

## Clear Corporate Social Responsibility

### ENVIRONMENTAL ACTIVITIES

#### Environmental Management System

Hoya's environmental protection activities got underway in 1976 with the establishment of pollution countermeasure committees at each facility. In 1993, the Group drew up its Environmental Philosophy and a set of Fundamental Environmental Principles. The next step came in 1996 with the formulation of the Group Environmental Management Regulation, on which Hoya's environmental protection system is based. The Conference of the Environmental Office, the most senior body of the system and responsible for all environmental decisions, was headed up by the Company's chief executive officer. However, in October 2008 the Company merged its environmental protection and occupational safety and health systems, abolishing both the Environmental Management Regulation and the Conference of the Environmental Office. Environmental protection activities are now carried out under a new system headed up by the Hoya Group Director for Environmental Protection, Occupational Safety and Health.

#### Examples of Activities Aimed at Reducing Environmental Impact and Risk

- Activities to Reduce Waste Disposal Volumes and Increase Waste Recycling

(1) Reducing effluent volumes

Hoya has reduced effluent volume at the facility in Hachioji, Tokyo by separating the water from the effluent using an evaporation process and further reducing the flow of the recovered water by introducing a volume reduction unit.



Collecting tank for waste fluid generated from lens cutting

(2) Recycling plastic chip waste

In a section of the Thailand plant, the discharge methods and disposal contractors used for waste, primarily plastic chip waste, were revised based on methods used in Japan, enabling the recycling of waste that previously had been disposed of as landfill as source of energy. In implementing these measures, the Company took particular care to comply with laws and regulations and avoid any secondary pollution impact from harmful substances. As a result, by the end of March 2009, the section of the Thailand plant had increased its recycling of discharged waste by about 74%, and reduced its waste discharge, including non-plastic waste, by approximately 27% compared to the previous year.



A Secondary battery recycling box

(3) Equipment for collecting intensively waste fluid generated from lens cutting

Hoya's facility in Koka, Shiga Prefecture switched their method of collecting waste fluid generated from the lens polishing process from drum cans to a collection tank. Eliminating the need to transport the drum cans also substantially reduced the risk of oil leakage.

(4) Recycling portable rechargeable batteries

As a member of the Japan Portable Rechargeable Battery Recycling Center (JBRC), a cooperative for recycling small rechargeable batteries, Hoya promotes battery recycling activities. The Company has installed a recycling box at the Itabashi facility in Tokyo to recycle batteries.



A PET bottle cap recycling box

(5) Collecting PET bottle caps

Hoya collects PET bottle caps at the facilities as part of their environmental activities. The collected caps are sold to recyclers and the revenues put to use to send vaccines to children in developed countries through a nonprofit organization (NPO).

- **Steps Taken to Reduce Use of Chemical Substances**

Hoya has replaced the silica gel used in packaging certain products for transport to maintain quality with another desiccant. This decision was made in light of the EU's REACH regulations, which specify the cobalt chloride used in silica gel as a substance of very high concern.

The facility in Hachioji, Tokyo voluntarily reduced the amount of isopropyl alcohol used in their product washing process. Japan's Ministry of the Environment acknowledged these efforts to reduce VOCs (volatile organic substances) with a certificate of commendation.



Certificate of commendation for efforts to reduce VOCs

- **Efforts to Reduce Environmental Impact of Operations on Surrounding Areas**

- (1) Measures to reduce leakage

Previously, there was a risk that the hydrofluoric acid effluent used in production processes at the facility in Akiruno, Tokyo could leak under unusual conditions due to the small capacity of the collection tank. In response, Hoya increased its emergency preparedness by installing an additional, larger tank to ensure that accidental leakage could be prevented even in extraordinary circumstances.



Tank for collecting hydrofluoric acid waste fluid

- (2) Measures for tanks and distribution lines

To prevent the risk of leakage, Hoya has been proceeding with checking tanks and distribution lines throughout its operations. In addition, the Company is replacing buried distribution lines with aboveground lines.

- (3) Steps to improve and restore soil quality

Because the facility in Koka, Shiga Prefecture uses harmful substances, such as hydrofluoric acid, the Company has elected to conduct voluntary checks for soil contamination. Soil tests are now run on all ground other than under buildings. Results are analyzed to ensure that each indicator falls within allowed standards.

- (4) Establishing inspection wells

As a result of the enforcement in August 2008 of a revised pollution prevention bylaw in Shiga Prefecture, Hoya is now required to test and report on the quality of the ground water at all facilities in that prefecture that handle harmful substances.

Consequently, to enable us to obtain and measure samples of ground water, the Company built an inspection well at its Koka facility. Going forward, tests will be conducted annually, and the results reported to the prefectural governor.



Inspection well for the collection and testing of groundwater

- **Measures to Handle Asbestos Building Materials**

Measures to handle asbestos building materials are one of the Group's priorities. All sprayed asbestos had been either removed or effectively contained by March 2008. Non-sprayed asbestos building materials are also being gradually removed. At some facilities, the Company removed asbestos building materials used in the insulation material in roofs. When removing these materials, great care is taken to address safety and health considerations, with producing and utilizing asbestos removal checklists.

## Introduction of Environmental Management Systems (ISO 14001 Certification)

Since October 1996, Hoya has been introducing ISO 14001 environmental management systems both in Japan and overseas, with focus on production facilities. Group-wide, a total of 42 sites (13 domestic sites and 29 overseas sites, as of March 31, 2009) were certified under ISO 14001 standards.

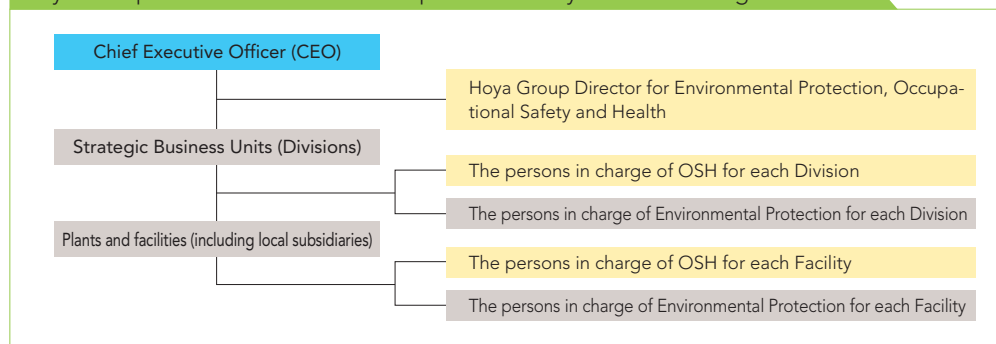
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### OCCUPATIONAL SAFETY AND HEALTH INITIATIVES

#### Occupational Safety and Health System

In 1995, the Hoya Group formulated its Occupational Safety and Health (OSH) Principles and Basic Policy, under which the Group continued its OSH activities at its domestic facilities and began them at its overseas plants and facilities. The Hoya Group Environmental Protection and Occupational Safety and Health management system was set up to ensure the smooth and effective implementation of these activities.

#### Hoya Group Environmental and Occupational Safety and Health Organization



Training on introduction of machinery safety standards



An OSH audit underway



Hands-on safety training at an OSH Asia Meeting

#### Safety Activities

- Establishing an Occupational Safety and Health Management System

To ensure the safety and health of its employees, Hoya has established an occupational safety and health management system based on the Occupational Health and Safety Assessment Series (OHSAS) 18001 standards. As of March 31, 2009, nine facilities in Japan and 29 facilities in 17 countries overseas have been certified under OHSAS 18001, a process that began in March 2002.

- Measures to Ensure Machinery and Equipment Safety

In April 2005, with the aim of preventing accidents related to operating machinery and equipment, the Hoya Group Machinery Safety Standard was issued. Within the field of occupational safety measures, Hoya is prioritizing implementation of risk reduction measures for machinery and equipment right from the design stage.

- Implementing OSH (Occupational Safety and Health) Audits

To improve and enhance the performance of occupational safety and health systems, audits are conducted on a regular basis at facilities in Japan and overseas by a director and staff of the Hoya Group Environmental Protection and OSH.

- Promoting OSH Activities by Global Staff

In order to promote sharing of information, education, and communication, Hoya periodically holds OSH staff meetings.

In June 2008, Hoya held the 3rd OSH Asia Meeting in Tokyo. About 50 participants attended the meeting, from 23 facilities in Japan and overseas. During the meeting, which ran for three days, participants reaffirmed Hoya's safety policies, studied assessment methods for chemical substances, visited a local production base, and attended hands-on safety training seminars taught by outside educational institutions.

For the future, through cooperation with subsidiaries in Asia, Europe, North America, and other regions, Hoya is planning to further strengthen its OSH management system and to enhance the performance of occupational safety and health.

## Health Promotion Activities

### • Mental Health Measures

With the help of industrial doctors, Hoya has implemented measures to raise mental health awareness through mental health courses for managers and supervisors and for regular employees. Based on the Hoya Group Mental Health Measures Guidelines, the Company has also established a system to ensure thorough care by managers and supervisors with the support of staff in charge of personnel and industrial doctors.

### • Measures to Prevent Excessive Work

In compliance with the 2006 revision of the Industrial Safety and Health Act, Hoya has created and implemented excessive working hours standards. Employees who exceed these standards meet with physicians (industrial doctors) and address the problem through work management (overseen by a personnel officer or other on-site supervisor) and healthcare management (industrial doctors) programs.

### • Special Health Checkups and Healthcare Instruction

Since 2002, Hoya has run a lifestyle habits improvement program for employees designed to prevent metabolic syndrome. In the fiscal year under review, the Company held special health educational seminars and lifestyle habits improvement programs to prevent metabolic syndrome for approximately 360 employees.

### • Healthcare Management for Employees Assigned Overseas

To provide healthcare management for employees assigned overseas, industrial doctors meet with employees and their families before they leave Japan to provide hygiene education and discuss health care while they are overseas. In addition, industrial doctors pay periodic visits to facilities and to discuss health care and other issues as necessary with employees located overseas.

### • Measures for New Influenza Strain

Since April 2009, Hoya implemented measures to deal with the epidemic of the new strain of influenza that spread to the world. Based on its existing manual for infectious diseases crises and led by the Influenza Infection Crisis Management Team, Hoya has responded to the raising of the WHO alert level by implementing general anti-infection measures (such as hand-washing, gargling, and use of alcohol disinfectants), measures to limit the travel by employees and their families, and to establish business continuity planning (BCP).