

The ANA Group promotes compliance by raising awareness through employee education. CSR Promotion Leaders inspect the workplace to identify and solve any problems.

■ Compliance Structure

Compliance at the ANA Group is promoted by the Compliance Committee of corporate executive officers and division directors. The Chief CSR Promotion Officer oversees compliance through-

out the Group; individual Group companies are the responsibility of CSR Promotion Officers. Executives are also instructed to exercise leadership for compliance.

■ Reexamination of Compliance Function

Each year, the ANA Group establishes specific activities to promote compliance. In FY2006 we worked to promote compliance under a policy of reexamining our compliance function.

We confirmed that the revised Codes of Conduct were being distributed, read and observed. In addition, we examined the workplace status through the auditing results and through questionnaires given to all employees. Many activities such as seminars were held to adjust our contract and temporary work systems, and to strictly enforce working hours. In these ways we worked to promote compliance and raise awareness of the importance of observing corporate ethics.



Compliance website on the intranet



ANA Group Code of Conduct booklet

■ Internal Reporting System

In accordance with the provisions of the Whistleblower Protection Act enacted on April 1, 2006, we established regulations concerning the handling of internal reporting and disseminated them throughout the ANA Group. On June 1 of the same year we made

available our Help Line to business partners, as the said Act also applies to contracted labor. Independent from the corporation, the Help Line advocates fairness and provides a self-cleansing function for the ANA Group.

■ Compliance Program

The Compliance Program (CP), formulated in view of strengthened export security controls in Japan, was submit-

ted to the Ministry of Economy, Trade and Industry in July 2006.