

# Enhancing Legal Compliance

What is important for a company fulfilling its corporate social responsibility is, in addition to legal compliance, a sense of ethics and honest corporate activities.

We are making Company-wide efforts led by the Legal Affairs Office of the Assets and Liabilities Managing Department to fulfill this important responsibility.

## Legal compliance system

Regarding comprehensive legal compliance, the entire Shiga Bank Group is addressing this issue. We have set up a Legal Compliance Committee chaired by the senior managing director of the Bank.

Specifically, to respond to changes in social conditions, we draw up a program for bolstering our legal compliance system at the beginning of each fiscal half year, the implementation of which is reviewed by the Board of Directors six months later. At each department, branch and affiliate, the legal compliance officer leads training within the organization and monitoring to check the results of the training, thereby enhancing the legal compliance system.

We have posted our legal compliance manual, which includes laws and regulations that financial institutions need to comply with,

on our intranet “∞ (Mugen) Net” so that every employee can peruse them any time.

## Whistle-blowing system established

To detect violations of laws and regulations in the Bank at an early stage through a whistle-blower function and to solve problems appropriately, we have established a legal compliance help line (24 hours a day) in the Legal Affairs Office of the Assets and Liabilities Managing Department.

We have also established a system that allows employees to consult with lawyers and solve problems early when they face legal problems.

### Code of conduct of the Shiga Bank (established in April 2007)

#### 1. Establishing trust and fulfilling corporate social responsibility

Fully aware of the public and social mission of banks and our need to fulfill our corporate social responsibility, we will strive to establish unwavering trust.

#### 2. Providing high-quality financial services

We will always provide imaginative and ingenious goods and services and will contribute to the development of society.

#### 3. Strictly complying with laws and regulations

Strictly complying with all laws and regulations, we will carry out honest and fair corporate activities.

#### 4. Enhancing communication with society

We will communicate with our customers and shareholders, and regional society through the proactive and fair disclosure of management information and will endeavor to achieve transparent management.

#### 5. Respecting the human rights of all employees and giving them job satisfaction

We will respect the human rights and individuality of all employees and will strive to create vigorous workplaces where each employee can fully demonstrate his or her abilities.

#### 6. Promoting environmentally-friendly management

We will strive to conserve resources and will promote environmentally friendly management to contribute to environmental preservation in cooperation with the regional society.

#### 7. Undertaking philanthropic activities

As a good corporate citizen that is close to its local community and operates hand-in-hand with society, we will strive to promote a range of philanthropic activities including cultural and welfare activities.

#### 8. Excluding antisocial forces

We will be resolute in our stance against antisocial forces that could threaten sound civil society.