

Communication on Progress for 2018

Reporting period
January to December 2017

TAKAHATA PRECISION CO., LTD.

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G4-1 a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.



Striving to be a true global company
by revolutionizing business initiatives

Yasuo Yamamoto
CEO & COO

I'm proud to say that TAKAHATA is a leading engineering plastics company that serves a wide range of industrial manufacturers and products such as automotive parts, OA equipment, optical equipment, residential facilities parts, medical equipment and the like.

Since our founding in 1929 as a water meter manufacturer, we have created high precision gears and an integrated system of production from start to finish. This includes the development, design, micron order fabrication, molding, and assembly which have earned TAKAHATA a reputation as an advanced technology company. We have sharpened our high-level of technological skills through further development in mechatronics sustained by the latest electronics technology, so that we can continue to grow as a global company with our 21 business affiliates around the world.

TAKAHATA's most cherished belief is "Technology, Quality, and Human Assets." This means that we will contribute to society through creating products based on technology, quality, and human assets. Especially in regard to our human assets, we promote and provide a working environment where every employee, regardless of nationality, race or ethnic group, can demonstrate and exert their full potential.

Furthermore, to actively promote activities as good corporate citizens, we will embrace environmental and social issues on a global scale. We support the UN Global Compact, which shows our commitment to solving these issues.

The world around us is changing dramatically. As TAKAHATA continues to expand globally and develop new technologies, we will strive to provide more attractive products and services for our customers and contribute to the development of a more sustainable society.

- G4-3 a. Report the name of the organization.
- G4-7 a. Report the nature of ownership and legal form.
- G4-6 a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.
- G4-17 a. List all entities included in the organization's consolidated financial statements or equivalent documents.
b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.
The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.

■ China	TAKAHATA PRECISION (SUZHOU) CO., LTD. (TPCS) 68 Tongyuan RD, SUZHOU, CHINA
	TAKAHATA PRECISION (SHENZHEN) CO., LTD. (TPCZ) Factory No. 158, Tianliao Industrial Zone, Dahe District, Dahe Road, Guanlan, Longhua New District, Shenzhen 518110, P.R. China
	TAKAHATA PRECISION PLASTIC PRODUCTS (SHENZHEN) CO., LTD. (TPPP) No.599, Dahe Village, Guanlan Dahe Community, Longhua New District, Shenzhen, P.R. China
■ India	TAKAHATA PRECISION INDIA PVT.LTD. (TPIN) SP2-41, New Industrial Complex Phase-III, Neemrana 301705, Alwar, Rajasthan, India
■ Japan	TAKAHATA PRECISION JAPAN CO., LTD. SAKAIGAWA OFFICE (TPJP_S) 390 Maemada, Sakaigawa-cho, Fuefuki-shi, Yamanashi 406-0843 Japan
	TAKAHATA PRECISION JAPAN CO., LTD. TOKYO OFFICE (TPJP_T) 390 Maemada, Sakaigawa-cho, Fuefuki-shi, Yamanashi 406-0843 Japan
	TAK - 390 Maemada, Sakaigawa-cho, Fuefuki-shi, Yamanashi 406-0843 Japan
	TAKAHATA PRECISION YAMANASHI CO., LTD. MINOBU FACTORY (TPJY_M) 231-20 Hatabuchi, Shimoyama, Minobu-cho, Minami Koma-gun, Yamanashi 409-2522 Japan
	TAKAHATA PRECISION KYUSHU CO., LTD. (TPJK) 19-22 Ooaza Narazu Deguchi, Kotake-machi, Kurate-gun, Fukuoka 820-1106 Japan
■ Malaysia	TAKAHATA PRECISION MOULDING SDN BHD. (TPML) Takahata Precision Moulding Sdn Bhd, Lot 26, Jalan CJ/1., Kaw. Per. Cheras Jaya, 43200 Cheras, Selangor Darul Ehsan
■ Thailand	TAKAHATA PRECISION (THAILAND) LTD. AYUTTHAYA FACTORY (TPTH_Ayu) 93 Moo 1 Tambol Banlen Amphur, Bangpa-In Ayutthaya, 13160, Thailand
	TAKAHATA PRECISION (THAILAND) LTD. RAYONG FACTORY (TPTH_Ray) address: 999/2 Moo 2, Hemaraj Eastern Seaboard Industrial Estates, Tambol Tasit, Amphur Pluakdaeng, Rayong, 21140, Thailand
■ U.S.A.	TAKAHATA PRECISION TENNESSEE, INC. (TPTN) address: 370 Marcum Parkway, Helenwood, TN 37755-0700, U.S.A.
■ Vietnam	TAKAHATA PRECISION VIETNAM CO., LTD. (TPVN) Plot N10-N11-N12 Nomura industrial zone, Hai Phong- An Duong District, Hai Phong city, Vietnam

- G4-4 a. Report the primary brands, products, and services.
- G4-8 a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).

1.Administration, Research & Development and sales functions.

	Administration	Research and Development	Sales
TPJP_T	●		●
TPJP_S	●	●	

2. Manufacturing and assembly of engineering plastic parts.

3. Mold Fabrication✕ and maintenance

✕Note:Excluding TPIN,TPTH and TPTN

Manufacturing products are as below table.

	automotive parts	OA equipment	optical equipment	residential facilities parts	measuring equipment	medical care equipment
TPCS	●	●	●	●	●	●
TPCZ	●	●				
TPPP	●	●				
TPIN	●					
TPJY_S	●	●	●	●	●	●
TPJY_M	●					
TPJK	●			●		●
TPML	●	●	●	●		●
TPTH_Ayu	●	●				
TPTH_Ray	●					
TPTN	●					
TPVN	●	●	●	●	●	

Base	Headquarters
TPJY	Company name : TAKAHATA PRECISION JAPAN CO., LTD. Address : 390 Maemada, Sakaigawa-cho, Fuefuki-shi, Yamanashi 406-0843 Japan
TPJK	
TPIN	Company name : TAKAHATA PRECISION PTE. LTD. Address : 16 Raffles Quay # 33-06 Hong Leong Building, Singapore 048581
TPML	
TPTH	
TPTN	
TPVN	
TPCS	
TPCZ	Company name : TAKAHATA (H.K.) CO., LIMITED Address : Suite 1805, 18/F., Tower 1, China Hong Kong City, 33 Canton Road, Tsimshatsui, Kowloon, Hong Kong
TPPP	

- G4-9 a. Report the scale of the organization, including:
 • Total number of employees
 • Quantity of products or services provided
- G4-10 a. Report the total number of employees by employment contract and gender.
 b. Report the total number of permanent employees by employment type and gender.
 c. Report the total workforce by employees and supervised workers and by gender.
 d. Report the total workforce by region and gender.

1.Total number of employees by employment contract and gender.

Base		Total (Ratio)	Male (Ratio)	Female (Ratio)
TPCS		717 (100.0)	294 (41.0)	423 (59.0)
	Regular employee	312 (43.5)	146	166
	Non-regular employee	405 (56.5)	148	257
TPCZ		580 (100.0)	263 (45.3)	317 (54.7)
	Regular employee	580 (100.0)	263	317
	Non-regular employee	0 (0.0)	0	0
TPPP		755 (100.0)	340 (45.0)	415 (55.0)
	Regular employee	755 (100.0)	340	415
	Non-regular employee	0 (0.0)	0	0
TPIN		293 (100.0)	159 (54.3)	134 (45.7)
	Regular employee	293 (100.0)	159	134
	Non-regular employee	0 (0.0)	0	0
TPJP_T		24 (100.0)	14 (58.3)	10 (41.7)
	Regular employee	23 (95.8)	13	10
	Non-regular employee	1 (4.2)	1	0
TPJP_S		39 (100.0)	32 (82.1)	7 (17.9)
	Regular employee	35 (89.7)	29	6
	Non-regular employee	4 (10.3)	3	1
TPJY_S		167 (100.0)	101 (60.5)	66 (39.5)
	Regular employee	111 (66.5)	77	34
	Non-regular employee	56 (33.5)	24	32
TPJY_M		64 (100.0)	25 (39.1)	39 (60.9)
	Regular employee	23 (35.9)	21	2
	Non-regular employee	41 (64.1)	4	37
TPJK		98 (100.0)	56 (57.1)	42 (42.9)
	Regular employee	46 (46.9)	27	19
	Non-regular employee	52 (53.1)	29	23

TPML		180 (100.0)	54 (30.0)	126 (70.0)
	Regular employee	125 (69.4)	51	74
	Non-regular employee	55 (30.6)	3	52
TPTH_Ayu		220 (100.0)	58 (26.4)	162 (73.6)
	Regular employee	195 (88.6)	50	145
	Non-regular employee	25 (11.4)	8	17
TPTH_Ray		593 (100.0)	216 (36.4)	377 (63.6)
	Regular employee	352 (59.4)	143	209
	Non-regular employee	241 (40.6)	73	168
TPTN		309 (100.0)	166 (53.7)	143 (46.3)
	Regular employee	309 (100.0)	166	143
	Non-regular employee	0 (0.0)		
TPVN		727 (100.0)	317 (43.6)	410 (56.4)
	Regular employee	392 (53.9)	140	252
	Non-regular employee	335 (46.1)	177	158
TOTAL		4766 (100.0)	2095 (44.0)	2671 (56.0)
	Regular employee	3551 (74.5)	1625	1926
	Non-regular employee	1215 (25.5)	470	745

Note: As of December 31, 2017

2.Quantity of products.

TPCS	TPCZ	TPPP	TPIN	TPJY_S	TPJY_M	TPJK	TPML	TPTH_Ayu	TPTH_Ray	TPTN	TPVN
1939.21	2194.19	3420.08	1017.28	1128.9	593.62	358.74	552.45	498.12	2270.17	3832.08	2556.08

Note:TPJP_T does not have a manufacturing department so it is excluded from reporting.

G4-11 a. Report the percentage of total employees covered by collective bargaining agreements.
TPJP covers all employees.

G4-12 a. Describe the organization's supply chain.

Number of supplier ordered from procurement department of TPJY-S : 143 companies.

G4-13 a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:

[illegible]

G4-14 a. Report whether and how the precautionary approach or principle is addressed by the organization.

For environmental factors that are considered to be important, TPJP_S and TPJY_S are working on reducing environmental impact by establishing reduction targets with KPI. Other bases are going to start KPI activities from 2018.

G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.
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TPJP singed the UN Global Compact. It means TP group support the UN Global Compact.

G4-16 a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization.

[illegible]

G4-18	<ul style="list-style-type: none"> a.Explain the process for defining the report content and the Aspect Boundaries. b.Explain how the organization has implemented the Reporting Principles for Defining Report Content.
G4-19	<ul style="list-style-type: none"> a. List all the material Aspects identified in the process for defining report content.
G4-20	<ul style="list-style-type: none"> a.For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> •Report whether the Aspect is material within the organization •If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> •The list of entities or groups of entities included in G4-17 for which the Aspect is not material or •The list of entities or groups of entities included in G4-17 for which the Aspects is material •Report any specific limitation regarding the Aspect Boundary within the organization
G4-21	<ul style="list-style-type: none"> a.For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> •Report whether the Aspect is material outside of the organization •If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified •Report any specific limitation regarding the Aspect Boundary outside the organization

Based on the materiality of the industry established by SASB (Sustainability Accounting Standards Board), TPJP identified the most important aspect .

Issue	Impact
Environment	
GHG emissions	
Air quality	
Energy management	
Fuel management	
Water and wastewater management	
Waste and hazardous materials management	
Biodiversity impacts	
Social Capital	
Human rights and community relations	
Access and affordability	
Customer welfare	
Data security and customer privacy	
Fair disclosure and labeling	
Fair marketing and advertising	

Human Capital	Within an organization
Labor relations	
Fair labor practices	
Employee health, safety and wellbeing	
Diversity and inclusion	
Compensation and benefits	
Recruitment, development and retention	
Business Model and Innovation	
Lifecycle impacts of products and services	
Environmental, social impacts on assets & operations	
Product packaging	Outside the organization
Product quality and safety	
Leadership and Governance	
Systemic risk management	
Accident and safety management	
Business ethics and transparency of payments	
Competitive behavior	
Regulatory capture and political influence	
Materials sourcing	
Supply chain management	

G4-22 a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.

G4-23 a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.

Reporting range changed (Production department of TPJP was separated from TPJP. It was merged by TPJY).

G4-24 a. Provide a list of stakeholder groups engaged by the organization.

G4-25 a. Report the basis for identification and selection of stakeholders with whom to engage.

G4-26 a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

G4-27 a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.

stakeholder

We identified groups that can be inferred to be of great involvement.

It is as follows.

TPJP's stakeholder

Stakeholder	Approach	Frequency
Customers	Customer satisfaction survey(i)	Once a year
Employees	Helpline	Any time
Suppliers	Helpline	Any time
	QC patrol	Once a month
Local communities	Join regional events	Any time

Supplementary explanation

i) Result of 2017 Customer satisfaction survey.

The survey of 2017 has not implemented.

ii)Number of posts to help line: 0

G4-28 a. Reporting period (such as fiscal or calendar year) for information provided.

All bases : From January to december 2017.

G4-29 a. Date of most recent previous report (if any).

July 2018.

G4-30 a. Reporting cycle (such as annual, biennial).

Once a year.

G4-31 a. Provide the contact point for questions regarding the report or its contents.

Masato Nishiura

Chairman of CSR Committee, TAKAHATA PRECISION JAPAN CO., LTD.

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G4-32 a. Report the 'in accordance' option the organization has chosen.

This report conforms to the "core" of GRI "Sustainability Reporting Guideline 4th Edition".

b. Report the GRI Content Index for the chosen option (see tables below).

Please see the "GRI Content Index".

G4-33 c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.

a. Report the organization's policy and current practice with regard to seeking external assurance for the report.

b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.

c. Report the relationship between the organization and the assurance providers.

d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.

No External Assurance

G4-34 a. Report the governance structure of the organization, including committees of the highest governance body.

Identify any committees responsible for decision-making on economic, environmental and social impacts.

Each Office has CSR Staff & promotes CSR Activities.

CEO is responsible for decision making on economic, environmental & social impacts.

G4-56 a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.

Corporate Philosophy	Technology, Quality, and Human Assets Contribute to society through creating products based on technology, quality, and human assets.
4 Core Values	1. Human Assets 2. Collective Strength 3. Ability to Respond 4. Challenging Spirit
Corporate Ethics Policy	1. Conduct fair and just business operations in compliance with applicable laws, regulations, and other social norms. 2. Make valuable contributions to society by supplying safe products and services of the highest quality. 3. Provide and ensure a workplace environment based on respect for human rights. 4. Value the trust of our customers and keep a good and sound relationship with them. 5. Engage in philanthropic and other social activities that will benefit society together with the local communities. 6. Contribute in realizing a sustainable society by promoting global environmental protection activities. 7. Respect and contribute to the local cultures and customs of people in the different countries and regions where we conduct business. 8. Disclose fair and timely corporate information to the general public. 9. Take a determined stance against anti-social groups and adamantly refuse any demands made by such groups.
Corporate Code of Conduct	I. Rules for business operations 1. Safety of products and services 2. Handling of claims 3. Free competition and fair trade 4. Fair relations with customers 5. Relationships with public officials and politicians 6. Protection of intellectual property rights II. Rules for company-employee relationships 1. Compliance of workplace regulations 2. Prohibition of discrimination 3. Protection of privacy 4. Workplace safety 5. Distinction of public-private life 6. Open communication III. Relationship with the community 1. Legal compliance 2. Prohibition of insider trading 3. Refusal of antisocial entities 4. Environmental preservation measures 5. Contribution to local communities

G4-EC1 Direct economic value generated and distributed

TPJP does not disclose financial information.

G4-EC4 Financial assistance received from government

TPJP has not received assistance.

G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation

TPJP-T : male 138.6%, female 140.0%

TPJP-S/TPJY : male 103.3%, female 111.0%

G4-EC6 Proportion of senior management hired from the local community at significant locations of operation

TPJP is not adopted.

G4-EC7 Development and impact of infrastructure investments and services supported

TPJP is not applicable.

G4-EC9 Proportion of spending on local suppliers at significant locations of operation

TPJP's answer is "20.11%".

G4-EN1 Materials used by weight or volume

G4-EN2 Percentage of materials used that are recycled input materials

G4-EN23 Total weight of waste by type and disposal method

Please see the "Global_KPI Summary table".

G4-EN4 Energy consumption outside of the organization

It is very difficult for all bases to get the informations now.

G4-EN3 Energy consumption within the organization
G4-EN6 Reduction of energy consumption

Base	Energy consumption within the organization						Increase / Decrease from 2016.		
	2016			2017			Gasoline[L]	LPGas[m3]	Electricity[MWh]
	Gasoline[L]	LPGas[m3]	Electricity[MWh]	Gasoline[L]	LPGas[m3]	Electricity[MWh]			
TPCS	14398.00	0.000	9,020.13	14,871.00	0.00	8,000.19	473.00	0.000	-1019.94
TPCZ	16974.14	0.000	11,262.76	21,541.60	0.00	11,909.17	4567.46	0.000	646.41
TPPP	11757.23	0.000	11,575.60	9,630.91	0.00	4,911.99	-2126.32	0.000	-6663.61
TPIN	43558.04	N/A	3,162.97	142,740.09	0.00	11,714.73	99182.05	N/A	8551.76
TPJP_T	N/A	N/A	N/A	N/A	N/A	N/A	#VALUE!	#VALUE!	#VALUE!
TPJP_S	31350.48	213.000	5,968.39	20,466.05	108.50	6,059.32	-10884.43	-104.500	90.93
TPJY_S									
TPJY_M	1347.20	0.000	3,131.29	1,191.80	0.00	3,225.08	-155.40	0.000	93.79
TPJK	N/A	0.000	2,102.76	4,560.77	N/A	1,675.52	N/A	#VALUE!	-427.24
TPML	8969.33	0.616	3,425.14	744.1	0.06	3,050.65	-8225.23	-0.556	-374.49
TPTH_Ayu	16643.43	0.734	5,116.35	19095.65	1.43	4,911.99	2452.22	0.696	-204.36
TPTH_Ray	49651.25	2.961	12,440.92	38389.83	4.62	11,714.73	-11261.42	1.659	-726.19
TPTN	12794.40	0.000	9,174.88	12793.40	0.00	9,559.41	-1.00	0.000	384.53
TPVN	N.D.	5954.040	10,079.54	0.00	6,932.64	11,056.50	N/A	978.600	976.96

Note: "Gasoline" also includes premium gasoline and Diesel fuel.

G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)
G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)
G4-EN19 Reduction of greenhouse gas (GHG) emissions

Base	2016			2017			Increase / decrease from 2016.		
	GHG emissions (Scope 1)		GHG emissions (Scope 2)	GHG emissions (Scope 1)		GHG emissions (Scope 2)			
	Gasoline [tCO2]	LPGas [tCO2]	Electricity [tCO2]	Gasoline [tCO2]	LPGas [tCO2]	Electricity [tCO2]	Gasoline [tCO2]	LPGas [tCO2]	Electricity [tCO2]
TPCS	33.43	N/A	3,382.55	34.53	0.00	4,000.10	1.10	N/A	617.55
TPCZ	39.41	N/A	4223.54	50.01	0.00	5954.59	1.89	N/A	769.40
TPPP	27.30	N/A	4,340.85	22.36	0.00	2,456.00	-0.41	N/A	-37.34
TPIN	101.13	N/A	1186.11	331.39	0.00	5857.37	230.26	N/A	4671.25
TPJP_T	N/A	N/A	N/A	N/A	N/A	N/A	#VALUE!	#VALUE!	#VALUE!
TPJP_S	73.58	1.395	2,984.19	55.15	0.71	3,029.66	-18.43	-0.68	45.47
TPJY_S									
TPJY_M	3.13	0.000	1,174.23	2.77	0.00	1612.54	-0.36	0.00	438.31
TPJK	0.00	0.000	788.54	10.59	#VALUE!	837.76	10.59	#VALUE!	49.23
TPML	20.82	0.004	1,284.43	17.12	0.00	1525.33	-3.70	-0.00	240.90
TPTH_Ayu	38.64	0.005	1,918.63	44.33	0.01	2456.00	5.69	0.00	537.36
TPTH_Ray	115.27	0.019	4,665.35	89.13	0.03	5857.37	-26.14	0.01	1192.02
TPTN	29.70	N/A	3,440.58	29.70	0.00	4779.71	-0.00	N/A	1339.13
TPVN	N/A	38.986	3,779.83	0	45.39	5528.25	N/A	6.41	1748.42

Note : Calculation formulas of GHG emission are as below.

Gasoline: Consumption[L]*0.0346[GJ/l]*0.0183[tC/GJ]*4 LPgas : Consumption[m3]*1/458[t/m3]*50.8[GJ/t]*0.0161[tC/GJ]*44/12

Electricity : (Consumption[MWh]*0.000375[tCO2/kWh])*1000

G4-EN5 Energy intensity

G4-EN18 Greenhouse gas (GHG) emissions intensity

Base	Energy intensity [GJ/t]	GHG emissions intensity [tCO2/t]	
		Scope1	Scope2
TPCS	41.39646088	0.01780622	2.062744623
TPCZ	54.45278862	0.02279201	2.713796435
TPPP	14.41655452	0.006537859	0.718110395
TPIN	119.6668225	0.325760852	5.757869023
TPJP_S	54.15145737	0.049482183	2.683727522
TPJY_S			
TPJY_M	54.23551073	0.004666285	2.716451602
TPJK	#VALUE!	#VALUE!	2.335284607
TPML	55.10133589	0.030989941	2.761019097
TPTH_Ayu	99.64146873	0.089013417	4.930528788
TPTH_Ray	52.03339779	0.039274702	2.580143778
TPTN	24.98642235	0.00775036	1.247287374
TPVN	43.42675223	0.017759051	2.16278442

Note:TPJP_T is excluded from the report because there are only management and sales functions.

Note : Calculation formulas are as below.

Energy intensity

$((\text{Electricity consumption}[\text{MWh}] \times 9.97[\text{GJ/MWh}]) + (\text{Gasoline consumption}[\text{L}] \times 0.0346[\text{GJ/L}]) + (\text{LPgas consumption}[\text{m}^3] \times 50.8[\text{GJ/t}] \times 1[\text{t}]/458[\text{m}^3])) / \text{Quantity of products}[\text{t}]$

GHG emissions intensity

$\text{GHG emissions} / \text{Quantity of products}[\text{t}]$

G4-EN7 Reductions in energy requirements of products and services

G4-EN27 Extent of impact mitigation of environmental impacts of products and services

Groundwater used to control the temperature of the mold is reused to be sprayed on the factory roof of TPJY_S..

Therefore, use of the cooler is reduced.

Reuse amount: 5,184 m3 /year

Reuse ratio: about 2% of total annual water intake

G4-EN8 Total water withdrawal by source
G4-EN10 Percentage and total volume of water recycled and reused
G4-EN22 Total water discharge by quality and destination

	Total water withdrawal [m3]				Total water discharge [m3]				Concept of water discharge	Destination of drainage	water quality of water discharge	Water recycled and reused
	2016		2017		2016		2017					
	Water works	Ground water	Water works	Ground water	Water works	Ground water	Water works	Ground water				
TPCS	70,406.00	N/A	52,896	1.00	70,406.00	N/A	52,973	1.00	regarded as total water consumption.	Sewage	Unanswered	No recycle.
TPCZ	40,948.00	36,854.00	49,293	0.00	36,853.20	33,168.60	44,288	0.00	0.9* Water consumption[m3]	Sewage	Unanswered	No recycle.
TPPP	69,386.00	N/A	68,352	0.00	62,447.40	N/A	61,517	0.00	0.9* Water consumption[m3]	Sewage	Unanswered	No recycle.
TPIN	6,452.00	172.90	5,099	0.00	6,452.00	172.90	5,099	0.00	regarded as total water consumption.	100 % Recycle and reused in Horticulture.	Unanswered	100 % Recycle and reused for Horticulture.

TPJP_T	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	regarded as total water consumption.	Sewage	Unanswered	No recycle.
TPJP_S	6,161.00	266,155.20	6,425	265,428	6,161.00	#####	6,425	265,428	regarded as total water consumption.	Sewage	The water quality test is conducted once a year for 2 drainage canals and 3 underground water (raw water).	Groundwater used to control the temperature of the mold is reused to be sprayed on the roof of the factory.
TPJY_S												
TPJY_M	2,502.00	N/A	3,224	N/A	2,502.00	N/A	3,224	N/A	regarded as total water consumption.	Sewage	Unanswered	No recycle.
TPJK	1,678.00	0.00	1,552	0.00	1,678.00	0.00	1,552	0.00	regarded as total water consumption.	Sewage	Water quality survey is not carried out	Nothing in particular
TPML	20,201.35	N/A	17,896	0.00	20,201.35	N/A	16,372	0.00	regarded as total water consumption.	Unknown	The Water Quality test conducted once a year for 2 drainage outlet.	No recycle.
TPTH_Ayu	12,591.00	N/A	12,652	0.00	10,072.80	N/A	10,122	0.00	0.8* Water consumption[m3]	Water treatment station of industrial zone	The water quality test is conducted 6times on the one year for drainage canals	Water from Air condition drain take to the tree garden .

TPTH_Ray	29,926.00	N/A	21,368	0.00	23,940.80	N/A	17,094	0.00	0.8* Water consumption[m3]	Water treatment station of industrial zone	The water quality test is conducted every Month for drainage canals	No recycle.
TPTN	2,937.48	N/A	2,542	0.00	2,937.48	N/A	2,542	0.00	regarded as total water consumption.	Sewage	No test of water	No recycle.
TPVN	15,953.00	N/A	12,905	0.00	12,762.40	N/A	10,434	0.00	0.8* Water consumption[m3]	Water treatment station of industrial zone	Waste water quality is controlled following "Wastewater Standard level in Nomura Hai Phong Industrial zone" and monitored 4 times per year	water for normal activities : no recycle. water for controlling temperature of mold, water is cycled by automatic system.

G4-EN9 Water sources significantly affected by withdrawal of water

TPJY and JP can not currently identify the water source.

G4-EN20 Emissions of ozone-depleting substances (ODS)

TPCS	N.D(have factor to emission of ODS and can not figure out emissions)
TPCZ	N.D(have factor to emission of ODS and can not figure out emissions)
TPPP	N.D(have factor to emission of ODS and can not figure out emissions)
TPIN	N/A (Do not have factor to emission of ODS.)
TPJP_S	N/A (Do not have factor to emission of ODS.)
TPJY_S	N/A (Do not have factor to emission of ODS.)
TPJY_M	N/A (Do not have factor to emission of ODS.)
TPJK	N/A (Do not have factor to emission of ODS.)
TPML	N.D (have factor to emission of ODS and can not figure out emissions)
TPTH_Ayu	N/A (Do not have factor to emission of ODS.)
TPTH_Ray	N/A (Do not have factor to emission of ODS.)
TPTN	N/A (Do not have factor to emission of ODS.)
TPVN	N/A (Do not have factor to emission of ODS.)

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-EN21 NOX, SOX, and other significant air emissions

TPCS	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPCZ	N.D(have factor to emission of ODS and can not figure out emissions)
TPPP	N.D(have factor to emission of ODS and can not figure out emissions)
TPIN	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPJP_S	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPJY_S	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPJY_M	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPJK	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPML	N.D(have factor to emission of ODS and can not figure out emissions)
TPTH_Ayu	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPTH_Ray	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPTN	N/A (do not have generation facility for smoke emission which is subject to the Air Pollution Control Law.)
TPVN	N.D. However, the concentration of NOX and SOX are suitable with Vietnam standard according to the monitoring environment periodically .

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-EN24 Total number and volume of significant spills

TPCS	N.D.(do not have system to record)
TPCZ	Nil
TPPP	Nil
TPIN	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Do not have significant spills.
TPTH_Ray	Do not have significant spills.
TPTN	Nil
TPVN	Nil

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-EN25 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally

TPCS	N.D.(can not figure out total volume)
TPCZ	N.D.(can not figure out total volume)
TPPP	N.D.(can not figure out total volume)
TPIN	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-EN28 Percentage of products sold and their packaging materials that are reclaimed by category
a. Report the percentage of reclaimed products and their packaging materials for each product category.
b. Report how the data for this Indicator has been collected.

It is difficult for TPJY to grasp the product to be reused or recycled.

G4-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

TPCS	Nil
TPCZ	Nil
TPPP	Nil
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workf

It is currently difficult for TPJY to identify environmental impact.

G4-EN31 Total environmental protection expenditures and investments by type

TPJY is not applicable.

G4-EN32 Percentage of new suppliers that were screened using environmental criteria

The number of TPJY's new suppliers is zero.

G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken

Currently, TPJY's suppliers do not adversely affect the environment

G4-EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms

TPCS	Nil
TPCZ	Nil
TPPP	Nil
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender, and region.

New employee hires														
Age	Under 19		20~29		30~39		40~49		50~59		Over 60		Total	
Gender	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)
TPCS	0 (0.00)	0 (0.00)	243 (82.65)	298 (101.36)	131 (44.56)	107 (36.39)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	374 #####	405 #####
TPCZ	0 (0.00)	0 (0.00)	20 (7.60)	23 (8.75)	21 (7.98)	27 (10.27)	2 (0.76)	4 (1.52)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	43 (16.35)	54 (20.53)
TPPP	0 (0.00)	0 (0.00)	59 (17.35)	79 (23.24)	25 (7.35)	34 (10.00)	18 (5.29)	8 (2.35)	0 (0.00)	1 (0.29)	0 (0.00)	0 (0.00)	94 (27.65)	122 (35.88)
TPIN	20 (12.58)	21 (13.21)	96 (60.38)	37 (23.27)	4 (2.52)	1 (0.63)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	120 (75.47)	59 (37.11)
TPJP_T	0 (0.00)	0 (0.00)	0 (0.00)	1 (10.00)	0 (0.00)	0 (0.00)	1 (7.14)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (7.14)	1 (10.00)
TPJP_S	1 (3.13)	0 (0.00)	0 (0.00)	5 (71.43)	0 (0.00)	0 (0.00)	0 (0.00)	1 (14.29)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (3.13)	6 (85.71)
TPJY_S	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (0.99)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (0.99)	0 (0.00)
TPJY_M	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (4.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (4.00)	0 (0.00)
TPJK	0 (0.00)	0 (0.00)	0 (0.00)	3 (5.36)	0 (0.00)	0 (0.00)	0 (0.00)	1 (1.79)	0 (0.00)	1 (1.79)	0 (0.00)	0 (0.00)	0 (0.00)	5 (8.93)
TPML	0 (0.00)	0 (0.00)	3 (5.56)	4 (7.41)	0 (0.00)	2 (3.70)	0 (0.00)	1 (1.85)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	3 (5.56)	7 (12.96)
TPTH_Ayu	0 (0.00)	1 (1.72)	7 (12.07)	15 (25.86)	5 (8.62)	3 (5.17)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	12 (20.69)	19 (32.76)
TPTH_Ray	0 (0.00)	4 (1.85)	40 (18.52)	63 (29.17)	14 (6.48)	17 (7.87)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	54 (25.00)	84 (38.89)
TPTN	7 (4.22)	5 (3.01)	90 (54.22)	36 (21.69)	30 (18.07)	26 (15.66)	21 (12.65)	20 (12.05)	10 (6.02)	7 (4.22)	0 (0.00)	0 (0.00)	158 (95.18)	94 (56.63)
TPVN	12 (3.79)	10 (3.15)	45 (14.20)	35 (11.04)	8 (2.52)	9 (2.84)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	65 (20.50)	54 (17.03)

Note:The report target is Regular employees

Employee turnover														
Age	Under 19		20～29		30～39		40～49		50～59		Over 60		Total	
Gender	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)	Male (Raito)	Female (Raito)
TPCS	0 (0.00)	0 (0.00)	255 (86.73)	309 (105.10)	119 (40.48)	149 (50.68)	1 (0.34)	0 (0.00)	0 (0.00)	3 (1.02)	0 (0.00)	0 (0.00)	375 #####	461 #####
TPCZ	0 (0.00)	0 (0.00)	54 (20.53)	110 (41.83)	48 (18.25)	76 (28.90)	4 (1.52)	8 (3.04)	1 (0.38)	1 (0.38)	0 (0.00)	0 (0.00)	107 (40.68)	195 (74.14)
TPPP	0 (0.00)	0 (0.00)	143 (42.06)	215 (63.24)	76 (22.35)	110 (32.35)	10 (2.94)	9 (2.65)	2 (0.59)	0 (0.00)	0 (0.00)	0 (0.00)	231 (67.94)	334 (98.24)
TPIN	11 (6.92)	10 (6.29)	95 (59.75)	55 (34.59)	4 (2.52)	1 (0.63)	1 (0.63)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	111 (69.81)	66 (41.51)
TPJP_T	0 (0.00)	0 (0.00)	0 (0.00)	1 (10.00)	0 (0.00)	0 (0.00)	1 (7.14)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (7.14)	1 (10.00)
TPJP_S	0 (0.00)	0 (0.00)	2 (6.25)	14 (200.00)	1 (3.13)	1 (14.29)	2 (6.25)	0 (0.00)	2 (6.25)	0 (0.00)	8 (25.00)	0 (0.00)	15 (46.88)	15 #####
TPJY_S	0 (0.00)	0 (0.00)	0 (0.00)	1 (1.52)	2 (1.98)	0 (0.00)	1 (0.99)	0 (0.00)	0 (0.00)	1 (1.52)	0 (0.00)	0 (0.00)	3 (2.97)	2 (3.03)
TPJY_M	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (4.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (4.00)	0 (0.00)
TPJK	0 (0.00)	0 (0.00)	1 (1.79)	5 (8.93)	2 (3.57)	2 (3.57)	0 (0.00)	0 (0.00)	1 (1.79)	0 (0.00)	0 (0.00)	0 (0.00)	4 (7.14)	7 (12.50)
TPML	0 (0.00)	0 (0.00)	4 (7.41)	2 (3.70)	2 (3.70)	1 (1.85)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	6 (11.11)	3 (5.56)
TPTH_Ayu	0 (0.00)	0 (0.00)	2 (3.45)	14 (24.14)	4 (6.90)	4 (6.90)	0 (0.00)	1 (1.72)	0 (0.00)	1 (1.72)	0 (0.00)	0 (0.00)	6 (10.34)	20 (34.48)
TPTH_Ray	0 (0.00)	2 (0.93)	25 (11.57)	61 (28.24)	20 (9.26)	34 (15.74)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	45 (20.83)	97 (44.91)
TPTN	5 (3.01)	3 (1.81)	69 (41.57)	34 (20.48)	14 (8.43)	25 (15.06)	11 (6.63)	14 (8.43)	6 (3.61)	11 (6.63)	0 (0.00)	0 (0.00)	105 (63.25)	87 (52.41)
TPVN	6 (1.89)	8 (2.52)	14 (4.42)	58 (18.30)	14 (4.42)	11 (3.47)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	34 (10.73)	77 (24.29)

Note:The report target is Regular employees

G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

TPJP_T	Types of benefits	Regular employee	Semi regular employee	Contract employee	Re-employment of retired employee	temporary employees	
TPJP_S	Life insurance	○	×	×	×	×	Note:Join the endowment insurance as retirement reserve from company.
TPJY_S	Health care	Health insurance subscribers can use the guarantee of “Kyokai kenpo”.				Follow rules of the temporary employment agencies	Note:Standards for using guarantees are set.
TPJY_M	Disability and invalidity coverage	×	×	×	×		
	Parental leave	○	○	○	○		
	Retirement provision	○	△	×	×		
	Stock ownership	×	×	×	×		Note:Semi regular employees receive less payment than regular employees.

TPJK Unanswerd

TPIN TPIN does not employee temporary or part-time positions.

TPML

Types of Benefit	Operations		Non-Operations	
	Permanent	Contract	Permanent	Contract
Transport allowance	/		/	
Attendance allowance	/	/		
Meal	/			
Food Subsidies	/			
Overtime	/	/	/	
Shift allowance	/			
OT shift allowance	/			/
Personal Accident Coverage (PA)	/	/	/	
Prolonged illness	/		/	
Annual leave	/	/	/	/
Medical leave	/	/	/	/
Maternity leave	/		/	
Paternity leave	/		/	
Marriage leave	/		/	
Compassionate leave	/		/	

TPTH_Ay\ TPTH does not employee temporary or part-time positions.

TPTH_Ra\ TPTH does not employee temporary or part-time positions.

TPTN TPTN does not employee temporary or part-time positions.

TPVN TPVN does not employee temporary or part-time positions.

TPCS TPCS does not employee temporary or part-time positions.

TPCZ Dispatching workers enjoy the same accommodation and the labor protection except those benefits mentioned below.

TPPP

1, Social security	Social security by the dispatching company for employees to purchase.
2, Annual check-up	The annual check-up is not included due to the short work time.
3, Disability and invalidity coverage	TAKAHATA is just responsible for this insurance during their work time, the dispatching company is in charge of the rest of time. However, as for those full-time employees, TAKAHATA will be responsible for all those conditions fitted by law.
4, Parental leave	The parental leave is not included due to the short work time.
5, Full attendance award	It's awarded annually by each department. Due to the short work time, they can't enjoy this benefit.
6, Seniority award	Seniority award is given annually by each department. Due to the short work time, it's not included.
7, Annual leave	It is not included due to their work time is not up to the request for annual leave

G4-LA3 Return to work and retention rates after parental leave, by gender

Base	Total number of employees that were entitled to parental leave		Total number of employees that took parental leave.		Total number of employees who returned to work after parental leave ended.		Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work.		Return to work rate.		Retention rate	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TPCS	Unanswered											
TPCZ	Unanswered											
TPPP	Unanswered											
TPIN	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A
TPJP_T TPJP_S	2	0	0	1	0	2	0	0	N/A	100%	N/A	N/A
TPJY_S TPJY_M	3	0	0	2	0	0	0	0	N/A	100%	N/A	N/A
TPJK	2	2	0	2	0	0	0	1	N/A	N/A	N/A	N/A
TPML	0	6	0	6	0	6	0	6	0%	100%	0%	100%
TPTH_Ayl	0	3	0	3	0	3	0	3	0%	100%	0%	100%
TPTH_Ray	0	377	0	26	0	25	0	21	0%	96%	0%	84%
TPTN	0	5	0	5	0	3	0	3	0%	60%	0%	60%
TPVN	24	56	24	56	24	56	24	56	100%	100%	100%	100%

G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements

TPCS	One year.
TPCZ	Company will inform workers in advance but no exact time yet.
TPPP	Company will inform workers in advance but no exact time yet.
TPIN	No period setting.
TPJP_T TPJP_S	At least 1 week, but not included in Company Manual.
TPJY_S TPJY_M	At least 1 week, but not included in Company Manual.
TPJK	At least 1 week, but not included in Company Manual.
TPML	At least 1 week, included in Company Manual.
TPTH	At least 1 week, but not included in Company Manual.
TPTN	No period setting.
TPVN	At least 1 month.

G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

Members of the health and safety committee chosen as representatives from all employees promote the safety of each base.

Base	the health and safety committee	
	Number of members	Frequency of meeting
TPCS	1	At any time
TPCZ	3	Once a month
TPPP	3	Once a month
TPIN	27	Quarterly
TPJY_S	11	Once a month
TPJY_M	3	Once a month
TPJK	10	Once a month
TPML	36	Quarterly
TPTH_Ayu	6	Once a month
TPTH_Ray	5	Once a month
TPTN	12	Once a month
TPVN	10	Once a month

Note:7 employer of TPTH_Ayu are also members of the safety and health committee.

Note:6 employer of TPTH_Ray are also members of the safety and health committee.

G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender

[illegible]

G4-LA7 Workers with high incidence or high risk of diseases related to their occupation

	Mandatory item						Optional item					
	Organic Solvent Handling Work	Grinding, welding, lathe machine work	Specific Chemical Substance Handling Work	Dangerous Goods Handling Work	Mold Transportation Work (Slinging and Crane Work)	Forklift /Crane lifting	chargemen	Crushing Work	XRF analysis meter Work	Insert coating Work	ultrasonic machine Work	Assembly soldering work
TPCS	14	6	2	0	6	4	–	–	–	–	–	–
TPCZ	N/A	8	N/A	N/A	11	45	–	1	3	4	5	6
TPPP	N/A	13	N/A	N/A	4	69	–	1	0	0	15	3
TPIN	N/A	N/A	50	64	15	3	–	–	–	–	–	–
TPJP_S TPJY_S	22	93	132	21	83	118	–	–	–	–	–	–
TPJY_M	3	4	0	4	17	8	–	–	–	–	–	–
TPJK	5	8	3	2	19	8	–	2	–	3	4	–
TPML	N/A	14	10	N/A	20	3	1	N/A	N/A	N/A	8	6
TPTH_Ayu	N/A	3	1	N/A	25	13	N/A	2	N/A	0	0	7
TPTH_Ray	N/A	17	4	N/A	19	46	N/A	5	N/A	15	6	N/A
TPTN	6	2	10	10	33	69	–	–	–	–	–	–
TPVN	N/A	20	N/A	N/A	93	20	–	–	–	–	–	–

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-LA8 Health and safety topics covered in formal agreements with trade unions

TPCS	Health and safety topics have been covered in company rules.
	company rules are below.
	According to the Employment regulation of TAKAHATA SZ
	Chapter 9 labor protection and safety and health
	Article 57 Labor protection and protective equipment
	1. The company strictly implements the relevant state provisions and standards,
	including the national labor safety and hygiene standards, the regulation of working hours, rest time, vacation and special protection.
	2. For guarantee the safety and health of staff in the production process. The company offers the working environment
	which is in accordance with the state's provision, and necessary protective equipment (eg: work clothes, work shoes, hat, gloves and so on).
	3. Employees will take care of the work clothes and the protective equipment, keep them clean and tidy, wear them in accordance
	with the regulation of company. If someone violates the regulation, in addition to the punishment, the superior have a right to stop his/her work,
	and order him/her leave the workshop, during the no working time, it is the personal leave.
	Article 60 Health examination
	1. Expect new employees, Employees healthy check-up once every two years, which is organized by the company. All the staff must be
TPCZ	take part in the physical examination, unless there is a reasonable reason.
	2. According to the result of a medical, if the work place where staff works is found to occur disease, safety accident or occupational disease
	hazards possibly, the company can change the work, work place, the type of work, and work time under not reduce the salary. So the staff can't refuse.
	3. Engaged in the occupational-disease-inductive employees, expect the regular physical examination, still have the examination in induction time,
TPPP	departure time, changing work time or other conditions stipulated by the law. So the staff can't refuse, if not, he/she will take all legal consequences.
	Individual protective equipment: The equipment will distribute to the operators according to requirements.
	Training and Education: Compile education management training and implement it on schedule.
	complaints mechanism: Opinion Box
TPIN	The right of unsafe work rejection
	Regular inspection: implement it every month.
	Individual protective equipment: The equipment will distribute to the operators according to requirements.
	Training and Education: Compile education management training and implement it on schedule.
TPJP_T TPJP_S	complaints mechanism: Opinion Box
	The right of unsafe work rejection: according to relative regulations and laws and 《Forced and compulsory labor control procedures》
	Regular inspection: implement it every month.
	No Topics because there is no Trade Union.
TPJP_T TPJP_S	Based on the philosophy of "Safety First", we will achieve a comfortable working environment through Safety and Health Activities by member's participation.

TPJY_S TPJY_M	Based on the philosophy of "Safety First", we will achieve a comfortable working environment through Safety and Health Activities by member's participation.
TPJK	Based on the philosophy of "Safety First", we will achieve a comfortable working environment through Safety and Health Activities by member's participation.
TPML	<p>The Management of Takahata has the moral and legal responsibility to provide Health and Safety to the Company's Employees. And others (Visitors, Contractors and members of the public) with whom we may come into contact in the course of business activities. (Occupational Safety and Health Act 1994)</p> <p>Our company appoints competent persons as Safety and health Committee members whose responsibility to handle the health and Safety Management. Safety Policy implementation</p> <p>and Monitoring safety functions at work place. All employees at all time cooperate with their managers and safety committee in adhering to legal requirements and to company rules. Policies and procedures.</p> <p>reasonably practical arrangements (systems and procedures) should have been done to establish safe and health systems of work: designed to promote standards of health and safety provision, which will lead to the minimization of risks and to the avoidance of accidents and ill health in the process of production, operations and handling of all plants, machinery and equipment, storage and transport of chemical, solvent, gas and or any toxic materials.</p> <p>OBJECTIVES</p> <p>The company policy is to comply with legal safety and health requirements. (reasonably practicable.)</p> <p>Identify workplace hazards and carry out risk assessment.</p> <p>Ensure proper handling and disposal of chemical and Toxic material.</p> <p>Maintenance of repair records of machinery & Equipments.</p> <p>Maintain a system of communication / participation to discuss on issues.</p> <p>Disease prevention and health checks.</p> <p>Monitoring on an ongoing basis. The operation of the preventative measures to control risk should be practised.</p>
TPTH_Ayu	<p>Safety and Health policy</p> <p>"Safety first" – Ensure safety and hygiene at the workplace (According to risk factors)</p>
TPTH_Ray	"Safety first" – Ensure safety and hygiene at the workplace (According to risk factors)
TPTN	Based on the philosophy of "Safety First", we will achieve a comfortable working environment
TPVN	"Safety first" – Ensure safety and hygiene at the workplace

G4-LA9 Average hours of training per year per employee by gender, and by employee category

It is implemented according to the "company-wide education plan" prepared by the education secretariat.

Details are set out in the "Education and Training Regulations".

G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

TPCS	Make the training plan at the beginning of the year, and carry out according to the plan.
TPCZ	Compile education management training and skill training plan every year and implement on schedule.
TPPP	Compile education management training and skill training plan every year and implement on schedule.
TPIN	Internal & External Training Programs (Technical & Non-Technical)
TPJP_T TPJP_S	No program and support.
TPJY_S TPJY_M	No program and support.
TPJK	No program and support.
TPML	Yearly Training Need Analysis, Training Record and Skill level Chart.
TPTH_Ayu	Internal & External Training Programs(TPTH have skill training plan every year and implement on schedule.)
TPTH_Ray	Internal & External Training Programs(TPTH have skill training plan every year and implement on schedule.)
TPTN	No program and support.
TPVN	No program and support.

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Composition of governance bodies is not disclosed.

• TPJP's total number of employees by gender

	Age	Male (Rate)	Female (Rate)	Total (Rate)
Board member	Under 30	0 (0)	0 (0)	0 (0)
	30~50	2 (29)	0 (0)	2 (29)
	Over 50	5 (71)	0 (0)	5 (71)
Regular Employees	Under 30	0 (0)	0 (0)	0 (0)
	30~50	0 (0)	0 (0)	0 (0)
	Over 50	0 (0)	0 (0)	0 (0)
Total				7

Note: Number of employees in TPJP as of March 31 in 2017.

Note: Non-regular employees are excluded from the report because it is difficult to specify the age.

G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation

		TPJP-T	TPJP-S	TPJY-S	TPJY-M
Board member	Basic salary	–	–	100%	–
	Remuneration	–	–	100%	–
Employee	Basic salary	84.7%	84.4%	88.4%	98.9%
	Remuneration	79.2%	76.3%	81.0%	86.2%

G4-LA14 Percentage of new suppliers that were screened using labor practices criteria

a. Report the percentage of new suppliers that were screened using labor practices criteria

The number of new suppliers of TPJY and TPJP is zero.

G4-LA15 Significant actual and potential negative impacts for labor practices in the supply chain and actions taken
 TPJP and TPJY do not have system to grasp the impacts for labor practices in the supply chain.

G4-LA16 Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

		TPCS	TPCZ	TPPP	TPIN	TPJP_T	TPJP_S	TPJY_S	TPJY_M	TPJK	TPML	TPTH_Ayu	TPTH_Ray	TPTN	TPVN
a. Report the total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period		N/A	0	0	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
b. Of the identified grievances, report how many were	▪ Addressed during the reporting period	N/A	0	0	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
	▪ Resolved during the reporting period	N/A	0	0	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
c. Report the total number of grievances about labor practices filed prior to the reporting period that were resolved during the reporting period.		N/A	0	0	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0

G4-HR2 Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

TPJP does not provide training on policies and procedures, but conducts training on harassment.

Date: 17-Mar

Duration: 1 day

Target layer: All employees of TPJK

G4-HR3 Total number of incidents of discrimination and corrective actions taken

0 (TPJP and TPJY)

G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor

0 (TPJP and TPJY)

G4-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor

0 (TPJP and TPJY)

G4-HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations

4% at TPJP

G4-HR8 Total number of incidents of violations involving rights of indigenous peoples and actions taken

TPJP and TPJY are not applicable.

G4-HR10 Percentage of new suppliers that were screened using human rights criteria

The number of new suppliers of TPJY and TPJP is zero.

G4-HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken

TPJP do not have system to grasp the impacts for human rights in the supply chain.

G4-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms

		TPCS	TPCZ	TPPP	TPIN	TPJP_T	TPJP_S	TPJY_S	TPJY_M	TPJK	TPML	TPTH_Ayu	TPTH_Ray	TPTN	TPVN
a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.		0	12	4	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
b. Of the identified grievances, report how many were:	▪ Addressed during the reporting period	0	12	4	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
	▪ Resolved during the reporting period	0	12	4	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0
c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.		0	Unanswered	Unanswered	0	0	0	0	0	0	Unanswered	N/A	N/A	0	0

G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs

TPJP and TPJY did not implement local community engagement, impact assessments, and development programs.

G4-SO2 Operations with significant actual or potential negative impacts on local communities

The project of TPJP and TPJY is not significant negative impacts on local communities.

G4-SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

TPJP and TPJY does not conduct risk assessment on corruption.

G4-SO4 Communication and training on anti-corruption policies and procedures

2% at TPJP

G4-SO5 Confirmed incidents of corruption and actions taken

0 (TPJP and TPJY)

G4-SO6 Total value of political contributions by country and recipient/beneficiary

0 (TPJP and TPJY)

G4-SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society

The number of new suppliers of TPJP andTPJY is zero.

G4-SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken

TPJP and TPJY do not have system to grasp the impacts for society in the supply chain.

G4-SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement
0 (TPJP and TPJY)

G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements

TPJP and TPJY provide information on chemical substances as necessary.

G4-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

Note:TPJP_T is excluded from the report because there are only management and sales functions.

G4-PR5 Results of surveys measuring customer satisfaction

Surveys measuring customer satisfaction have not been carried out in 2017.

G4-PR6 Sale of banned or disputed products

TPCS	Nil
TPCZ	N.D. (Do not have system to record.)
TPPP	N.D. (Do not have system to record.)
TPIN	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

Note: TPJP_T is excluded from the report because there are only management and sales functions.

G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes

TPCS	Nil
TPCZ	Nil
TPPP	Nil
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

TPCS	Nil
TPCZ	Nil
TPPP	Nil
TPIN	Nil
TPJP_T	Nil
TPJP_S	Nil
TPJY_S	Nil
TPJY_M	Nil
TPJK	Nil
TPML	Nil
TPTH_Ayu	Nil
TPTH_Ray	Nil
TPTN	Nil
TPVN	Nil

G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

TPCS	No violation
TPCZ	No violation
TPPP	No violation
TPIN	No violation
TPJP_S	No violation
TPJY_S	No violation
TPJY_M	No violation
TPJK	No violation
TPML	No violation
TPTH_Ayu	No violation
TPTH_Ray	No violation
TPTN	No violation
TPVN	No violation

Note:TPJP_T is excluded from the report because there are only management and sales functions.

2017KPI																										
		KPI	site	1	2	3	4	5	6	7	8	9	10	11	12	Total	Monthly Average	predictive value	target	Remaining amount to achieve target (Monthly average)		Remaining amount to achieve target (Total)				
Actual products																										
Production in 2017	Total weight[L]	TPHQ	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	#DIV/0!					=VALUE	=VALUE			
		TPJY-S	93.09	90.88	106.28	92.00	77.53	87.82	103.28	79.61	95.70	103.44	105.45	93.85	1128.90	94.08							=VALUE	=VALUE		
		TPJY-M	55.97	51.38	58.49	45.61	48.86	45.82	47.96	43.18	53.79	48.01	51.32	43.23	593.62	49.47							=VALUE	=VALUE		
		TPJK	32.00	29.50	31.20	28.50	24.80	29.60	27.50	29.30	29.40	31.80	31.54	34.60	358.74	29.90							=VALUE	=VALUE		
		TPML	46.70	38.80	40.60	47.00	40.65	35.45	47.89	46.14	48.90	57.84	56.41	45.81	552.45	46.04							=VALUE	=VALUE		
		TPVN	140.70	179.30	214.02	217.97	234.62	228.95	233.95	222.16	222.48	239.53	231.19	21.91	2556.08	213.01							=VALUE	=VALUE		
		TPNS	72.00	81.00	82.00	75.26	80.03	76.00	99.00	80.00	87.00	82.00	102.00	91.00	1017.28	84.77							=VALUE	=VALUE		
		TPCS	171.00	156.00	161.80	161.00	152.00	163.00	178.00	145.86	171.00	155.00	155.00	168.55	1939.21	161.80							=VALUE	=VALUE		
		TPCZ	167.15	146.83	181.01	181.00	185.30	242.80	200.20	240.20	140.50	130.50	171.10	184.20	2194.19	182.85							=VALUE	=VALUE		
		TPPP	322.00	193.33	336.57	277.89	340.29	353.46	295.31	252.10	297.66	209.65	291.11	248.71	3420.08	285.01							=VALUE	=VALUE		
		TPTH-A	50.76	46.05	50.37	38.46	48.75	39.27	39.93	35.43	36.35	35.53	40.28	36.93	498.12	41.51							=VALUE	=VALUE		
		TPTH-R	205.67	176.50	184.28	137.51	197.92	194.37	204.09	204.70	189.48	203.00	192.97	168.67	2270.17	189.18							=VALUE	=VALUE		
		TPTN	285.34	304.25	354.85	303.03	323.08	313.82	261.00	380.07	331.34	353.78	365.78	255.74	3832.08	319.34							=VALUE	=VALUE		
		TOTAL	1642.38	1497.92	1803.47	1606.39	1763.83	1810.37	1759.49	1757.74	1712.61	1650.08	1794.15	1562.50	20360.92	#DIV/0!							=VALUE	=VALUE		
		Energy																								
Input	Consumption	Electricity[MWh]	TPHQ	448.56	551.98	474.43	507.33	391.06	537.17	567.05	497.60	567.13	478.83	508.97	529.21	6059.32	504.94					=VALUE	=VALUE			
			TPJY-S	232.64	290.37	276.21	262.86	214.21	266.32	306.32	335.92	247.45	288.79	250.36	253.63	3225.08	268.76							=VALUE	=VALUE	
			TPJY-M	128.76	124.87	139.60	129.84	124.49	150.23	170.93	159.91	140.63	140.63	137.58	127.97	1675.52	139.63							=VALUE	=VALUE	
			TPJK	278.28	234.89	262.85	244.31	272.52	236.35	261.56	254.98	238.05	286.17	270.29	230.80	3050.65	254.22							=VALUE	=VALUE	
			TPML	582.38	721.88	914.52	820.14	1,098.84	1,074.36	1,108.32	1,101.00	1,027.68	989.88	910.56	706.98	11,056.50	921.38							=VALUE	=VALUE	
			TPVN	240.52	233.40	262.66	312.71	328.98	356.46	396.00	386.60	377.81	341.58	348.25	286.97	3,871.93	322.66							=VALUE	=VALUE	
			TPCS	500.27	488.52	613.19	624.01	683.40	706.83	864.44	850.94	824.41	540.84	650.78	652.56	8,000.19	666.68							=VALUE	=VALUE	
			TPCZ	716.14	624.96	872.84	905.16	1,027.52	1,192.32	1,152.12	1,191.86	1,237.12	986.00	1,215.97	787.16	11,909.17	892.43							=VALUE	=VALUE	
			TPPP	978.42	873.66	1,087.50	1,150.62	1,180.08	1,416.12	1,365.06	1,220.16	1,202.30	1,056.28	919.38	13,771.74	1,147.65									=VALUE	=VALUE
			TPTH-A	427.80	403.23	490.68	374.91	458.34	433.02	418.68	390.72	360.09	417.72	408.39	328.41	4,911.99	409.33							=VALUE	=VALUE	
			TPTH-R	1,021.02	924.90	1,073.04	374.91	1,068.30	1,080.66	1,069.26	1,064.28	1,065.46	1,072.08	1,007.40	872.42	11,714.73	876.23							=VALUE	=VALUE	
			TPTN	647.34	740.48	743.90	805.80	796.46	786.76	787.24	969.72	838.20	892.44	928.40	659.07	9,559.41	796.62							=VALUE	=VALUE	
			TOTAL	6,302.11	6,176.32	7,211.51	6,512.60	7,644.19	8,236.61	8,466.98	8,423.70	8,164.18	7,717.26	7,895.23	6,355.56	88,806.24	7,400.52							=VALUE	=VALUE	
			Gasoline[L]	TPHQ	1,817.31	2,020.18	1,759.51	2,052.61	1,267.30	2,218.71	1,713.51	2,018.1	2,099.80	277.40	496.10	474.40	1,659.61	331.92							=VALUE	=VALUE
				TPJY-S	107.30	98.40	102.50	97.70	94.30	98.80	97.90	98.30	101.50	98.80	97.80	98.50	1,191.80	99.32							=VALUE	=VALUE
TPJY-M	420.76	429.30		464.00	345.00	311.00	393.00	436.00	257.00	374.84	327.37	280.20	522.30	4,560.77	380.06							=VALUE	=VALUE			
TPJK	685.69	719.65		616.85	503.86	864.40	600.00	580.06	490.00	585.96	606.06	500.00	612.35	744.10	760.58							=VALUE	=VALUE			
TPML														0.00	#DIV/0!							=VALUE	=VALUE			
TPVN	9,962.57	10,070.70		10,412.73	11,944.37	24,132.71	11,774.00	12,891.00	12,540.00	9,541.00	10,728.00	10,140.00	9,393.00	142,740.09	11,895.01							=VALUE	=VALUE			
TPCS	733.00	786.00		1,053.00	1,111.00	1,073.00	1,390.00	1,370.00	1,601.00	1,589.00	1,352.00	1,425.00	1,378.00	14,871.00	1,239.25							=VALUE	=VALUE			
TPCZ	1,450.00	1,100.00		1,692.00	1,529.00	1,820.00	1,933.00	2,146.00	2,135.00	2,187.00	1,848.60	1,729.00	1,972.00	21,541.80	1,785.13							=VALUE	=VALUE			
TPPP	1,000.00	989.00		521.00	1,406.00	910.00	721.00	683.00	707.91	706.00	719.00	647.00	672.00	9,630.91	802.58							=VALUE	=VALUE			
TPTH-A	2,070.92	2,000.99		2,040.29	1,609.30	1,629.05	1,810.88	1,863.89	1,373.50	1,427.00	1,403.35	1,650.49	416.00	16,095.65	1,581.30							=VALUE	=VALUE			
TPTH-R	3,702.79	3,892.74		3,932.96	2,891.90	3,517.79	3,536.00	3,027.56	3,289.68	3,489.04	2,910.33	2,964.77	1,234.29	38,389.83	3,198.15							=VALUE	=VALUE			
TPTN	1,066.20	1,066.20		1,066.20	1,066.20	1,066.20	1,066.20	1,066.20	1,066.00	1,066.00	1,066.00	1,066.00	1,066.00	12,793.40	1,066.12							=VALUE	=VALUE			
TOTAL	22,426.55	23,183.16		23,661.03	24,558.94	36,785.74	25,541.58	24,865.11	24,865.58	22,693.16	22,463.22	22,085.17	18,918.73	286,025.20	24,388.00							=VALUE	=VALUE			
Premium gasoline[L]	TPHQ	154.10		243.40	172.00	178.00	193.00	0.00	171.00	0.00	0.00	0.00	0.00	0.00	34.00	1,145.50							=VALUE	=VALUE		
	TPJY-S																						=VALUE	=VALUE		
	TPJY-M																					=VALUE	=VALUE			
	TPJK																					=VALUE	=VALUE			
	TPML																					=VALUE	=VALUE			
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	TOTAL	154.10	243.40	172.00	178.00	193.00	0.00	171.00	0.00	0.00	0.00	0.00	0.00	34.00								=VALUE	=VALUE			
	Diesel fuel[L]	TPHQ	145.10	154.00	235.20	111.00	31.80	221.00	158.30	110.00	58.00	281.00	0.00	263.60	1,769.00								=VALUE	=VALUE		
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TPTN																						=VALUE	=VALUE			
TOTAL		145.10	154.00	235.20	111.00	31.80	221.00	158.30	110.00	58.00	281.00	0.00	263.60									=VALUE	=VALUE			
LP gas[m3]		TPHQ	10.70	12.80	14.10	11.00	8.80	7.90	8.40	6.70	6.70	10.00	11.40	14.10	122.80	10.22							=VALUE	=VALUE		
	TPJY-S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							=VALUE	=VALUE			
	TPJY-M	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							=VALUE	=VALUE			
	TPJK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00												

Input	usage[t]	TPHQ	125.98	119.39	139.51	122.78	106.79	142.38	135.79	108.09	129.11	135.25	143.24	125.87	1533.96	127.83																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							</
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Life Garbage																					
Output	Paper[kg]		TPHQ																		
			TPJY-S	117.73	55.63		53.16		207.87		61.25		75.24		68.39		46.87		85.92		84.13
			TPJY-M	110.00	180.00		170.00		70.00		80.00		110.00		90.00		90.00		90.00		80.00
			TPJK																		
			TPML																		
			TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
			TPIN	-	-		-		-		-		-		-		-		-		-
			TPCS	41.69	67.32		67.32		70.07		54.74		70.00		0.00		50.00		50.00		50.00
			TPCZ	10.00	10.00		12.00		12.00		18.00		13.00		14.00		19.00		18.00		180.00
			TPPP	100.00	100.00		100.00		100.00		100.00		100.00		100.00		100.00		2890.00		100.00
Plastics[kg]		TPTH-A	694.00	0.00		1794.00		509.00		0.00		450.00		475.50		1149.00		59.00		531.80	
		TPTH-R	1154.00	779.00		1120.00		943.00		1280.00		1355.00		716.00		1422.00		1048.00		766.00	
		TPTN																			
		TOTAL	2227.42	1191.95		3316.48		1911.94		1593.99		2173.24		1463.89		2876.87		1453.92		5246.13	
		TPHQ																			
		TPJY-S																			
		TPJY-M																			
		TPJK																			
		TPML	7108.00	6468.00		3802.00		4700.00		3765.00		3780.00		4772.00		3317.00		4746.00		6151.00	
		TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
Raw garbage[kg]		TPIN	9669.00	9633.00		14306.00		14772.00		19122.08		13340.00		18200.00		15900.00		15597.00		14170.00	
		TPCS	310.00	120.00		223.00		380.00		300.00		200.00		430.00		410.00		400.00		320.00	
		TPCZ	0.00	0.00		15.00		10.00		16.00		15.00		17.00		14.00		11.00		24.00	
		TPPP	600.00	1100.00		5960.00		5240.00		5640.00		4353.00		5010.00		5180.00		5310.00		3410.00	
		TPTH-A	181.00	0.00		189.00		126.00		0.00		275.00		196.00		20.00		0.00		15.00	
		TPTH-R	626.00	510.00		722.00		731.00		736.00		462.00		677.00		624.00		495.00		1312.00	
		TPTN	901.00	277.50		1482.50		466.00		869.00		818.00		568.50		10845.00		642.00		411.50	
		TOTAL	19395.00	18108.50		28699.50		26421.00		30443.08		23517.00		30657.50		36363.00		27330.00		27078.50	
		TPHQ																			
		TPJY-S																			
Recycle	Aluminum can[kg]		TPJY-M																		
			TPJK																		
			TPML																		
			TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
			TPIN	-	-		-		-		-		-		-		-		-		-
			TPCS	2000.00	2000.00		2000.00		2000.00		2000.00		2000.00		3000.00		2000.00		2000.00		2000.00
			TPCZ	10000.00	85000.00		11000.00		12000.00		11500.00		11700.00		13200.00		12400.00		13400.00		12300.00
			TPPP	15000.00	15000.00		15000.00		15000.00		13000.00		15000.00		13000.00		13000.00		13000.00		13000.00
			TPTH-A	NA	NA		NA		NA		NA		NA		NA		NA		NA		NA
			TPTH-R	NA	NA		NA		NA		NA		NA		NA		NA		NA		NA
PET bottle[kg]		TPTN																			
		TOTAL	27000.00	102000.00		28000.00		29000.00		26500.00		28700.00		29200.00		27400.00		28400.00		27300.00	
		TPHQ																			
		TPJY-S																			
		TPJY-M																			
		TPJK																			
		TPML																			
		TPVN	0.00	0.00		0.00		0.00		6.80		3.00		0.50		0.00		0.00		19.00	
		TPIN	14.72	20.81		26.93		25.43		27.15		23.29		20.88		23.46		27.00		22.02	
		TPCS	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		1000.00		0.00	
Steel can[kg]		TPCZ	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPPP	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-A	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-R	177.00	144.00		188.00		178.00		314.00		304.00		178.00		336.00		311.00		264.00	
		TPTN																			
		TOTAL	191.72	164.81		214.93		203.43		347.95		330.29		199.18		359.46		1414.00		388.02	
		TPHQ																			
		TPJY-S																			
		TPJY-M																			
	Glass bottle(bin)[kg]		TPJK																		
		TPML																			
		TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPIN	-	-		-		-		-		-		-		-		-		-	
		TPCS	1.00	1.00		1.00		1.00		1.00		1.00		1.00		1.00		1.00		1.00	
		TPCZ	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPPP	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-A	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-R	322.00	255.00		425.00		393.00		366.00		408.00		255.00		413.00		397.00		311.00	
		TPTN																			
Cigarette-end(butts)[kg]		TOTAL	323.00	256.00		428.00		394.00		367.00		409.00		256.00		414.00		611.00		312.00	
		TPHQ																			
		TPJY-S																			
		TPJY-M																			
		TPJK																			
		TPML																			
		TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPIN	0.02	0.02		0.02		0.02		0.02		0.02		0.02		0.02		0.02		0.02	
		TPCS	1.00	1.00		1.00		1.00		1.00		1.00		1.00		1.00		1.00		1.00	
		TPCZ	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
Garbage[g]		TPPP	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-A	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTH-R	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPTN																			
		TOTAL	1.02	1.02		1.02		1.02		1.02		1.02		1.02		1.02		1.02		82.02	
		TPHQ																			
		TPJY-S																			
		TPJY-M																			
		TPJK																			
	Waste[kg]		TPML																		
		TPVN	0.00	0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
		TPIN	28.00	30.00		32.00		35.00		33.00		34.00		30.00		29.00	</				

Input	Waterworks[m3]	●	TPHQ																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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■ GRI Content Index

PART	NO.	INDICATORS	PAGE
Strategy and Analysis	G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	1
	G4-3	a. Report the name of the organization.	2
Organizational Profile	G4-4	a. Report the primary brands, products, and services.	3
	G4-5	a. Report the location of the organization's headquarters.	4
	G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	2
	G4-7	a. Report the nature of ownership and legal form.	2
	G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	3
	G4-9	a. Report the scale of the organization, including: Total number of employees	5
		Total number of operations	
		Net sales (for private sector organizations) or net revenues (for public sector organizations)	
		Total capitalization broken down in terms of debt and equity (for private sector organizations)	
	G4-10	a. Report the total number of employees by employment contract and gender.	5
		b. Report the total number of permanent employees by employment type and gender.	
		c. Report the total workforce by employees and supervised workers and by gender.	
		d. Report the total workforce by region and gender.	
		e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as selfemployed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.	
	G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	7
	G4-12	a. Describe the organization's supply chain.	7
	G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain.	7
	G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	8
	G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	8

Commitments to External Initiatives	G4-16	<p>a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	8
Identified Material Aspects and Boundaries	G4-17	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p> <p>The organization can report on this Standard Disclosure by referencing <u>the information in publicly available consolidated financial statements or</u></p>	2
Identified Material Aspects and Boundaries	G4-18	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	9
	G4-19	a. List all the material Aspects identified in the process for defining report content.	9
	G4-20	<p>a. For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> • The list of entities or groups of entities included in G4-17 for which the Aspect is not material or • The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization <p>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	9
	G4-21	<p>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	9
	G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	11
	G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	11
	G4-24	a. Provide a list of stakeholder groups engaged by the organization.	11
	G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	11

Stakeholder Engagement	G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	11
	G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	11
Report Profile	G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	11
	G4-29	a. Date of most recent previous report (if any).	11
	G4-30	a. Reporting cycle (such as annual, biennial).	12
	G4-31	a. Provide the contact point for questions regarding the report or its contents.	12
GRI Content Index	G4-32	Report the 'in accordance' option the organization has chosen.	12
		b. Report the GRI Content Index for the chosen option (see tables c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the	
Assurance	G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report.	12
		b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.	
		c. Report the relationship between the organization and the assurance providers.	
		d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	
Governance	G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social	12
Ethics and Integrity	G4-56	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes	13

ASPECT	NO.	INDICATORS	PAGE
Economic Performance	G4-EC1	Direct economic value generated and distributed	14
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	–
	G4-EC3	Coverage of the organization's defined benefit plan	–
	G4-EC4	Financial assistance received from government	14
Market Presence	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	14
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	14
Indirect Economic Impacts	G4-EC7	Development and impact of infrastructure investments and services supported	14
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	–
Procurement Practices	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	14
Materials	G4-EN1	Materials used by weight or volume	14
	G4-EN2	Percentage of materials used that are recycled input materials	14
Energy	G4-EN3	Energy consumption within the organization	15
	G4-EN4	Energy consumption outside of the organization	14
	G4-EN5	Energy intensity	17
	G4-EN6	Reduction of energy consumption	15
	G4-EN7	Reductions in energy requirements of products and services	18
Water	G4-EN8	Total water withdrawal by source	19

	G4-EN9	Water sources significantly affected by withdrawal of water	21
	G4-EN10	Percentage and total volume of water recycled and reused	19
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	–
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	–
	G4-EN13	Habitats protected or restored	–
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	–
Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	16
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	16
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	–
	G4-EN18	Greenhouse gas (GHG) emissions intensity	17
	G4-EN19	Reduction of greenhouse gas (GHG) emissions	16
	G4-EN20	Emissions of ozone-depleting substances (ODS)	20
	G4-EN21	NOX, SOX, and other significant air emissions	20
Effluents and Waste	G4-EN22	Total water discharge by quality and destination	19
	G4-EN23	Total weight of waste by type and disposal method	14
	G4-EN24	Total number and volume of significant spills	23
	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	23
	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	–
Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	18
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category a. Report the percentage of reclaimed products and their packaging materials for each product category. b. Report how the data for this Indicator has been collected.	24
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	24
Transport	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	24
Overall	G4-EN31	Total environmental protection expenditures and investments by type	24
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	25
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	25
Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	25

ASPECT	NO.	INDICATORS	PAGE
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	26

	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	28
	G4-LA3	Return to work and retention rates after parental leave, by gender	30
Labor/Management Relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective	31
Occupational Health and Safety	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety	31
	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender	32
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	33
	G4-LA8	Health and safety topics covered in formal agreements with trade unions	34
Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	35
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	36
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	–
Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of	37
Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	37
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria a. Report the percentage of new suppliers that were screened using labor practices criteria.	37
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	38
Labor Practices Grievance	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	38
Investment	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	–
	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of	39
Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	39
Freedom of Association and Collective	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	–
Child Labor	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	39

Forced or Compulsory Labor	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	39
Security Practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	39
Indigenous Rights	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	39
Assessment	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	–
Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	39
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	39
Human Rights Grievance Mechanisms	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	40
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development	41
	G4-SO2	Operations with significant actual or potential negative impacts on local communities	41
Anti-corruption	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	41
	G4-SO4	Communication and training on anti-corruption policies and procedures	41
	G4-SO5	Confirmed incidents of corruption and actions taken	41
Public Policy	G4-SO6	Total value of political contributions by country and recipient/beneficiary	41
Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	41
Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and	42
Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	42
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	42
Grievance Mechanisms for Impacts on Society	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	43
Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for	43
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life	43
Product and Service Labeling	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information	44
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	44
	G4-PR5	Results of surveys measuring customer satisfaction	45
Marketing	G4-PR6	Sale of banned or disputed products	45

Communications	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and	46
Customer Privacy—	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	46
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	47