

Approach to CSR

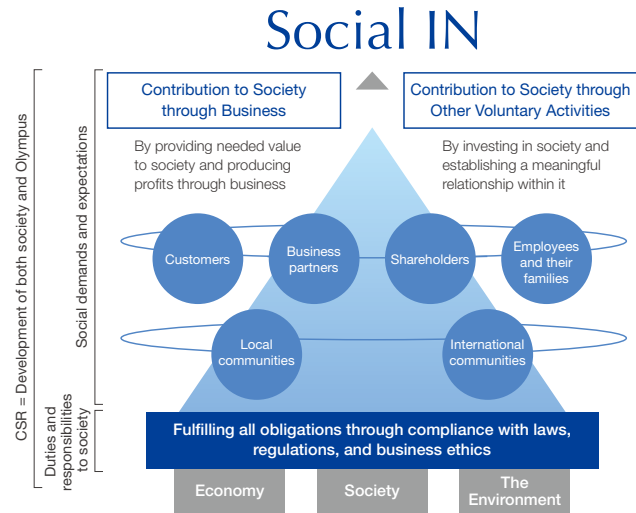
Through its CSR activities, the Olympus Group responds to the needs and expectations of society and fulfills its obligations and responsibilities.

We believe that to justify the continuing existence of Olympus as a company and to help people enjoy healthier and happier lives, we must fulfill our responsibilities through dialogue with all stakeholders (persons and organizations with which we interact through our business activities), including customers, suppliers, shareholders and investors, as well as employees and their families, local communities*, and the international community*.

* Local communities and the international community include general citizens, NGOs, NPOs, and the government.

WEB Additional Information on CSR Activities:
<http://www.olympus-global.com/en/csr/>

CSR Concept of the Olympus Group



Realizing the “Social IN” Corporate Philosophy

As part of its efforts to put the “Social IN” corporate philosophy into practice, Olympus has adopted Corporate Conduct Charter as a guideline for the conduct of all members of the Olympus Group. We have also formulated CSR-related guidelines, charters, and ideals, which are being applied consistently throughout the Olympus Group.

Olympus’ Corporate Conduct Charter

Guided by the fundamental concept of “Social IN” and a keen awareness of our responsibilities as a corporate member of society, and as a company on which diverse people with different cultures and value systems depend, the Olympus Group continues to provide value to society by enhancing people’s lives through the products and solutions that we design and deliver.

At the Olympus Group, we are committed to conducting our affairs with a strong sense of ethics, and accordingly, will strictly comply with all relevant laws and regulations. We have revised Olympus’ Corporate Conduct Charter to serve as the basis for making appropriate decisions and taking responsible actions. All members of the management team and all employees of the Olympus Group hereby pledge to act in accordance with the new Corporate Conduct Charter in their global corporate activities.

INtegrity Integrity in Society

1 Adherence to High Ethical Standards

We will prioritize the spirit of compliance under any circumstances and will never tolerate any action that violates laws and regulations, social norms, or internal rules. We will create an environment within the organization where no concern pertaining to compliance will be ignored. Moreover, we will implement training and provide guidance to all parties concerned.

We will consistently oppose any antisocial force or organization posing a threat to the order and safety of civil society and completely dissociate ourselves from any relation with them.

2 Respect for Human Rights

In all corporate activities, the Olympus Group will respect all internationally recognized human rights and will prohibit forced labor, child labor, or discrimination based on race, beliefs, gender, age, social position, family lineage, nationality, ethnicity, religion, or disability.

INnovation Creating Innovative Value

3 Delivering Innovative Value

Olympus strives to play an integral role in helping people around the world lead healthier and more fulfilling lives. To enhance people’s lives, the Olympus Group will continue to offer innovative value.

To that aim, we constantly seek to provide safe, high-quality products and services that engender loyalty and affection for our brand and that are meaningful to society, while taking sufficiently stringent measures to protect customers’ information.

4 Working Environments with Vitality

The Olympus Group will provide a safe and healthy working environment where individuality and diversity are respected and personal development is fostered. This environment will allow employees to strive for the highest level of skill and knowledge, and enable the innovative creation of value sought by society.

We will aim to create working environments with a high level of transparency in management, to share information without seeking to hide or obfuscate unfavorable truths, and an atmosphere in which free and vigorous discussion is encouraged.

INvolvement Social Involvement

5 Harmony with the Environment

Respecting the importance of people’s safety and health and the essential role of nature in supporting their lives, the Olympus Group will contribute to a healthy environment and pursue sustainable development of society through business activities and technological developments that are in harmony with nature.

6 Contribution to Society

The Olympus Group is always mindful of the impact our decisions have on stakeholders and society, and we will actively seek out the voices of stakeholders, including customers, business partners, shareholders, employees, and communities, and sincerely respond to their questions, concerns, and needs. The Olympus Group regards itself as a citizen in each of the communities where employees live and work, and we recognize the importance of supporting community organizations, programs, and activities.

Additionally, we will always respect the culture and practices of the countries and regions where the Group engages in business.

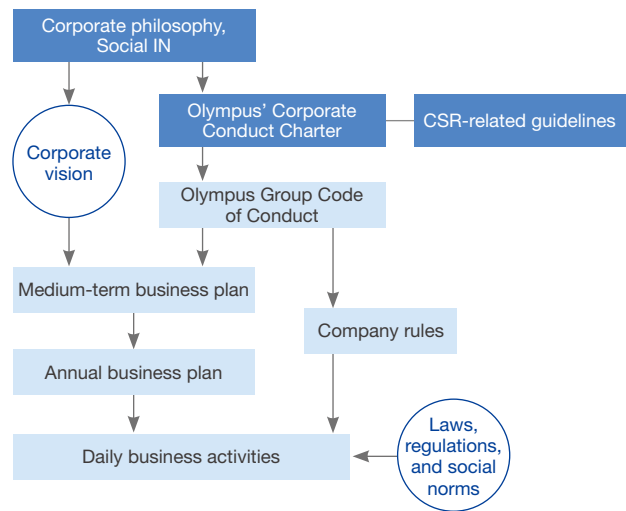
* Olympus Group Corporate Conduct Charter reflects the social responsibility principles required under the latest international guidelines, including ISO 26000, the 10 Principles of the United Nations Global Compact, and the 2011 OECD Guidelines for Multinational Enterprises.

WEB Olympus Group Code of Conduct: <http://www.olympus-global.com/en/csr/olycsr/socialin/principle/policy.jsp>

Linkage between Olympus' Corporate Conduct Charter and CSR Policies

Olympus' Corporate Conduct Charter	CSR-Related Basic Policies, Charters, and Philosophies
INtegrity Integrity in Society <ol style="list-style-type: none"> Adherence to High Ethical Standards Respect for Human Rights 	<ul style="list-style-type: none"> Information Disclosure Policy Information Security Policy Risk Management and Crisis Response Policy Procurement Policy Personal Information Protection Policy Human Rights and Labor Policy
INnovation Creating Innovative Value <ol style="list-style-type: none"> Delivering Innovative Value Working Environments with Vitality 	<ul style="list-style-type: none"> Quality Philosophy Personal Information Protection Policy Human Rights and Labor Policy
INvolvement Social Involvement <ol style="list-style-type: none"> Harmony with the Environment Contribution to Society 	<ul style="list-style-type: none"> Environmental Charter Social Contribution Policy

From Corporate Philosophy to Policies / Plans / Actions



Establishment of a CSR Committee

Olympus established the CSR Committee under the Chairmanship of the president to strengthen its CSR activities and ensure the realization of its “Social IN” corporate philosophy. By assisting the president in his decision making and promoting and monitoring the implementation of decisions, the CSR Committee helps to disseminate and consolidate CSR within the Olympus Group.

Several promotion committees have been established under the CSR Committee. These work with the CSR Committee to study measures and develop plans, and promote their implementation in the functional areas for which they are responsible.

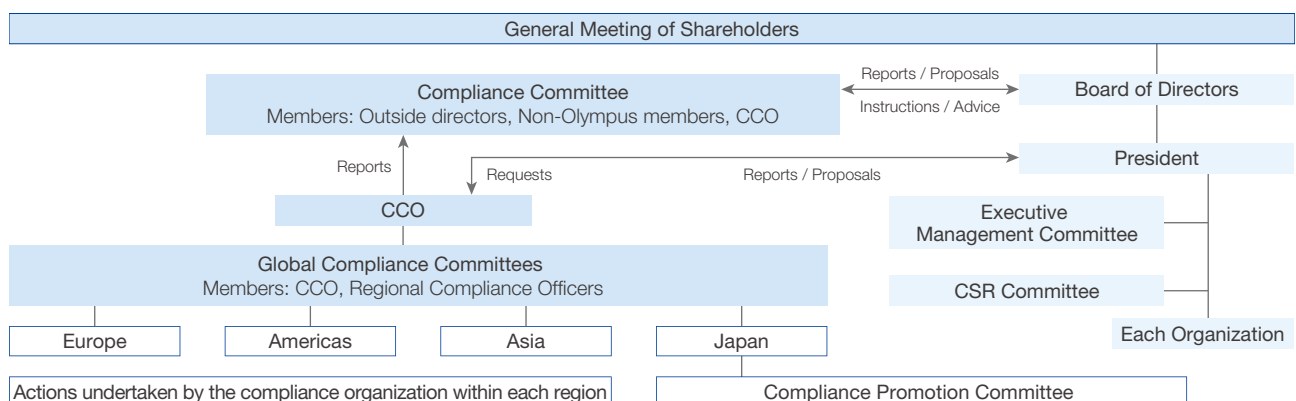
Compliance Promotion Structure

Olympus has appointed a Chief Compliance Officer (CCO) whose task is to clarify compliance-related responsibilities.

We have also established a Compliance Committee, chaired by an outside director and consisting of the CCO and independent members, to advise the Board of Directors. The Compliance Committee works to strengthen

compliance initiatives through its meetings, which are normally held every quarter. Olympus holds quarterly meetings of Global Compliance Committees for compliance officers from each regional headquarters worldwide. The purpose of these committees is to implement compliance-related policies and measures, identify issues, and enforce countermeasures as required, both globally and regionally.

Compliance Promotion System



INtegrity **1** Adherence to High Ethical Standards **2** Respect for Human Rights

Practicing Stringent Compliance Suited to a Global Company Our goal is to meet the expectations and demands of society and to demonstrate our “integrity in society.”

“INtegrity” (integrity in society) is one of the three INs that make up “Social IN,” the corporate philosophy presented by the Olympus Group. “INtegrity,” the term presented by the new organizational structure that was established in April 2012, is to be employed in the revision of Olympus’ Corporate Conduct Charter and Code of Ethics. The Company believes that it must realize the importance of this principle in exploring its policy direction. A particularly important application of INtegrity in actual practice is compliance. Olympus has focused great attention on reinforcing compliance as a top priority issue.



Masahito Kitamura
Chief Compliance Officer (CCO)
Executive Officer

WEB Integrity in Society / Respect for Human Rights (INtegrity):
<http://www.olympus-global.com/en/csr/integrity/>

Global Compliance Promotion Structure and Our Initiative

Since the first Global Compliance Meeting was held in May 2012, the Committee met a total of 14 times as of June 2015. The policies and measures issued and confirmed by the Committee have been implemented in line with each regional organization, and compliance efforts are being promoted under each Regional Compliance Officer (RCO).

Messages from the Regional Compliance Officers

Europe, the Middle East, and Africa

Our region, including Europe, the Middle East, and Africa, is a complex one with diverse cultures and languages, and each has different local legislative requirements. To have a compliance management system that is cohesive and efficient, we have introduced a matrix-style management approach that includes the appointment of dedicated sub-regional compliance managers and investment in IT infrastructure.



Olympus Europa SE & Co. KG
John Rowe

Americas

Over the past few years, it has been very rewarding to see the way the diverse companies of Olympus have worked together to build a more unified culture of integrity throughout the world. There have been many positive changes in governance, communications, business methods, and management process. On a global scale, by cultivating integrity with patience and grit, Olympus has created many benefits for our employees, investors, and society as a whole.



Olympus Corporation of the Americas
Kevin J. Dill

Asia

Through our compliance activities in the Asia and Pacific region, a very strong message has been sent to our customers, and it acts as further assurance of our striving for excellence. Accordingly, we have been setting up a new compliance structure and have been putting huge efforts into implementing new rules, policies, and guidelines. As business in our region is growing very rapidly, we plan to provide more training and education to our employees.



Olympus Corporation of Asia Pacific Limited
Noboru Takagi

Japan

We have worked to maintain and improve compliance in each region based on common schemes through the development of our Global Compliance Management System (GCMS) and the plan-do-check-act (PDCA) cycle process. Self-assessment and monitoring results show that improvements are being made. In Japan, we are progressing steadily through the Compliance Promotion Committee.



Olympus Corporation
Masashi Tanaka

Olympus Products Help Society—The Underlying Power of Training Programs in Manufacturing

Olympus contributes to society through its three business domains—medical, scientific solutions, and imaging—by producing a range of products including endoscopes used for gastrointestinal examinations and treatment, biological microscopes indispensable for leading-edge scientific research, and digital cameras that enrich people’s lives through photography. Such products are created using advanced manufacturing technologies unique to Olympus and the many human resources who support and operate this technology.

WEB Delivering Innovative Value / Working Environments with Vitality (INnovation): <http://www.olympus-global.com/en/csr/innovation/>



Features of Olympus Manufacturing

Olympus manufacturing features “high precision & extreme compactness” and “high-mix, low-volume” production. For example, the smaller range of endoscopic lenses need to be polished with micrometer (1/1,000 mm) accuracy. The technologies that produce such high-precision components, as well as stably securing both optical and mechanical quality, enable Olympus to create extremely compact and precisely engineered products. These products are also

produced in a high-mix and low-volume manner. In other words, although there may be a variety of models and combinations, the number produced can still be as small as only several per year.

Such “high precision & extreme compactness” and “high-mix, low-volume” production, which cannot easily be automated, are supported by our technicians and their advanced manufacturing skills.

Manufacturing Technicians Training Program

Olympus regards manufacturing technicians as an important source of our added value. The skills of such technicians are categorized into six levels and staff are encouraged to improve their skill level in a planned manner. We group the technicians with skills of level 1 to 3 into “General Technicians”

and those with skills of level 4 or greater as “Advanced Technicians.” Advanced Technicians are certified as a Manufacturing Advisor (MA) at level 4, Manufacturing Supervisor (MS) at level 5, and Manufacturing Master (MM) at the final level 6. Training is given according to each level, from newly joining staff members to MM technicians.

Case Studies

Case Study 1

Skill Dojo to Accelerate Skill Acquisition and Develop Factory Technicians

In each of our factories, we plan and create training programs as required to suit the different level of skills of the technicians and the types of work carried out in the factory. *Skill Dojo* (Skill School) is a training program specializing in the skills required in different workplaces. In the *Skill Dojo*, Advanced Technicians play the role of *Dojo-nushi* (school master), *Shihan* (lecturer), and *Shihandai* (assistant lecturer) and pass skills person-to-person to trainees. The individuals’ skills improvement at *Skill Dojo* also maintains the skill level in each workplace.



Case Study 2

Aiming to Become an Advanced Technician from a General Technician

An Advanced Technician is required to have a wide and deep manufacturing knowledge. They are expected not only to continue to refine their acquired skills but also to have the ability to adapt to more complex work—such as a new product startup or process design for prototype production. Good communication skills and instructional abilities are also essential as they are responsible for training the next generation to ensure that skills are passed down for the future.

Olympus trains such Advanced Technicians by (1) internal and external qualification systems, (2) participation in Companywide skill competitions and the National Skills Grand Prix, and (3) providing external training courses.

Involvement 5 Harmony with the Environment 6 Contribution to Society

Medical Care Awareness Activities around the World

Olympus' mission in the Medical Business is to continue contributing to a medical environment that care for both the physical and mental health of people around the world. We not only develop equipment for early detection of cancer and minimally invasive therapies that reduce the burden on patients but also engage in activities to promote awareness of citizens toward cancer screening and various other health awareness promotion activities around the world.

WEB Social Contribution Policy and Activities:
<http://www.olympus-global.com/en/csr/involvement/>



Activities around the World

Activities in Europe

Olympus participates in a variety of social activities in Europe. In Germany, Olympus Europe SE & Co. KG supports the media campaign for colon cancer screening organized every March by the Felix Burda Foundation.

In the U.K., Olympus KeyMed (Medical & Industrial Equipment) Ltd. has been providing both financial and in-kind support for more than 15 years to the U.K. Beating Bowel Cancer charity to raise colon cancer awareness. In fiscal 2015, Olympus aided in the production of 48,000 leaflets and 17,000 posters on colon cancer.



Felix Burda Foundation's media campaign

Activities in China

Olympus (China) Co., Ltd., has promoted gastrointestinal health awareness since 2008, organizing various events and communicating information in the area.

For example, Olympus Public Health Salon organizes lectures for middle-aged citizens aged 45 to 60 in various parts of China, inviting physicians in the field of gastroenterological medicine as speakers. These lectures are designed to encourage citizens to have regular gastrointestinal screenings. In fiscal 2015, lectures were held in nine cities, including Guangzhou, Nanjing, Dalian, and Chengdu, with the total number of participants exceeding 1,000.



Olympus Public Health Salon

Activities in the the United States

Olympus Corporation of the Americas (OCA) designates March as "Colon Cancer Awareness Month" and organizes various awareness-raising activities. In addition to education and awareness efforts directed at employees, their families and friends, and their local communities, OCA makes contributions to such charitable organizations as the Colon Cancer Coalition. In fiscal 2015, the company raised funds totaling US\$21,348.



Colon Cancer Awareness Month activities

Activities in Japan

In Japan, Olympus is an official supporter of the non-profit organization Brave Circle Steering Committee, which organizes the Brave Circle Campaign to eradicate colorectal cancer. In fiscal 2015, the Committee supplied booklets promoting wider awareness of colorectal cancer screening and complete checkups to roughly 1,000 prefectural and municipal governments. Additionally, it provides management, materials, and know-how for organizing the "Colorectal Cancer Quiz Rally" to 210 prefectural and municipal governments to communicate the importance of such medical checkups to the citizens at large.



Colorectal cancer screening promotion booklet by Brave Circle Steering Committee

Approach to the Environment

Environmental Management

We are working under the Olympus Group Environmental Charter to maintain a healthy environment and contribute to the creation of a society capable of sustainable development by establishing environmental management systems and reducing environmental loads.

WEB Environmental Management:
<http://www.olympus-global.com/en/csr/involvement/management/>

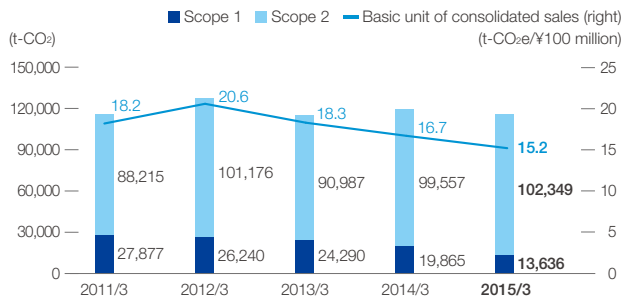
Product Initiatives

• CO₂ Emissions Reduction

CO₂ emissions volume decreased 3% year on year in fiscal 2015

The majority of the energy consumed by Olympus is in the form of electricity. In order to reduce electricity usage, we are promoting energy-saving activities in daily operations, introducing renewable energy, and developing manufacturing technologies that use less energy and resources. In this manner, the Company is working to reduce the environmental impact of its manufacturing operations.

CO₂ Emissions at Manufacturing Sites *1,2



*1. Scope: Olympus Corporation and its domestic and overseas subsidiaries (excluding those of small scale)

*2. Olympus reports in the following categories under the GHG Protocol.

Scope 1: Greenhouse gas emissions resulting from the direct use of fossil fuels

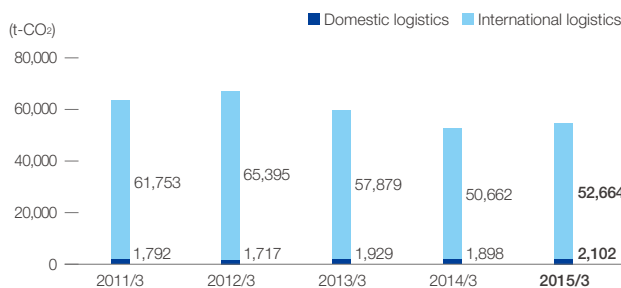
Scope 2: Greenhouse gas emissions resulting from secondary utilization, such as the purchase of electric power

• Logistics-Related Initiatives

Volume of CO₂ emissions from logistics increased 4% year on year in fiscal 2015

Olympus is working to reduce CO₂ emissions from logistics by lowering transportation loads through the reduction of product and packaging weights, improving transportation efficiency, and accelerating the modal shift toward transportation methods that produce less CO₂.

Transportation-Related CO₂ Emissions

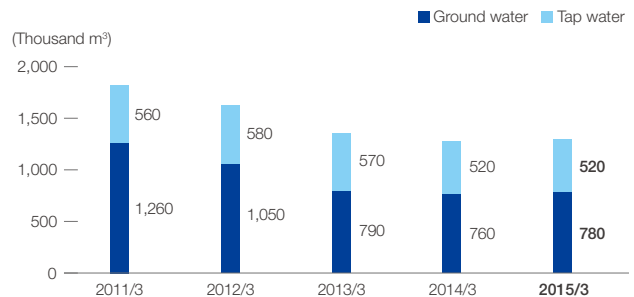


• Water Resource Preservation

Water usage volume increased 2% year on year in fiscal 2015

Olympus uses water to wash product components. To reduce water usage, the Company is continually developing production methods that require less water and inspecting equipment to prevent leakage. We are also working to minimize environmental impacts by monitoring wastewater treatment facilities and conducting appropriate maintenance and by managing the quality of wastewater.

Water Use



• Effective Utilization of Resources

Waste emissions volume reduced 1% year on year in fiscal 2015

Olympus continues to pursue higher resource productivity in its manufacturing activities through efforts on various levels. These efforts include the contraction of disposal at landfills, the improvement of recycling ratios, the reduction of processing losses, and the design of products to minimize waste.

Waste Emissions and Recycling

