universities. Anritsu participates in this activity and has been holding it since 2007 with its employees serving as teachers.

The Fun Science Laboratory at Atsugi Municipal Iiyama Elementary School in March 2009 featured the topic, "The Mechanism of a Battery." To attract the interest of students, we selected a "human battery" experiment as the centerpiece of the event with the cooperation of Sanyo Electric Co., Ltd. A battery can be made with two kinds of metal and an electricity-conducting liquid (electrolyte). The experiment aimed at powering an electronic music box using tinfoil, a spoon and salt water, with students serving as a part of the battery.



Norio Aizawa of Anritsu Networks Co., Ltd. was present on the platform of Iiyama Elementary School to lead the experiment. After explaining the mechanism of a battery, he moved on to the experiment. Students sat divided into groups around desks, placing their left hands, moistened with salt water, on tinfoil and holding spoons in their right hands. The preparations were completed with a student connecting a spoon to the positive pole of the lead of the music box and touching the negative pole with the tinfoil. On a signal, everyone used their spoons to touch the tinfoil at their right. The tune from the music box confirmed the experiment's success.

Once experiencing this initial sense of achievement, students who had found the experiment puzzling continued experimenting with a variety of ideas and modifications. They were so excited that they wanted more time to test their ideas.

Students subsequently sent letters describing how interesting the experiment had been and their excitement when the music box began to play, showing that a battery's mechanism could be learned about in an enjoyable way.

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

CSR Goals	Key Issues from 2009 Report	CSR Issues up to 2009	Objectives for Fiscal 2008	
Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society	Service to customers	CS activities, quality improvement	Anritsu Corp. and Group Companies: (1) Build a global website. • Build a globally unified website for operation from around March 2009. (2) Continue CS improvement based on a global CS questionnaire survey. • Aim to attain 75 points in customer satisfaction index (CSI) mainly through improvement of CS manual, environmentally conscious packaging and reduced delivery time (Japan). • Conduct CS survey and analysis in order to plan and execute more effective and efficient sales promotion measures (USA). (3) Conduct activities to improve global services based on CS survey. • Aim for an average repatriation time of 5 days.	(1) Glob (2) Sing (3) Amer
			Specific objectives were not set for this item.	No conc
	Building of a corporate brand	-----	Specific objectives were not set for this item.	No conc
	Vigorous response to social issues	-----	Specific objectives were not set for this item.	No conc
	Establishment of compliance	Compliance	(1) Continue to strengthen target management for promoting compliance. (2) Discuss a revision of the Anritsu Group Code of Conduct. (3) Review and improve the Helpline. (4) Continue to draft the Code of Conduct that complies with local laws (Group companies outside Japan).	(1) Form (2) Draft (3) Diss (4) Revi
			(1) Continue to evaluate progress of 40 important management measures and carryout improvement activities. (2) Promote security governance in the value chain. (3) Promote employee education activities. (4) Continue promotion of Business Continuity activities. (5) Formulate and enforce global Web security policy.	(1) Integ (2) Reap (3) Reap (4) Deve (5) For t out appr For the the Gro
Goal 2 Maintaining Harmony with the Global Socio-Economy	Promotion of risk management	Information security	(1) Advance coordination with the Group companies in Japan and outside of Japan, and directly provide adjustment and guidance for operation of the internal control system. (2) Raise awareness of internal control among executives and employees. (3) Improve internal control of financial reporting with approval of the external auditors. Note: Objectives for fiscal 2008 were developed based on "Plans for the Future" in "Maintaining Harmony with the Global Socio-Economy" (p. 12) of Anritsu CSR Report 2008.	(1) Inter - Comm (2) Anrit Control - Starte internat Commit (3) Enhs and all s
	Supply chain management	Supply chain	Expand the range of suppliers informed about Anritsu's basic procurement policy and requests. Plan and develop a means of communication for that purpose.	(1) Engh sessions (2) Dev
			(1) Employ people with handicaps. Maintain and improve ratio of employment of, improve facilities for and promote employment of people who have handicaps (Anritsu Corp.). (2) Value employees. Realize family-friendly work environment (Anritsu Corp.). • Reduce overtime work, improve working systems including paid child-raising leave that can be used by male employees; and create a supportive atmosphere in the workplace. (3) Promote awareness of and share information about above objectives (1) and (2) and other related measures among Anritsu Group companies in Japan.	(1) Emp (2) • Res • Cont (3) Surv Group s (4) Adm
	Respect for human rights and promotion of diversity	Protecting human rights/Valuing		

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## Business Outline

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**On the basis of its Original & High Level technologies accumulated over its history of more than 110 years, Anritsu Group operates in such business areas as measuring instruments, information and industrial automation.**

### Outline of Business

Our main test and measurement business has development, manufacturing and sales facilities in many parts of the world for supplying optical, digital, IP and wireless measuring technologies as well as quality assurance solutions for network services. We thus contribute to building the next-generation network (NGN) that integrates networks of fixed phone, data communication and mobile phone with IP technology. Anritsu also provides road and river monitoring systems, video distribution systems, and quality assurance solutions for food, medicine, and printed circuit boards for digital products. We are operating a wide range of businesses to help make society safer, more secure and more comfortable.



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## Independent Review

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### Independent Review

Having the opportunity to exchange opinions with Vice President Yasuyuki Oguma and to sit in on a CSR Promotion Meeting, a CSR Promotion members' meeting, and so forth, I could catch a glimpse of the organization's CSR activities. I was able to observe your scrupulous approach to managing your CSR system and how it was promoted through the concerted efforts of the entire Group.

You analyzed material issues this fiscal year on the basis of this system. While CSR tends to follow a try-to-please-all policy, it actually requires the development of strategies that are closely tied to business operations. I respect the direction you have taken in developing actions focused on material issues. Based on your analysis, you selected 12 material issues and 4 key initiatives; I wonder, however, if it would have been better to further narrow the target and state something like, "What is really important in our CSR activities is this and that."

Looking ahead, I would expect analysis of material issues to trigger discussions at the CSR-related meetings among the entities mentioned at the beginning of the report, and for outcomes of these discussions to take concrete form in the CSR activities of individual departments with clearly identified priorities.

In terms of reporting, you started out by distinguishing the function of the booklet as a digest of the detailed information provided on the website. The digest version is especially impressive in that it does not merely draw out excerpts from the website but liberally incorporates narrative presentations into special feature sections. I believe that introducing your enthusiasm for CSR through representative stories will more effectively convey a strong, concrete message to readers.

Once you have communicated your enthusiasm, the next task is to share information on the results of activities, including performance data. At this stage, I wish you had not depended so completely on the website as a reference point; the CSR report digest should include a sufficient description of indicators to permit evaluation of the activities selected through the materiality analysis mentioned above.

In your "Announcement on the results of early retirement solicitation" on April 27, 2009, you publicly declared tough and urgent management measures, including a workforce reduction of about 250, about 6% of all employees across the entire Group, as of the end of March 2009. Although President Hiromichi Toda mentioned this in the top message of the CSR report digest, it would have been better to summarize these urgent management measures in the body of the report.



**Takashi Fukushima**  
President, Sustainability  
Accounting Co., Ltd.



### Measures for Independent Review

Starting with this issue (the 2009 edition), we will provide detailed information about our CSR activities on our website to overcome the limitations of disclosing information in a printed publication, as noted in last year's independent review. The editorial focus of this printed report is to better communicate our CSR efforts through the spotlighting of four key initiatives to engage reader interest. For this issue, President Takashi Fukushima of Sustainability Accounting Co., Ltd. provided an independent review indicating three areas for improvement. First, he pointed out the need to concentrate more on priority issues. In response, we will delve more deeply into the issues revealed by the materiality assessment and direct the results into concrete business activities. His second point was that we should also explicitly provide performance data in the digest version. We will consider how to best address this issue next year using feedback from stakeholders on this year's report. His third point was that we need to mention our employment adjustment actions in the body of the printed report. We disclosed the related information on a timely basis in the "Announcement of the establishment and implementation of urgent management actions" on January 28, 2009 and the "Announcement of the result of voluntary retirement solicitation" on April 27, 2009. Going forward, we will continue to improve and enhance these efforts as we strive to sincerely respond to and incorporate Mr. Fukushima's comments and stakeholder feedback into our activities. We deeply appreciate your understanding and support.

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### Message from Vice President Oguma



## Responding to social change by fostering company growth through management and communication

**Yasuyuki Oguma**  
Vice President and Director  
Anritsu Corporation

The Anritsu CSR Report marks its fifth anniversary this year. Over this period, social conditions have evolved at a bewildering pace, and we have observed dramatic change in what shareholders consider important, particularly in valuation standards and criteria. I believe it is important for the sake of identifying the next criteria that we further strengthen communication and share information with all stakeholders, including customers, shareholders, investors, business partners and local communities.

We believe our mission is to continue contributing to the building of a safe, secure and comfortable society through our core business; and therefore our business activities in themselves constitute CSR. By clearly defining a unified business strategy that runs throughout the entire organization, we can align our internal management and activities to meet stakeholder expectations.

In our environmental efforts, for example, the major strategy for our operations should be guided by Life Cycle Thinking, that is, preventing global warming and other impacts throughout the product lifecycle rather than resting on the achievement of separate targets.

Since the solution business constitutes the core of our enterprise, stakeholders who are generally unfamiliar with our business may have difficulty understanding how this specific type of business can contribute to society. We will therefore report on our CSR activities clearly and concisely while more actively communicating with stakeholders to further enhance the overall quality of our management and more firmly establish the Anritsu brand. We look forward to and deeply appreciate your continued support.

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### Editorial Policy

Starting with this issue (the 2009 report), detailed information on the CSR activities of Anritsu are reported on the corporate website. The printed version is basically a summary that narrows down material issues for society, stakeholders and Anritsu into four key initiatives and reports on major related efforts through easy-to-understand Special Features.

Guidelines used as reference  
GRI Sustainability Reporting Guidelines 2006

#### Reporting Period

While this report primarily covers the period from April 1, 2008 to March 31, 2009, some activities before and after that period are included.

#### Boundary Definitions

This report covers Anritsu Corporation only or the Anritsu Group Companies, according to specific 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  
August 31, 2009

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