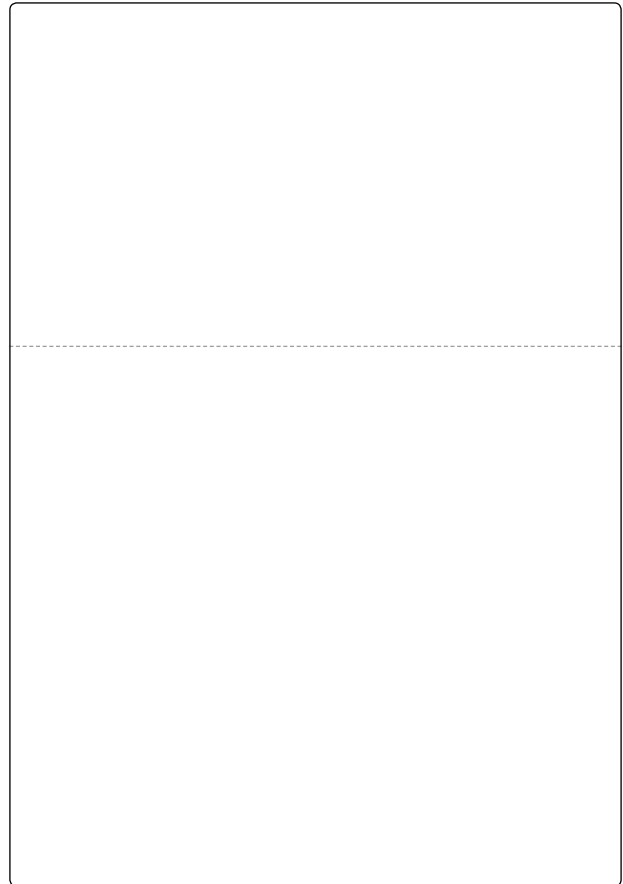


Compliance/Risk Management

Compliance Promotion Structure



We have established the Compliance Reporting and Consultation System, with an outside lawyer acting as the contact, so that employees (including contract employees, temporary staff, and retired employees) of the Company and domestic subsidiaries can seek advice or report concerns.

The Group works to ensure that employees know how to use this system by providing information on it via such means as the Company intranet, Kawasaki Group Code of Conduct pamphlets, Compliance Guidebooks and Group newsletters.

There were 29 reports or consultations made through the Compliance Reporting and Consultation System in fiscal 2018.

Number of Reports or Consultations (in fiscal 2018)



Kawasaki Group Code of Conduct

In July 2017, we established the Kawasaki Group Code of Conduct as a set of ethical standards to guide the decision making of Kawasaki Group executives and employees. This code is a set of common conduct guidelines that all members of the Group must abide by, regardless of the situation or where in the world they are.

The Kawasaki Group Code of Conduct contains 12 sections under the theme “Acting Correctly” and 10 sections under the theme “Working with Stakeholders.”

The Compliance Guidebook outlines the Group’s compliance system and activities as well as the Compliance Reporting and Consultation System, which serves as the Group’s internal whistle-blower system. The guidebook uses illustrations to present easy-to-understand examples of important compliance-related matters. It is divided into 20 sub-sections within

six sections: “Acting Correctly,” “Working with Stakeholders,” “Data Protection,” “Data Protection in the Workplace,” “Data Protection in the Workplace” book also covers the Kawasaki Group’s efforts to increase transparency and accountability. The Compliance Guidebook training and education materials issued in 2017, in light of evolv-