

ESG Positioning and Initiatives (Opportunities and Social Responsibilities)

In keeping with its Basic Business Philosophy, Panasonic aims to help achieve an “ideal society” with affluence both in matter and mind, or in other words, a sustainable society. And so that we can gain the acknowledgment of customers and society, we are working hard to strengthen our competitiveness. By generating profits as a reward for the contributions we make and enhancing our corporate value, we aim to make management itself “sustainable.” This is also known as ESG management or sustainability management and we consider this is precisely about implementing our Basic Business Philosophy.

Main opportunities and social responsibilities	Opportunity	Items that contribute to the enhancement of corporate value
	Social responsibility	Items that minimize the risk of damage to corporate value

Environment	Opportunity	Contribute to growth in businesses related to the environment and energy with the use of clean technology, such as energy-saving, battery, and hydrogen technologies
	Social responsibility	<p>Energy: Combat climate change in various ways, including compliance with more stringent regulations mainly on energy efficiency</p> <p>Resources: Promote manufacturing to achieve a recycling-oriented society, including the recycling of factory waste</p>
Human resources	Opportunity	Contribute to strengthening business competitiveness through the development of management executives, human resources development and promotion of diversity, and the creation of organizations and culture
Corporate citizenship activities	Opportunity	As corporate citizens, the Company and its employees work on solving social issues and contribute to business growth mainly by enhancing brand value and tapping new markets
Human rights and occupational health and safety	Social responsibility	Abide by all labor laws and regulations, respect basic human rights, including the prohibition of forced labor, child labor, and all forms of discrimination, and develop safe and comfortable workplace environments
Responsible procurement	Social responsibility	Establish sustainable supply chains by working together with suppliers to promote procurement activities that fulfill social responsibilities concerning mainly legal compliance, human rights and labor issues, health and safety, and global environmental conservation
Product quality	Social responsibility	Improve product quality and ensure product safety, observe product quality compliance, and engage in optimal manufacturing for every product
Compliance	Social responsibility	Establish a global infrastructure, foster a compliance culture, and promote the use of a global hotline, aimed at preventing compliance violations such as competition law violation, bribery and corruption
Risk management	Social responsibility	Perform risk assessments to identify major risks that may affect business management and strengthen corporate-wide risk response capabilities through a process of reporting to the Board of Directors, monitoring the progress of countermeasures, and making improvements
Corporate governance	Opportunity	Transfer considerable authority to Divisional Companies (from April 2022, operating companies) and facilitate more efficient and timely decision making by having the Board of Directors (from April 2022, the Board of Directors of Panasonic Holdings Corporation) concentrate on determining Group management policies, such as Group strategies and reforms to the basic organizational structure
	Social responsibility	Contribute to solving social issues as a Group by incorporating into Group management such elements as stronger sustainability in Group governance with more effective function-focused governance and Group audit structure, the promotion of diversity, inclusion, and equity (DEI), and respect for human rights

For more details, please refer to the material “Group CEO Briefing (Sustainability Management)” held on January 6, 2022.

<https://www.panasonic.com/global/corporate/ir/presentation.html>

The Basic Business Philosophy of the Panasonic Group is posted on our website at the following address.

<https://www.panasonic.com/global/corporate/management/philosophy.html>

Related information

This Annual Report

Message from the Environmental Compliance Administrator (p.55)

Contributing to solving climate change issues in the fields of energy and resources

Initiatives towards the Environment (p.56-58)

Environmental sustainability management / Energy-related initiatives / Resources-related initiatives / Response to TCFD

Message from the CHRO (p.37-38)

Spearheading the challenges of operating divisions with people, organizations, and corporate culture that respect diversity

Initiatives regarding People, Organizations, and Corporate Culture (p.59-60)

Self-determined career formation / Promoting DEI / Creating safe and secure workplaces

Responsible Procurement Activities (p.61-62)

Procurement policy / Panasonic Supply Chain CSR Promotion Guidelines / CSR self-assessments / Clean procurement / Responsible minerals procurement / Environmental Initiatives

Message from the CIO (p.35-36)

DX in the Panasonic Group:
Panasonic Transformation (PX)
Bringing happiness to life. Bringing happiness to work. It's digital, it's our value.

Message from the Chairman of the Board (p.7-8)

Continuing to reform governance for sustainable growth and enhancement of corporate value

Messages from Outside Directors (p.41-44)

Directors, Audit & Supervisory Board Members, and Executive Officers (p.45-48)

Corporate Governance Structure and Initiatives (p.49-54)


The Company considers corporate governance to be a key foundation for increasing its corporate value and will continue to strengthen governance, including enhancing the discussion of business strategies by the Board of Directors


Other

Sustainability Data Book

 [Environment: Policy](#)

Sustainability Data Book

 [System for the Promotion of CSR Activities](#)


 [Human Resources Development and Promotion of Diversity](#)

 [Respect for Human Rights](#)

 [Occupational Health and Safety](#)

 [Responsible Supply Chain](#)

 [Raising Product Quality Levels and Ensuring Product Safety](#)

 [Fair Operating Practices](#)

 [Risk Management](#)

 [Information Security and Protection of Personal Information](#)

Website

[Corporate Citizenship Activities](#)

 [Corporate Governance Report](#)