

# Supplier Relations

Consideration for the human rights, labor affairs, and the environment in the supply chain is an important CSR issue for companies that trade on a global scale.

Following its first supplier survey in fiscal 2007-2008, ITOCHU Corporation followed up with a second survey in fiscal 2009. ITOCHU is committed to continual improvement in partnership with its suppliers, and will conduct yearly surveys moving forward.

## Basic stance on supply chain management

Economic globalization is bringing social and environmental issues into the public eye. These issues include forced labor and child labor, especially in developing countries. Conducting business in countries around the world, ITOCHU Corporation has identified these issues as a key CSR challenge that must be tackled in order to maintain the sustainability of the entire planet. We take action to prevent human-rights, labor, environmental, and other problems in the supply chains in which we are involved, and when a problem is found, we strive to improve it through dialogue with the suppliers. We established the "ITOCHU Corporation CSR Action Guidelines for Supply Chains" in order to ensure that these actions are carried out, and we remain committed to the implementation of these guidelines.

## CSR survey of supply chains

ITOCHU Corporation's seven Division Companies operate a wide range of businesses around the world, including lumber, food, and textiles. In order to check the status of our various suppliers, we conduct survey with a method suited to the characteristics of the goods of each Division Company, along with mandatory questions on the nine items in our "CSR Action Guidelines for Supply Chains."

In addition to the nine items covering human rights, labor, and environmental issues, we added further items specific to each Division Company. For example, we added check items for forest conservation for the Forest Products & General Merchandise Division (lumber, pulp & paper); product safety items for the Food Company; and items on protection of intellectual property for our Textile Company. Each Division Company selects target suppliers and creates a survey plan based on such parameters as high-risk countries,

### ITOCHU Corporation CSR Action Guidelines for Supply Chains (provisions only)

1. Suppliers shall respect the human rights of employees, and never treat employees in an inhumane manner.
2. Suppliers shall prevent forced labor or child labor.
3. Suppliers shall not practice discrimination in hiring and employment.
4. Suppliers shall prevent unfair low-wage labor.
5. Suppliers shall respect the rights of employees to organize, for smooth negotiation between labor and management.
6. Suppliers shall strive to provide employees with a safe and healthy work environment.
7. In the course of their business activities, suppliers shall duly consider the need to conserve ecosystems as well as local and global environments, and strive to prevent the occurrence of any environmental pollution.
8. Suppliers shall observe all related laws and international rules, and ensure fair transactions and prevent corruption.
9. Suppliers shall disclose information regarding the above items in a timely and appropriate manner.

products handled, and transaction amounts by referring to the criteria of the FTSE4Good Index. Sales representatives or locally assigned ITOCHU employees of each Division Company visit the suppliers, and survey them by means of interviews or questionnaires.

We will also conduct a survey in fiscal 2010 after reviewing and modifying our survey method. We also plan to extend similar initiatives to suppliers of our overseas offices and group companies.

Number of suppliers each Division Company targeted and surveyed for FY2009

Division Company	Number of suppliers targeted	Number of suppliers surveyed
Textile Company	28	28
Machinery Company	17	17
Energy, Metals & Minerals Company	11	11
Chemicals, Forest Products & General Merchandise Company	148	133
Food Company	98	93
Finance, Realty, Insurance & Logistics Services Company	18	18
<b>Total</b>	<b>320</b>	<b>300</b>

### Sample checklist for a supply chain survey [Food Company]

Supplier Checklist/Guide		Supplier:	ITC Unit in charge:	Prepared by:
	Check item (reference)/Guide	Check	Comments	
1	The company has a policy or system for <b>compliance with laws and regulations</b> , and implements them. (ITC CSR checklists)			
2	The company guarantees <b>the rights of freedom of association and collective bargaining</b> . (ILO International Labor Standards - Fundamental Principles and Rights at Work)			
3	The company does not practice <b>forced labor or inhumane treatment</b> (ILO International Labor Standards - Fundamental Principles and Rights at Work)			
4	The company does not practice <b>child labor</b> . (ILO International Labor Standards - Fundamental Principles and Rights at Work)			
5	The company does not practice <b>discrimination in hiring and employment</b> . (ILO International Labor Standards - Fundamental Principles and Rights at Work)			
6	The company has taken measures to protect <b>occupational health and safety</b> . (ILO International Labor Standards)			
7	The company observes the national (host country) laws and regulations regarding <b>working hours</b> . (ILO International Labor Standards)			
8	The company observes the national laws and regulations regarding <b>minimum wage</b> . (ILO International Labor Standards)			
9	The company has a policy or system for <b>dealing with complaints</b> from its business partners, and implements them. (ITC CSR checklists)			
10	The company has a <b>policy or system for environmental conservation/complies with national laws and regulations concerning environmental conservation</b> (ITC CSR checklists)			
11	The company ensures that <b>its products are safe and secure</b> .			
12	The company ascertains the <b>country of origin of the procured items and checks the environmental and social aspects of its suppliers</b> .			

Check symbols: ○: Implemented; △: Partially implemented; ×: Not implemented



## Overview of CSR surveys by Division Companies

In fiscal 2009, we conducted our second survey, targeting 320 suppliers. In March 2010, we completed the survey of 300 suppliers, excluding 15 suppliers whose responses could not be obtained by the deadline, and 5 suppliers excluded from the survey

scope because of the termination of business relationship with them. No serious problems requiring immediate response were found in the survey results. We also found that the survey results were more focused this time on the key points, thanks to the increased

understanding by the employees conducting the surveys.

By continuing this survey, we are committed to continually increasing our employees' awareness in our daily business, and improving the CSR of our suppliers.

## The results of CSR surveys by Division Companies

### Textile Company

Our employees visited suppliers' plants, and held direct dialogues with management. We think that this made it possible to communicate ITOCHU's approach to CSR properly. Although plant managers as a whole have strong awareness of CSR and comply with our action guidelines, we will continue to visit and check the situation.



### Machinery Company

The results of our supplier survey showed that overall, our company's suppliers have systems in place for legal compliance, respect for human rights, environmental measures, etc.

We see raising each supplier's awareness of CSR to be one of the goals of the survey, and we intend to continue to survey our suppliers actively.

### Energy, Metals & Minerals Company

Major resource companies, semi-

major resource companies, state-owned petroleum companies, and state-owned nuclear-power companies are central to our company's business, and we thus have a relatively high level of management of legal compliance, employment issues, and environmental measures. The survey also generally found no issues among private-sector companies. We are committed to further improvement moving forward.

### Chemicals, Forest Products & General Merchandise Company

As much as possible, our company conducted the survey by visiting our suppliers, with a mainly focus on suppliers of lumber and pulp & paper. We think that this succeeded at communicating ITOCHU's approach broadly. Last year, we created company guidelines, and expanded the target to overseas group companies and suppliers of subsidiaries. We plan to work on PR moving forward.

### Food Company

Suppliers of Food Company had been selected from those that had overall organizational system in place. It surveyed 93 companies, and generally found no problems. Our staff who visited suppliers reported that they were met with wholehearted sincerity. Moving

forward, we will work to improve mutual awareness by conducting regular visits.



### Finance, Realty, Insurance & Logistics Services Company

We surveyed 18 suppliers of our group companies in China. The results of the survey did not indicate any significantly serious problems. None of the companies had problems with respect for human rights, forced or child labor, or discrimination in hiring or employment. Some companies had problems in such areas as working hours, lack of health insurance or regular health exams, and lack of specific environmental measures.



# Employee Relations

A global human resources strategy is one of the key measures of Frontier<sup>®</sup> 2010, ITOCHU Corporation's mid-term management plan. We have long promoted diversity in our workforce, and focused on hiring and retaining diverse human resources. Starting in fiscal 2009, we have given our global human resources strategy a central role; we are working actively to enhance our human resources with a global perspective, and support activities enabling each member of our diverse workforce to exert his or her capabilities to a maximum.

## Full scale rollout of global human resources strategy

The basic policy of ITOCHU Corporation is "recruiting, developing and leveraging human resources worldwide." Since fiscal 2007, we have been advancing a human resources strategy with a global perspective, with a commitment to maximizing and globally optimizing the value of our human resources throughout the group on a worldwide basis. We are also creating an environment that respects our employees' diverse values and personality, increases their motivation and fulfillment, and empowers them to tackle new challenges while taking maximum advantage of their abilities, regardless of age, national origin, gender, or other incidental differences.

As we advance our global human resources strategy, our headquarters Human Resources Division, Global Talent Enhancement Centers (GTECs) set up in four cities worldwide, and GTEC Headquarters in Tokyo are taking the lead in a wide range of initiatives. Through these initiatives, we are focusing on continuous development of group management, and reforming the awareness of group employees in order to become a truly global enterprise. In fiscal 2010, we will accelerate our human resources strategy from a global

perspective, by actively rolling out specific initiatives that go even further toward achieving these goals.

### Structure to promote global human resources strategy



### Number of overseas bloc employees by region

Overseas bloc	Number of people
North America	179
Latin America	161
Europe	244
Africa	44
Middle East	177
Oceania	35
Asia	711
China	578
CIS	99
<b>Total</b>	<b>2,228</b>

Note: The above mentioned employee numbers include employees of our local subsidiaries, overseas branches and representative offices. (As of March 31, 2010)

### Specific initiatives

- 1 We are inviting employees from our overseas blocs worldwide to come to our headquarters for approximately two years. We offer opportunities for them to learn job skills, understand the ITOCHU Mission, our corporate climate and culture, and build human networks; they also receive developmental opportunities to become future leaders. At the same time, this initiative encourages our headquarters to become more global in its outlook. (As of March 31, 2010, a cumulative total of 47 employees have been accepted)
- 2 We are assigning, promoting, and developing human resources on a global basis regardless of nationality, using the ITOCHU Global Classification (IGC) as a common measure of job level/level of responsibility for all jobs and positions worldwide.
- 3 In October 2009, we launched a global recruitment website for prospective local hires outside Japan. In addition to a message from the President and a description of our global human resources strategy, the website includes links to the recruitment websites of each of our overseas blocs, enabling us to hire on a global basis.
- 4 We have incorporated the five ITOCHU Values, formulated as the new ITOCHU Mission, into the human-resource requirements for ITOCHU leaders. These requirements are reflected in our hiring standards and our evaluation and HR development programs, enabling us to hire and develop human resources suited to ITOCHU's values globally.

## Commitment to promoting more diverse human resources

### Promotion Plan on Human Resources Diversification 2013 (Japan)

#### Purpose of the plan

Create an "attractive company and an attractive corporate climate" through support for the settling and activities of even more diverse human resources

In fiscal 2009, we launched the "Promotion Plan on Human Resources Diversification 2013 (Japan)" (from April 2009 to March 2014), in order to promote greater diversity of human resources in Japan. Under this plan, we are executing concrete measures with a focus on retaining and supporting the activities of diverse human resources. As part of this plan, in September 2009 we launched the Gaienmae Forum, expanding the mentor program that we started in 2004. We created the forum to provide opportunities for more senior employees to serve as role models, sharing their experiences balancing work and childcare, working overseas, and other experiences with more junior employees. We thus expect the forum to serve as a reference for employees' future career building. We have also expanded our initiatives to support the career development of each employee. As an example, when we provide group training to junior employees, HR personnel also give one-on-one career interviews.



Gaienmae Forum

### Number of male and female employees

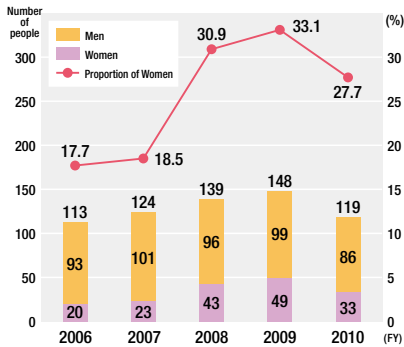
(non-consolidated)

	Men	Women	Total
FY 2007	3,134	973	4,107
FY 2008	3,161	1,014	4,175
FY 2009	3,191	1,068	4,259

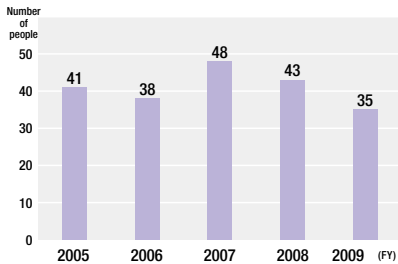
(As of March 31, 2010)



### Total hires of new graduates



### Mid-career hires (career-track)



### Supporting the participation in society by people with disability

In 1987, ITOCHU Corporation established Itochu Uneedus Co., Ltd., as a special subsidiary based on the Disabled Persons Employment Promotion Act (Shogaisha Koyo Sokushin hou) in order to create work opportunities for those with disability. As of April 2010, the proportion of our workforce with disabilities is 1.94%, which exceeds the legally stipulated ratio of 1.8%. We will continue to actively support the participation in society by people with disabilities.

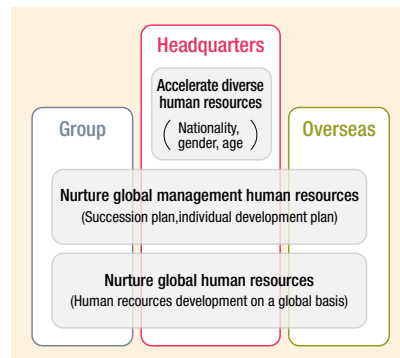
### Human resources development policy

We are committed to diversity in our workforce, at our headquarters as well as our overseas blocs and group companies, and fostering human resources who can be active in a wide range of fields based on their individual aptitude and careers. A core part of this commitment is our development of global management human resources. We provide balanced training based on on-the-job training (OJT). We spend approximately one billion yen per year on training.



Training of overseas bloc employees at the headquarters

### Overview of human resources development system



### A variety of training schemes

We have a wide range of programs for the "Development of global management human resources," including the "Global executive program (GEP\*)," "New division/department manager training," "Organization managers training," and our "System for sending new employees overseas." We also offer a wide range of training for specific objectives, such as "Career vision support training" and "Training for administrative employees" in order to create diverse human resources.

\* Global executive program (GEP) is one of our core programs for developing global human resources. Its aim is to develop global executives.

### Human resources development policy and training details (excerpt)

Overview of human resources development system	Training program name (excerpt)
Development of global management human resources	Global executive program, Organization managers training, Sending employees to MBA programs
Development of global human resources	Training overseas bloc employees at the headquarters, Sending new employees overseas
Diverse human resources development	Career vision support training, Training for mid-career hire/administrative employees

### Number of employees participated in major training programs

Training program name	FY2009 results
Global executive program	15
Organization managers training	About 400
Overseas short-term business school program for new section managers	46
System for sending new employees overseas	73
Training for overseas bloc employees at the headquarters (GLP, GSP, NSUTR trainings)	83
Career vision support training	Cumulative 2,200

### Comments by training participants

#### GEP trainee

#### Joerg Lietz

Deputy General Manager, European Chemical Team, ITOCHU Deutschland GmbH

GEP program was the most exciting and challenging program which taught us a lot about leadership, management, culture, company values, diversity, etc. And I could recognize that our company really wants to become truly global, and I spread their message to my staff as well.



#### Sending new employees overseas program (Boise State University)

#### Seriko Inomata

Apparel Section 2, Apparel Department 2

I was trained in America for four months under the "Sending new employees overseas program." I think that actually living in the United States made me more receptive to many different values than I was before the training. It was a wonderful experience.



## Providing comfortable working environment for employees

### ● Employee health management

For ITOCHU Corporation, people are assets, and thus the health management of every single employee is extremely important to ensure that a diversity of employees can freely exert their capabilities.

We have developed an in-house system allowing employees to receive counseling on their health and stress at any time. Particularly for mental health, we have established an organization

that offers employees counseling from in-house psychiatrists and clinical psychologists whenever necessary. Further, from the aspect of preventing long working hours, we launched a wide range of initiatives in fiscal 2009, such as conducting e-learning and setting “off early days” for each office, to make employees understand working hours correctly. We are enhancing the corporate-wide system so that we can manage hours appropriately, by introducing new initiatives, such as managing working hours using records of building entrances and departures.

### ● Employee safety measures

To ensure that ITOCHU Corporation employees stationed around the world and their families spend a meaningful assignment term in safety and good health, we have built a full system not only for incidents, accidents, disasters and other emergencies, but also for health management.

To prepare for emergencies such as diseases or injuries, including preventive measures for infectious diseases in the dispatched area, we collaborate with multiple medical emergency service companies for a complete support system.

## Efforts to support employees' child care and nursing care

As part of our efforts to retain diverse human resources and support them to fully demonstrate their potential, we have been taking steps to improve child care and nursing care systems so as to offer our employees a work environment where they can concentrate on their work with peace of mind. In fiscal 2009, I-Kids was opened; a child care center for our employees, at a location close to our Tokyo headquarters. This move was made in light of a widespread social issue where many children are currently waiting for entry to the nursery in the Tokyo metropolitan area, and female workers face difficulties in planning their return from childcare leave. Subsequently, we made a step to minimize factors that might hinder our employees from

continuing their careers and support their motivation to keep working. As an additional note, an increasing number of employees are taking advantage of our “paternity leave” and “family support leave” systems, which have been introduced to help balance work and child care.



I-Kids, a child care center for employees

Acquisition of leave according to child care or nursing care related systems (Unit: persons)

		FY 2007	FY 2008	FY 2009
Child care	Parental leave	29	30	43 (43 females)
	Leave to nurse sick children	59	71	98 (42 males; 56 females)
	Shorter working hours for child care	34	40	32 (32 females)
	Special parental leave	15	21	16 (6 males; 10 females)
	Paternity leave	19	48	53 (53 males)
Nursing care	Nursing care leave	0	0	0
	Special nursing care leave	8	9	8 (1 male; 7 females)
	Shorter working hours for nursing care	2	1	2 (2 females)
Family support leave		72	247	383 (229 males; 154 females)

### Comments from an I-Kids user

**Yusuke Teragaki**, Airline Business Section, Aircraft & Interior Department

My wife and I were planning to send our first daughter to a neighborhood nursery when she turned one and my wife's child care leave ran out, but the public nurseries in Tokyo were all full. Then the opening of I-Kids was announced, and we started using the center a month after it opened. I-Kids has certified nursery staff and

nutritionists who take very good care of the children. Thanks to I-Kids, mealtimes have become a lot more fun for our daughter, and she even eats tomatoes now, which she used to hate. I go to work each morning with my daughter, and she always appears to be having great fun playing with her friends at I-Kids.



## Communications with employees

### ● Company-Wide Employee Meeting

Since 2001, ITOCHU has been holding Company-Wide Employee Meetings (CWEMs). Based on free participation, CWEMs enable direct dialogue between the President and employees. At the meetings, the President informs employees directly about ITOCHU Corporation's management policies and his passionate commitment to realizing them. At the same time, employees can state their opinions and pose questions directly to the President. These meetings thereby enable valuable two-way communication.

The CWEM for fiscal 2010 was held



A lively CWEM

on April 15, connecting Tokyo and Osaka over video conference systems. This was the first meeting held since Masahiro Okafuji became the President, and he spoke extensively from about ITOCHU Corporation's future management policies to his personal topics. The result was an extremely lively meeting.

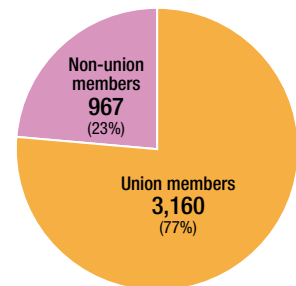
### ● Dialogue with the labor union

At ITOCHU Corporation, a wide range of issues are discussed with the labor union in order to realize its corporate mission, "Committed to the Global Good." In fiscal 2009, we held a number of meetings, including management meetings with the President and the ones with Division Companies as well as a time management meeting. Through this kind of opportunity, labor and management are repeating active and extensive discussions to build up a healthy relationship that enables both sides to recognize challenges currently facing them and to study and implement improvement measures.

### Initiatives with the Labor Union in fiscal 2009

2009	May	● Settlement of accountings meeting
	October	● Finance, Realty, Insurance & Logistics Services Company management meeting
	December	● Machinery Company management meeting
2010	February	● Food Company management meeting ● Time management meeting ● Management meeting with the President

### Ratio of labor union members in April 2010



### Comments from the Labor Union President

**Masaaki Yamashita**, President, ITOCHU Labor Union

ITOCHU Corporation's corporate mission, "Committed to the Global Good," is its very stance on CSR. One of the aspects of employees is that they are also the beneficiaries of CSR. As an organization of these employees, and being in the best position to get local inputs, I believe that the labor union should actively participate in CSR initiatives, and strive to create an environment in which employees can work with motivation and satisfaction.



### Policies and tasks for fiscal 2010 Further support for the activities of employees to strengthen human resources

For ITOCHU Corporation, which is enhancing its initiatives to become a global enterprise, human resources are becoming increasingly important as they support its stable and sustainable growth.

To encourage the diversification of human resources in Japan in our promotion of the global human resources strategy, we established and started executing a "Promotion Plan on Human Resource Diversification" in 2004, and in recent years, a corporate climate has been cultivated to

accept diverse human resources.

We will further enhance our organization to support the activities of each individual in our diversity of human resources, so that he or she can fully utilize his or her unique characteristics to exert his or her capabilities to a maximum.

### **Toshio Obayashi**

Executive Officer,  
General Manager, Human Resources Division



# Social Contribution Activities

ITOCHU Corporation is aware of its duty to be a good corporate citizen with a global outlook. We strive for harmony with the local and international communities, and help to create a more prosperous society. On that premise, we are currently advancing social contribution activities based on our Basic Activity Guidelines on Social Contribution with a focus on five key areas, including a social contribution program to commemorate our 150th anniversary.

## Key areas for social contribution

ITOCHU Corporation promotes social contribution activities in five areas of focus: “action on global humanitarian issues,” “environmental conservation,” “community contribution,” “growth of future generations” and “support for volunteer work by our employees.”

## Major social contribution activities

### 1 Support activities for the World Food Programme (WFP)

We support the activities of the World Food Programme (WFP), which is the United Nation’s world’s largest humanitarian agency fighting hunger worldwide. In June 2009, we participated in the “Walk the World” charity walk that was held simultaneously worldwide. We also displayed panels and drawings highlighting the WFP’s activities in the lobby of our Tokyo headquarters, and also carried out fund-raising activities.



Panel and drawings exhibition in lobby of Tokyo headquarters

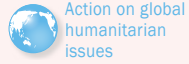
### 2 Activities of the ITOCHU Foundation

The ITOCHU Foundation was established in 1974 with the goal of supporting the sound development of young people. Its main activities include subsidies for children’s libraries and outdoor camps.



Reading to children with subsidized books (children’s library in France)

## Basic Activity Guidelines on Social Contribution



Action on global humanitarian issues



Environmental conservation



Community contribution



Growth of future generations



Support for volunteer work by our employees

1. As a globally active enterprise, ITOCHU Corporation shall take proactive approaches to humanitarian issues around the world and help to build a better, more humane world.
2. ITOCHU Corporation shall vigorously pursue activities of environmental conservation and contribute to sustainable social advancement.
3. As a good corporate citizen, ITOCHU Corporation shall construct favorable relationships, and harmonize its business, with local communities.
4. ITOCHU Corporation shall conduct activities to support the sound development of youth as tomorrow’s leaders and work for the emergence of fulfilling and vibrant communities.
5. ITOCHU Corporation shall provide positive support for the activities of social contribution by each and every one of its employees.

In fiscal 2009, ITOCHU Foundation provided a total of 95 subsidies and donations to children’s libraries, including support for reading to children with long-term illnesses, and donations to libraries overseas.

### 3 Support for NGO Kokkyo naki Kodomotachi (KnK)

We support the activities of Kokkyo naki Kodomotachi (KnK: meaning children without borders), an NGO that supports street children, children who are victims of major disasters, and other children in developing countries. On December 11, 2009, remodeling was completed for House for Youth, made possible through support from ITOCHU. Located in the

outskirts of Manila (Philippines), House for Youth is a home that helps young people become independent. It was also put to effective use as an emergency evacuation center when typhoons hit the Philippines in September 2009. Moving forward, the home will provide a wide range of support to approximately 1,000 young people per year.



House for Youth re-opened after remodeling

### Relief funds for disasters (including funds from overseas offices)

Earthquake off Sumatra, Indonesia	¥10 million
Typhoon Ketsana, Philippines	¥500,000
Haiti earthquake	¥11 million (including fund-raising from employees)
Chile earthquake	¥10 million
Qinghai earthquake, China	¥10 million



Fund-raising drive

### Examples for other initiatives

Action on global humanitarian issues	<ul style="list-style-type: none"> <li>Conducted a “TABLE FOR TWO” campaign in our in-house cafeteria as food support for developing nations</li> <li>Took part in the “Campaign to Deliver Picture Books,” in which seals with local language translations are stuck on the pages of Japanese picture books for children in other nations</li> </ul>
Environmental conservation	<ul style="list-style-type: none"> <li>Organized rural-village volunteer activities to reclaim fallow land in Yamanashi prefecture and elsewhere, and tend the land from tilling to harvest</li> <li>Presented an exhibition at Biodiversity Expo 2010 hosted by the Ministry of the Environment to introduce our activities to restore Borneo’s tropical rainforests</li> </ul>
Community contribution	<ul style="list-style-type: none"> <li>Organized a participatory baseball class for physically challenged children, coached by a former professional baseball player</li> <li>Employees volunteered for the local Kumano Shrine Festival in Aoyama to carry a portable shrine and give other assistance</li> </ul>
Growth of future generations	<ul style="list-style-type: none"> <li>Provided scholarships to students and challenged children through the National Fund for Vietnamese Children</li> <li>Donated proceeds from charity bazaars to Japan CliniClowns Association that dispatches clowns to bring smiles to the faces of hospitalized children</li> </ul>
Support for volunteer work by our employees	<ul style="list-style-type: none"> <li>Organized nature observations, donation of used stamps, reading aloud at a nursing home, local clean-up campaigns, classes by Japanese Red Cross Society, etc.</li> <li>Sold bread from the Swan Bakery, a bakery that employs people with disabilities, in the employee cafeterias</li> </ul>



**Examples of major activities at overseas offices**

● **Participation in “Distribution of the Wood of Love” volunteer event**

**(ITOCHU Korea Ltd.)**

In November 2009, a total of 20 employees and their friends took part in the “Distribution of the Wood of Love” volunteer event outside Seoul. This volunteer effort involves collecting deadwood, chopping it into firewood and delivering it to elderly people who live alone. It was a very fulfilling activity, as the volunteers could make use of deadwood, and earned the appreciation of the elderly people.



A job well done

● **Volunteering in park cleanup in New York**

**(ITOCHU International Inc.)**

In April 2009, 40 ITOCHU Group employees and their families spent a day raking, weeding, and cleaning up in Queens, New York. The road became once again a passable path into the park for local residents. The employees had a good time doing something worthwhile as a team.



Finishing the cleanup

● **Supporting orphanages and schools in Azerbaijan**

**(ITOCHU Oil Exploration (Azerbaijan) Inc.)**

Every year, we donate computers and materials worth about \$10,000 to local orphanages and schools in Azerbaijan. We also provide support to several charitable organizations and refugee communities, including donating goods and repairing facilities. Our efforts have won us high praise from the community.



Children receiving support

● **Support for an elementary school in a slum**

**(PT ITOCHU INDONESIA)**

In July 2009, a volunteer group of employees visited an elementary school in a slum outside Jakarta with aid materials. Greeted by the children, the group brought roughly 10 cardboard boxes of donated materials, and presented sweets to each of the children. A monetary donation was put to the purchase of desks, chairs, and other items for the classrooms.



Interacting with the children

● **Charity at Sydney Marathon**

**(ITOCHU AUSTRALIA LTD.)**

In September 2009, we made a donation to a charitable organization at the Sydney Marathon (which included support for children with incurable disease and their families), and participated in the marathon. A total of 36 employees of the ITOCHU Group and their families participated in the 9km Bridge Run or the 4km Family Fun Run, depending on their levels of fitness.



Together with their families after all the races had ended

