

SUSTAINABILITY REPORT

2018

Building up a Good Corporate Citizen

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About our Report

GRI 102-49,102-50, 102-51,102-52,105-53,102-54,102-56



- As a conscientious good corporate citizen, Takahata Group is committed to growing sustainably.
- This report covers all activities of Takahata Group, all data for Key performance indicator are disclosed whenever possible to allow for comparison. Our sustainable business practices are embedded throughout the Group's operations, comprising key economic, environmental and social considerations from 1st January to 31st December 2018.
- Last submitted date is 6 July 2018, and this report was changed the report unit from base data to group data.
- This report conforms to the “core” of GRI Sustainability Reporting Guideline 4th Edition and has not been audited by any external agency or organization.
- We welcome your comments, thoughts and remarks to Takahata Precision Co., Ltd, Mr Tomoshisa Saito, Chairman of CSR committee at email: t.Saito@takahata.biz

(TEL: 03-5334-6801, FAX: 03-5334-6810)

Takahata Group

GRI 102-1,102-3,102-4,102-5, 102-6



JAPAN



TAKAHATA PRECISION CO.,LTD

5,8,9F, Nishi Shinjuku diamond Bldg.,
3-9-12 Nishi Shinjuku, Shinjuku-ku,
Tokyo 160-0023, Japan
Tel: + 081 353346800
Fax : +081 53346820



TAKAHATA PRECISION YAMANASHI CO., LTD

390 Maemada, Sakaigawa-cho, Fuefuki-shi,
Yamanashi 406-0843 Japan
Tel: +081 552665001
Fax:+81 552665010



TAKAHATA PRECISION KYUSHO CO., LTD

19-22 Ooaza Narazu Deguchi, Kotake-machi
Kurate-gun, Yamanashi 409-2522 Japan
Tel: +081 949628011
Fax: +81 949628033

MALAYSIA



TAKAHATA PRECISION MOULDING SDN BHD

Lot 26, Jalan CJ1/1, Kawasan Perindustrian
Cheras Jaya, 43200 Cheras, Selangor Darul
Ehsan
Tel: +84 3 90748877
Fax : +84 3 90748876

THAILAND



TAKAHATA PRECISION (THAILAND) LTD. AYUTTHAYA FACTORY

93, Moo 1 Tambol Banlen Amphur, Bangpa-
In Ayutthaya, 13160 Thailand
Tel: +66 35350774-5
Fax : +66 35350704-5



TAKAHATA PRECISION (THAILAND) LTD RAYONG FACTORY

Tambon Tasith, Amphur Pluakdaeng, Rayong
province, 21140, Thailand
Tel: +66 33010300
Fax : +6633010313

Takahata Group

GRI 102-1,102-3,102-4,102-5, 102-6



CHINA



TAKAHATA PRECISION (SUZHOU) CO., LTD

68 Tong Yuan Road, Suzhou, Industrial Park,
Suzhou, China

Tel: + 086 51262522068

Fax : + 086 51262807530



TAKAHATA PRECISION (H.K.) CO., LTD

Suit 1805 , 18/F Tower 1, China Hong Kong
City, 33 Canton Road, Tsimshatsui, Kowloon,
Hong Kong

Tel: + 852 31823162

Fax : + 852 31823010



TAKAHATA PRECISION (SHENZHEN), LTD

Noo 5 Team, Dahe Village, Guanlan,
Guanlan Subdistrict,Baoan, Shenzhen City,
China

Tel: + 086 75529055430

Fax : + 086 75527313700

VIETNAM



TAKAHATA PRECISION VIETNAM CO., LTD

No 10-11-12, Plot N, Nomura-Haiphong
Industrial Zone An Duong District,
Haiphong City, Vietnam

Tel: + 084 313594090

Fax : + 084 313594091

U.S.A.



TAKAHATA PRECISION TENNESSEE, INC.

370 Marcum Parkway, Halenwood
TN 37755-0700, U.S.A.

Tel: +1 4232868100

Fax : +1 4232868104

SINGAPORE



TAKAHATA PRECISION PTE. LTD.

16 Raffles Quay #33-06 Hong
Leong Building,
Singapore 048581

Takahata Group

GRI 102-1,102-3,102-4,102-5, 102-6



AUSTRALIA



AQUIBA PTY.LTD

Innovation centre Sunshine Coast ,
90 Sippy Down Drive, Sippy Down, Queensland,
4556, Australia
Tel : +61 754502751

INDIA



TAKAHATA PRECISION INDIA PVT.LTD.

SP2-41, New Industrial Complex Phase-III,
Neemrana 301705, Alwar, Rajasthan, India
Tel : +91 149 467 0500
Fax : +91 124 402 8800

SPAIN



TAKAHATA PRECISION Espafia S.L

S/N, 23200 LA CAROLINA, JAEN, SPAIN
Tel : +34 953 108202

Takahata Group

GRI 102-1,102-3,102-4,102-5,102-6



Vietnam
TAKAHATA PRECISION VIETNAM CO., LTD.

Malaysia
TAKAHATA PRECISION MOULDING SDN. BHD.

Thailand
TAKAHATA PRECISION (THAILAND) LTD.

China
TAKAHATA PRECISION (SUZHOU) CO., LTD.
TAKAHATA (H.K.) CO., LIMITED.
TAKAHATA PRECISION PLASTIC PRODUCTS (SHENZHEN) CO., LTD.

Japan
TAKAHATA PRECISION CO., LTD. (Headquarter)
TAKAHATA PRECISION YAMANASHI CO., LTD.
TAKAHATA PRECISION KYUSHU CO., LTD.

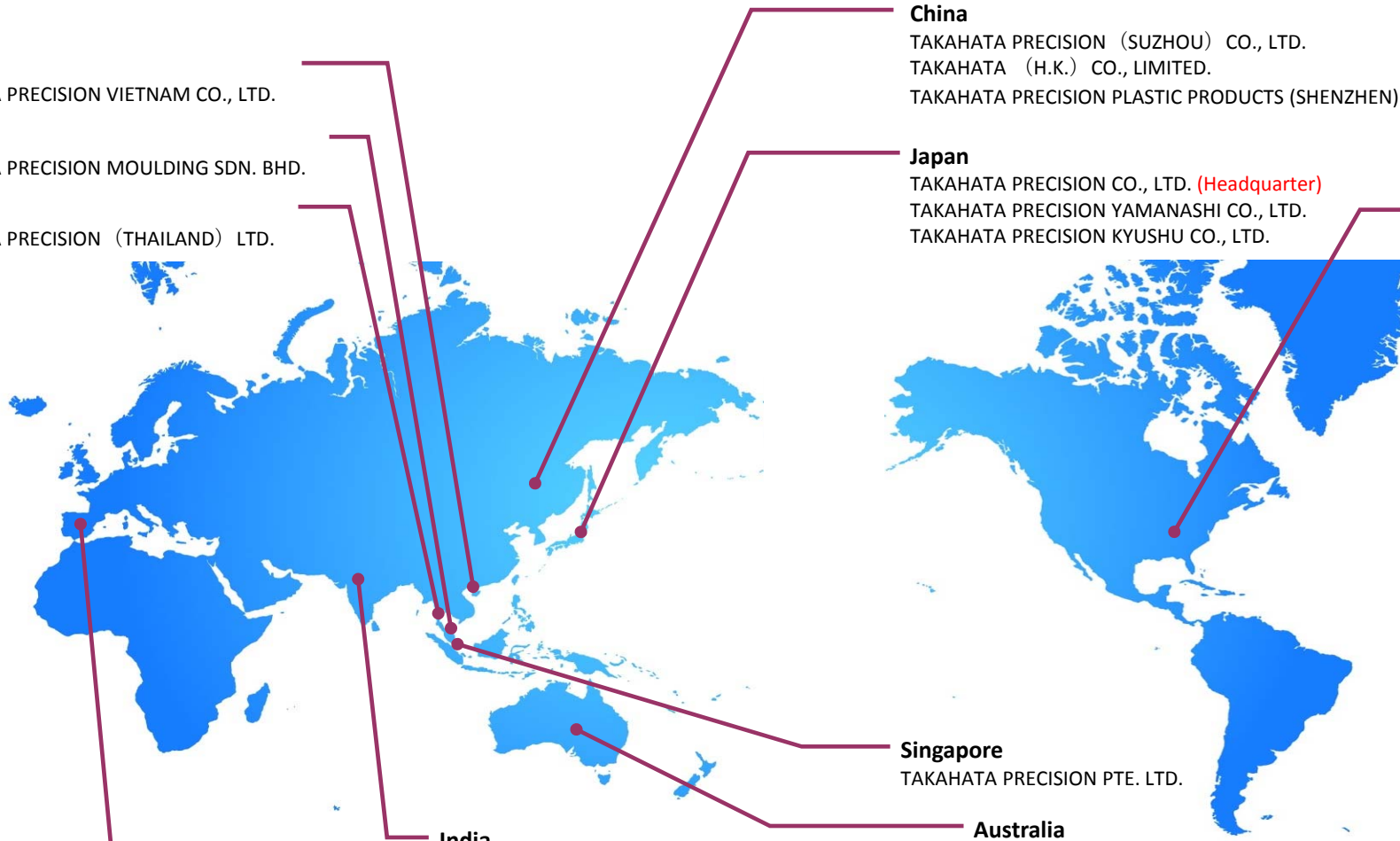
U.S.A
TAKAHATA PRECISION TENNESSEE, INC.

Spain
TAKAHATA PRECISION España S.L.

India
TAKAHATA PRECISION INDIA PVT. LTD.

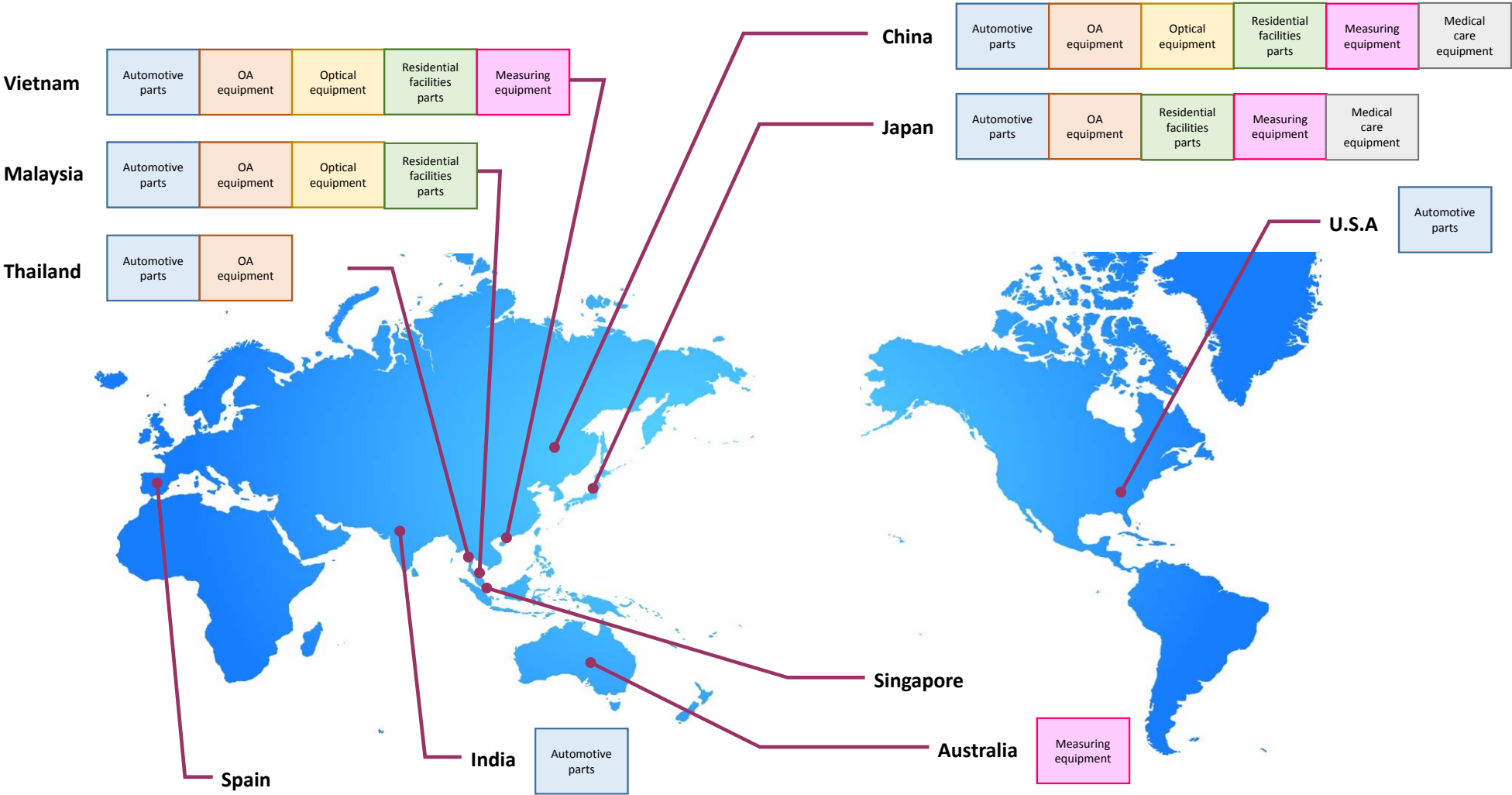
Singapore
TAKAHATA PRECISION PTE. LTD.

Australia
AQUIBA PTY. LTD.



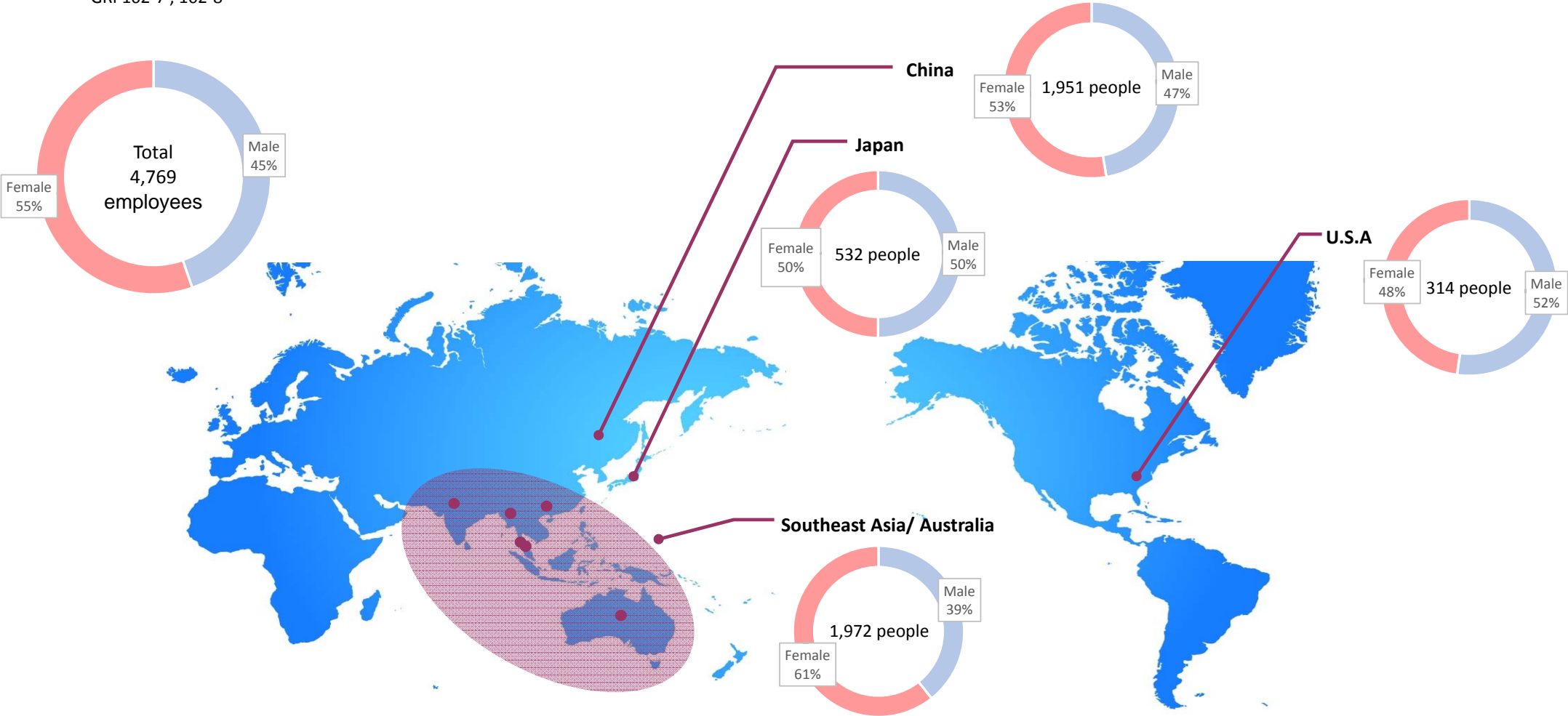
Takahata Products

GRI102-3



TAKAHATA GROUP scale of the organization

GRI 102-7, 102-8



Top Message

GRI 102-12,13,14



Striving to be a true global company by revolutionizing business initiatives



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 14 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.

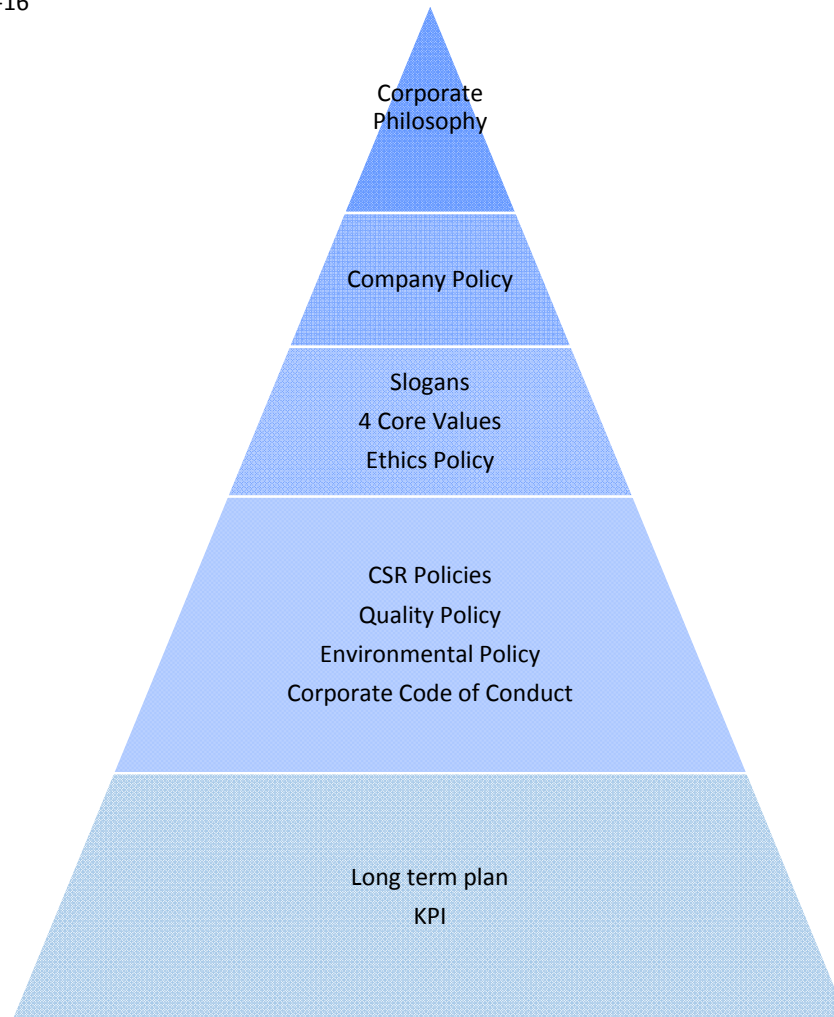
Furthermore, to actively promote activities as good corporate citizens, we will embrace environmental and social issues on a global scale. We support the UN Global Compact, which shows our commitment to solving these issues.

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.

Takahata Ethic and Integrity



GRI 102-16



Corporate Philosophy

Contribute to society through creating products based on TECHNOLOGY, QUALITY, and HUMAN ASSETS.

Company Policy

1. To be reliable
2. Quality first
3. Innovation

Slogans

1. Teamwork
2. Monozukuri = Creating People
3. Challenge
4. True globalization
5. Not individualization, but unity
6. Focus on customers

4 Core Values

1. Human Assets
2. Collective Strength
3. Ability to Respond
4. Challenging Spirit

Quality Policy

Provide satisfaction and peace of mind to our customers through excellent quality.

Corporate Code of Conduct, Ethics Policy & Environment Policy

GRI 102-16



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 discriminations
3. Protection of privacy
4. Workplace safety
5. Distinctions 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

Corporate Ethics Policy

1. Conduct fair and adjust 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 right.
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 environment 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.

Environment Policy

1) We will put business operations in line with the environmental conservation movement toward pollution prevention through these activities:

- a) Promote energy preservation by reducing “irrationally, waste and inconsistencies”.
- b) Pursue a resource-reduce and recycle policy through improving inventory efficiency and the visibility enhancing 5-S (6-S) effort.
- c) Reduce total volume of waste by curbing irregular items in the processing lines.
- d) Promote activities to reduce negative environmental impacts while effectively controlling environmental degrading materials.

We will comply with applicable legal and other requirement, social rules and the requirements to which the Company has voluntarily committed itself.

We will manage continual improvement activities through progress reports with the required set goals and targets under a specific action plan submitted by each division.

This Environmental Policy should be posted in all work areas and be made known to every employee through education and training programs.

This Environmental Policy and practices should be disclosed in an appropriate way. We will ask our customers and suppliers to understand this policy and try to put their business operations in line with this Environmental Policy.

CSR Policy

GRI 102-16



CSR Policies

We, the TAKAHATA PRECISION GROUP, truly as global company, conducts business activities that are trusted by society and fulfill the following policies to achieve the harmonious, sustainable development of economy, community, and social environments based on our management philosophy and company policies.

1. Customers

- (1) We utilize our advanced technological capabilities to provide sustainable products with greater value.
- (2) We develop business activities in an impartial and fair manner always with consideration of the customer's point of view.
- (3) We provide safe and high quality products following relevant laws and standards.
- (4) We strive to prevent foreseeable risks surrounding our business.

2. Society

- (1) We respect the cultures of each country and region in every business activity and comply with relevant laws and regulations.
- (2) We aim for coexistence and prosperity between our company and the community of operations.
- (3) We promote activities to contribute to society in each community, aiming at the creation of a prosperous society.

3. Global Environment

- (1) We prevent the pollution of the environment of local communities and the Earth and hand an enriched environment to the future generation.
- (2) We promote manufacturing that reduces environmental impacts and uses resources in a sustainable manner.
- (3) We contribute to the mitigation of and adaptation to climate change.
- (4) In procurement activities, we consider the issues set out in these policies, such as the environment and human rights.

4. Fair Trading Practices

- (1) We prohibit bribery and maintain a sound and transparent relationship with administrative agencies.
- (2) We do not deal with antisocial forces.
- (3) We maintain a fair and transparent relationship with our business partners and conduct sincere transactions.
- (4) In procurement activities, we consider the issues set out in these policies, such as the environment and human rights.
- (5) We respect the intellectual property rights of other companies and protect the intellectual property rights in our technologies.
- (6) We carefully manage and protect all personal information and confidential information that we acquire through our business.

5. Employees

- (1) We respect the human rights and diversity of our employees and provide a fair working environment without discrimination.
- (2) We do not participate in forced labor or child labor.
- (3) We comply with labor-related laws and regulations and provide fair working conditions for all employees.
- (4) We proactively develop human resources and support employees in developing their abilities and creativity.
- (5) We promote the establishment of workplaces where everyone is both mentally and physically healthy and able to work without any worry.

6. Highly Transparent Governance

- (1) We comply with relevant laws and regulations and promote transparent management.
- (2) We provide our stakeholders with timely and fair disclosure.
- (3) We recognize that the environmental and social issues described in the policies are management issues, and our senior management is directly involved.

United Nation Global Compact

GRI 102-16



As A Company that operate globally, we support the 10 principle of United Nation Global Compact (UNGC), of Human Right, Labor, Environment and Anti Corruption and conduct activities for compliance, decent work, care for environment and anti-corruption.

TAKAHATA Group's commitment to human right, labor, environment and anti-corruption are define in our Code of conduct, corporate Ethic Policy , Environment Policy and CSR Policy.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



SDGs Agenda

GRI 102-16,



In 2015, the United Nation (UN) countries adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals, which attempts to manage some to of the world’s most pressing challenges involving social environmental and economic development issues. The SDGs were developed on the back of the UN’s successful Millennium Development Goals and are an urgent and universal call to action to end poverty, protect the planet and ensure that all people enjoy peach and prosperity.

The interlinked nature of the SDGs signified that the success of each goal is connected to and influenced by other goals. Moreover, reaching these goals necessitated collaboration between governments, civil society, private sector as well as citizens to ensure that we are able to safeguard our planet for the sake of future generation. The SDGs provide all of us with a chance to shift the world onto a more sustainable path. For businesses, these SDGs are an important tool to highlight our impact on society in a transparent manner.

TAKAHATA HQ has signed as group representative into UN Global Compact in the year 2011, we will continue to highlight the Group specific sustainability initiative as we work towards contributing to a more sustainable future by reducing environmental impact by establishing reduction target with KPI.

SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



Reference : United Nations Information Centre

Sustainable Governance

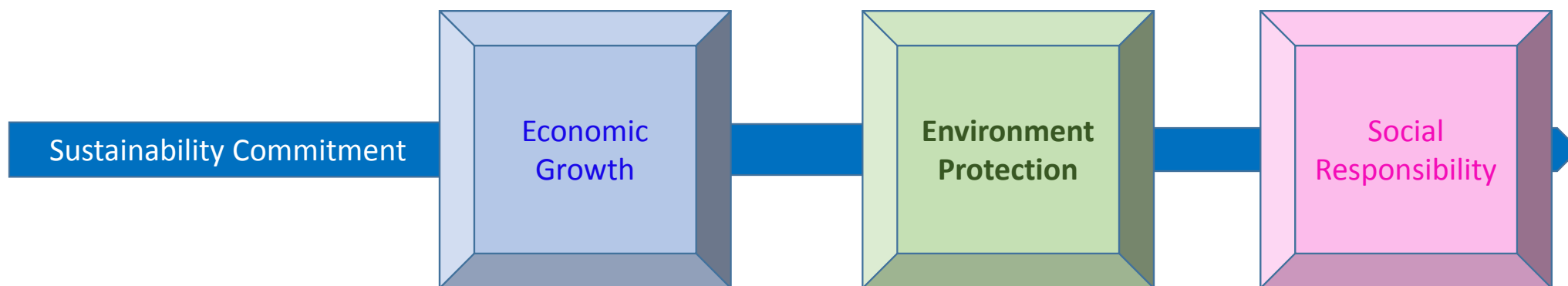
GRI 102-18,102-19,102-20



Organization government is our key management priority to maintain and improve our Company structure and strategy toward achieving sustainable goals. Each office has CSR staff to promote CSR activities.

Sustainability Commitment

As part of our commitment towards sustainability, with the aim to sustain our business practice are embedded throughout the Group's operation, comprising economic, environmental and social impacts. Our CEO is responsible for decision making on Economic, Environmental & Social Impacts.

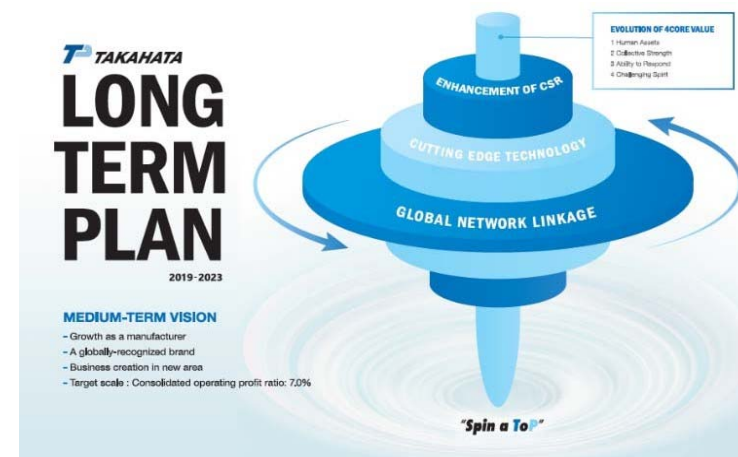
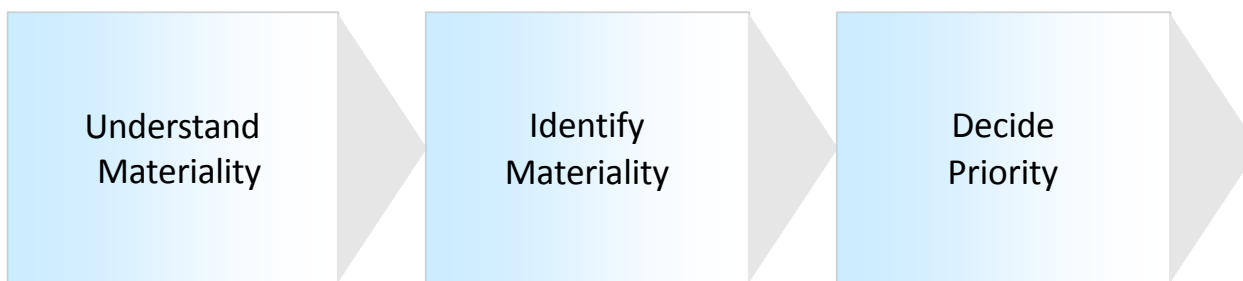


Moving forward TP Group's Materiality Analysis

GRI 102-40,102-42,102-43,102-44



Moving forward, to understand, identify and set priority on our Material issue and select stakeholders engagement through various method of engagement, key issues and respond on it. We will ensure to enhance our CSR in TP Group by addressing each material issues, to find out the impact factor for our long term plan to keep our business sustainable, deliver our business value proposition to our stakeholders.



Protection of Environment

GRI 301., 302. 303, 304, 305, 306, 307 ,308



Takahata Group has been certified under ISO4001, this not only part of regulatory compliance requirements but it is to ensure minimal negative impacts and discharge to the environment and ecosystems.

Integration of ISO140001 certification has been obtained by most of the branches, in compliance with ISO 14001, the global standard for Environment Management that is based on the rationale of the PDCA Plan-Do-Check-Act cycle. To ensure the effective function of PDCA cycle, Takahata has created an environment document structure in line with the requirement of ISO14001. The structure covers overall elements of environmental management such as management procedures on site, internal environment communications and efforts to make products more environmentally conscious.

No	Region	ISO14001
1.	Takahata Precision (Suzhou) Co. Ltd.	☑
2.	Takahata Precision (Shenzhen) Co. Ltd.	☑
3.	Takahata Precision Japan Co. Ltd	☑
4.	Takahata Precision Moulding Sdn Bhd	☑
5.	Takahata Precision (Thailand) Ltd.	☑
6.	Takahata Precision Vietnam Co. Ltd.	☑

Protection of Environment

GRI 300



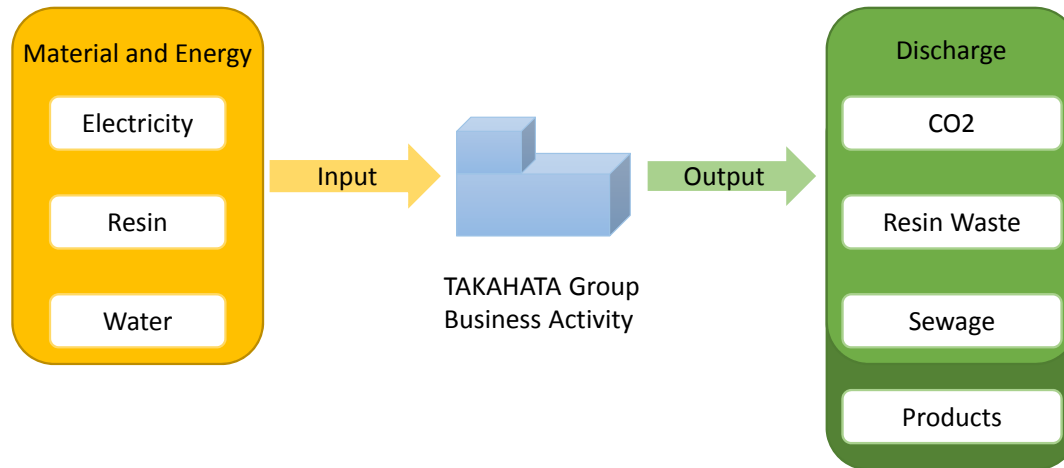
Takahata Group has signed the Paris Agreement on climate change to keep global temperature “well below” 2.0 Celsius, to pursue the effort to limit the temperature increase even further.

We show our commitment to reduce emission by constantly keep track of our CO2 emission volumes to mitigate the impact of climate change.

Our Environment Policy put the business operation in line with environment conservation movement through activities and comply with laws and regulations. We manage a progressive report with key performance indicator by each branch.

Target: Takahata Group committed to continues to improve energy performance across all branches.

Overview of environmental impact



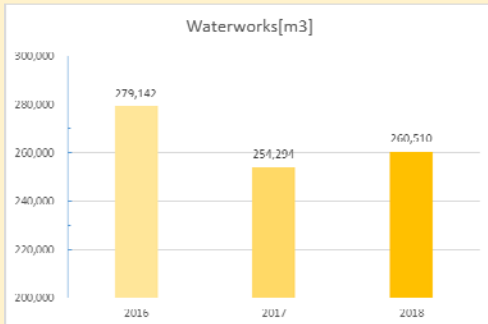
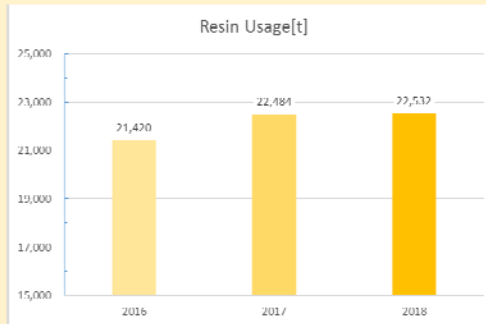
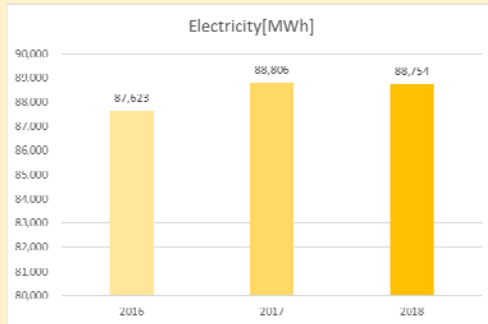
The use of water in the manufacture of products is not very relevant but it is an important issue and we are following it. We also manage office paper and packaging materials (cardboard), household waste, metals and chemical substances.

Protection of Environment

GRI 301, 302, 303, 305, 306



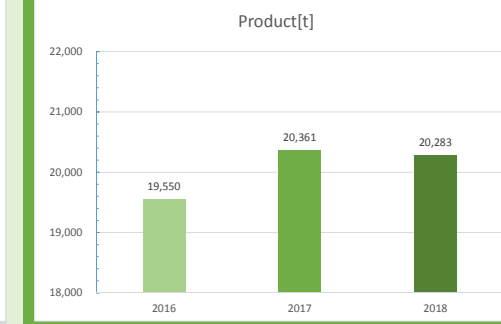
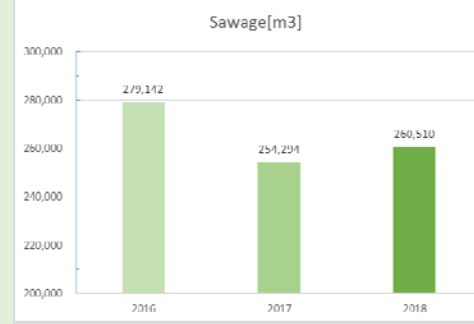
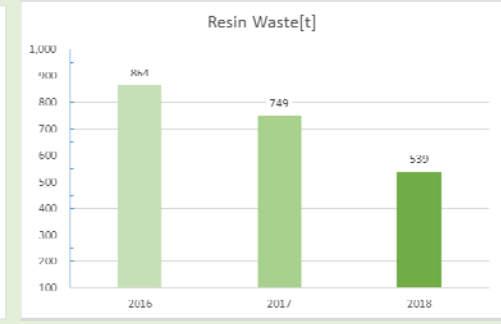
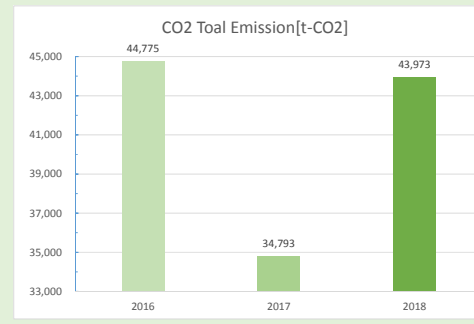
Trend on input items



• Waterworks are mainly used for life cycle(toilet, hand wash, drinks), so sewage volume is considered equal to waterworks volume.

• These values are collected by the unit of TAKAHATA group.

Trend on output items



• Calculation Formula

$$\begin{aligned} \text{CO2 total emission [tCO2]} &= \text{The emissions from Electricity, gasoline, Fuel oil A, Diesel fuel, and LP gas} \\ &= \text{Electricity consumption[MWh]} * 0.000486[\text{t-CO2/kWh}] + \text{Gasoline[L]} * 2.322[\text{kg-CO2/L}] * 0.001 + \\ &\quad \text{Fuel oil A consumption[L]} * 2.710[\text{kg-CO2/L}] * 0.001 + \text{Diesel fuel consumption[L]} * 2.619[\text{kg-CO2/L}] * 0.001 + \text{LP gas[m3]} * 2.183[\text{kg/m3}] * 0.001 * 3.00[\text{tCO2/t}] \end{aligned}$$

• Emission factors are based on Japanese data. They are referred to Tokyo Electric Power Company Holdings, Ministry of the Environment and Japan LP Gas Association.

Electricity factor is also fluctuated annually(2016 is 0.000505, 2017 is 0.000500, 2018 is 0.000486).

• Regarding to reducible products and packages, it is difficult to calculate it at the moment.

• There are not Recycled input materials used and Reclaimed product and their packaging materials.

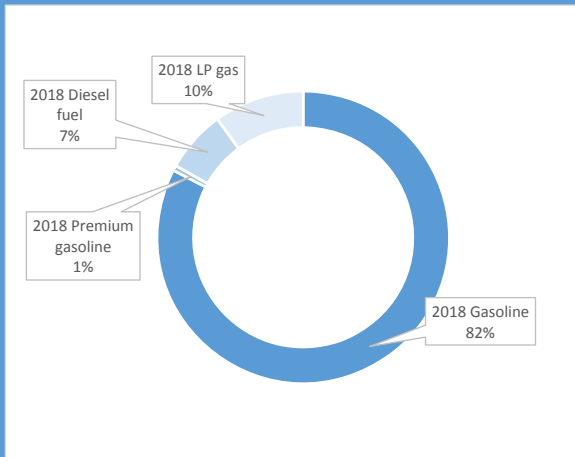
Protection of Environment

GRI 301, 302, 305, 306



Energy without electricity (2018)

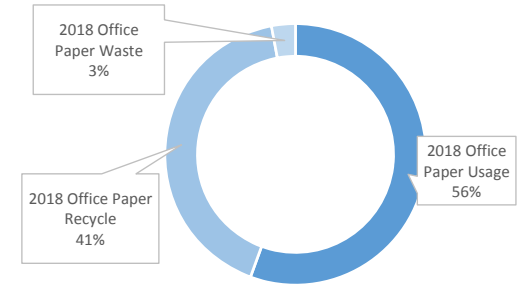
Gasoline	299,679 L
Premium gasoline	2,101 L
Diesel fuel	24,875 L
LP gas ※	36,283 L



They are mainly used for car fuels and hot water supply.

Office Paper (2018)

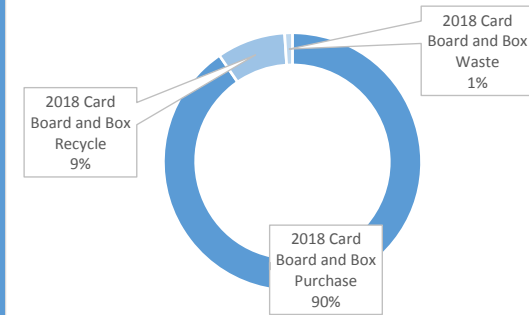
Purchase	51.30 t
Recycle	21.27 t
Waste	1.51 t



They are used for product drawings, inspection charts etc..

Card Board and Box (2018)

Purchase	51.30 t
Recycle	21.27 t
Waste	1.51 t



They are used for the package of products.

Collecting period : Jan – Dec 2018

These values are collected by the unit of TAKAHATA group.

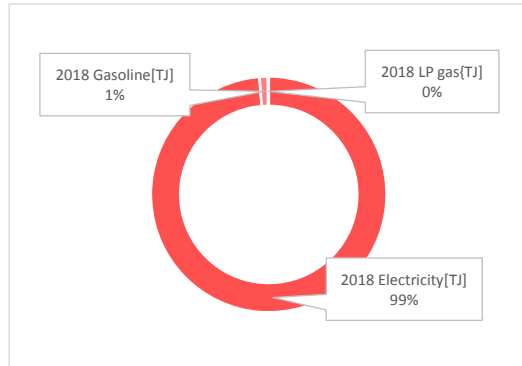
Protection of Environment

GRI 302



Total energy 329.54TJ

Energy ratio by the origin



By origin
 Electricity 884.88TJ
 Gasoline 10.37TJ
 LPG 0.98TJ

Energy intensity [GJ/t]
 2018 44.2
 2017 44.0

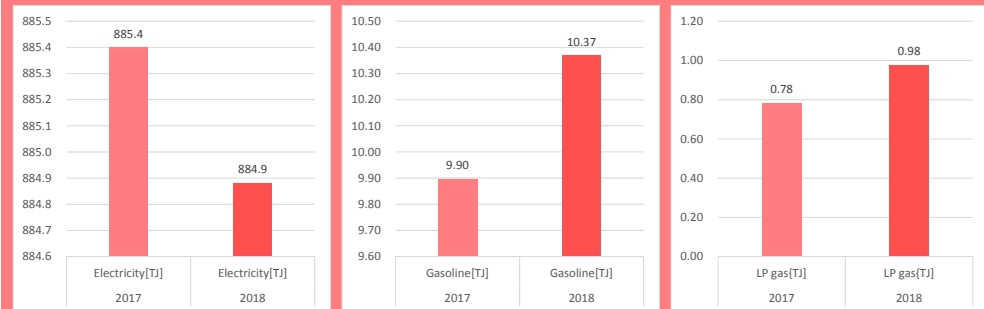
Collecting period : Jan – Dec 2018

Calculation Formula

$$\text{Total Energy[TJ]} = \text{Electricity consumption[MWh]} * 9.97[\text{GJ/MWh}] * 0.001 + \text{Gasoline consumption[L]} * 34.6[\text{GJ/kl}] * 0.001 * 0.001 + \text{Fuel oil A consumption[L]} * 37.7[\text{GJ/kl}] * 0.001 * 0.001 + \text{Diesel fuel consumption[L]} * 39.1[\text{GJ/kl}] * 0.001 * 0.001 + \text{LPG[m}^3] * 2.183[\text{kg/m}^3] * 0.001 * 50.8[\text{GJ/t}] * 0.001$$

$$\text{Energy intensity[TJ/t]} = \text{Total energy[TJ]} / \text{Product[t]}$$

Energy consumption of inside organization 896.23TJ



Energy intensity by origin [GJ/t]

Origin	Electricity	Gasoline	LPG
Intensity [GJ/t]	43.6	0.511	0.0482

Energy consumption of outside organization

※Regarding to energy consumption outside of the organization, it is very difficult for all bases to get the information now.

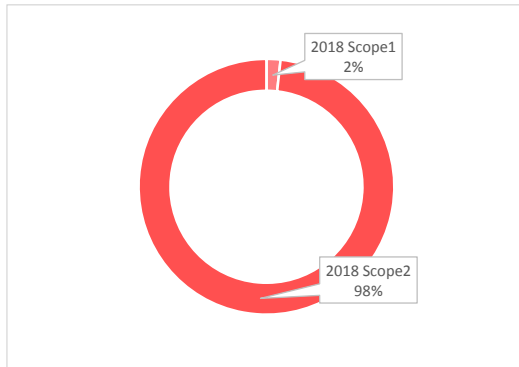
Protection of Environment

GRI 305



Total GHG emissions 44,404t

GHG emission ratio by the scope ※



Type of gas
• CO2

GHG intensity
2018 2.19
2017 1.71

Collecting period : Jan – Dec 2018

Calculation Formula :

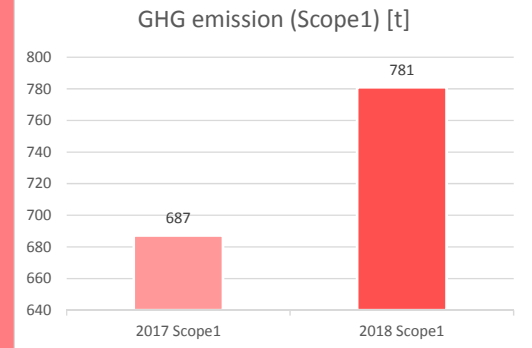
GHG emissions intensity[tCO2/t] = Total GHG emissions[tCO2] / Product[t]

Product data is referred to page 20.

There is also not biogenic emissions.

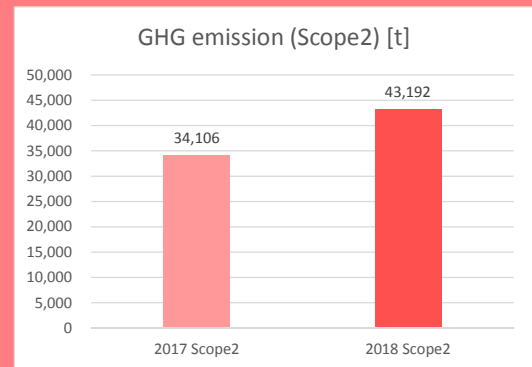
Scope1 781t

Scope1 is included the values of Gasoline.



Scope2 43,192t

Scope2 is included the values of Electricity and LPG.



Scope3 No Data ※

※Regarding to energy Scope3, it is very difficult for all bases to get the information now. There is not the collecting data.

Our Workforce

GRI 401



Y2018

Total Employee
4,769

55%
Female
Employee

**Female
Employee**

**Male
Employee**

45%
Male
Employee

New Hire

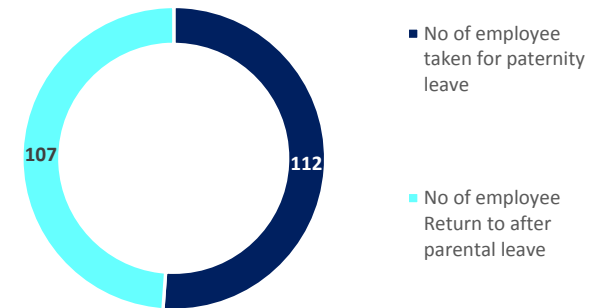
1,027 (22%)

Turnover

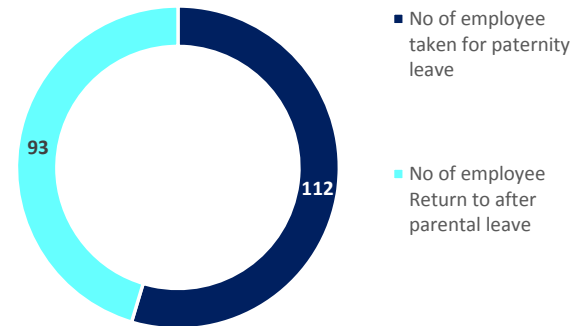
1,205 (25%)

Retention rate and return to work rate

No of Employee return to work after Paternity leave



No of Employee return to work after 12 month paternity leave



Managing workplace health, safety and well-being

GRI 403



We providing employees with safe working condition is of paramount importance to the Group. Each branch has implemented a safety policy to safeguard our employee by preventing work-related illness and workplace accidents while creating a safe and healthy workplace to improve efficiency and productivity.

We constantly review and reassess out safety standards to ensure that they are in line with industry best practices, new technologies and scientific advances.

We periodical conduct both in-house and external health and safety training programs for our workforce.

Overall we comply with legal safety and health requirement, identify workplace hazard, proper handling and disposal of chemical and toxic material and provide health check to employees.

Accident Frequency			
Year	Occupational Injury	Occupational Disease	Total Lost Day
2018	26	0	334

Workers with high incidence or high risk of disease 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 Transportat ion on work (Slinging and crane work)	Forklift/ Crane Lifting	Chargeman	Crushing Work	ZRF analysis meter work	Insert Coating work	Ultrasonic machine work	Assembly Soldering work
50	188	212	101	345	406	1	11	3	22	38	22

Empower our People

GRI 405



Training & Development

We provide Internal education programs twice a year by inviting external lecturer to nurture the human resources who can improve to nurture the human resources who can improve the workplace environment and cope with the various problem of society. Up to this point, we conducted training on harassment and compliance. In 2017, we also started providing on-site training not only at the Sakaigawa Plant but also at the bases in Kyushu. We will make constant efforts to change the mindset of the entire group.

TPVN always aims to develop employee's knowledge and skill. Not only job knowledge, but we also want to provide and share other knowledge relating to social, health care, education of children to all employees through many seminars, forums...

"We promote establishment of workplaces where everyone is both mentally and physically healthy." Collective activities are yearly organized such as team building, football team....

We provide internal education programs twice a year by inviting external lecturers to nurture the human resources who can improve the workplace environment and cope with the various problems of society.

Up to this point, we conducted training on harassment and compliance.

In 2017, we also started providing on-site training not only at the Sakaigawa Plant but also at the bases in Kyushu. We will make constant efforts to change the mindset of the entire group.



Empower our People

GRI 405



Promoting Diversity and Inclusion

We promote participation from each site in global management, and maximize the human resources by development system to promote mobility regardless of nationality, race or gender. This will be essential factor for the organization to expand business in global base.

We have plan to build the new blueprint on Human Resource system, make adjustment on current Japanese's expatriate system

At TAKAHATA, we believe it is important to create a corporate where a diverse mix of employees can maximize their individual abilities regardless of race, nationality, disabilities, sex or age so that we will be able to fulfil our corporate philosophy, which is built around our human assets.

TAKAHATA is an international organization that actively employs people in our business throughout the world. By appointing qualified local staff to a management position, we are able to attentively address regional needs.



Empower our People

GRI 405



A wok-Friendly Environment

TAKAHATA provides employees with a variety of educational opportunities in accordance with their job category, rank, and objectives, thus giving them a sense of work satisfaction and boosting their desire for self-improvements. Moreover, we determine abilities and achievements by implementing self-evaluation as well as Company evaluations and have created a global framework that fairly reflects individual talents. At the same time, we also encourage an appropriate work-life balance, improve safety in the workplace, and overall health of the employee for our employees to enthusiastically carry out their duties. We work toward building a comfortable environment where everyone can work for years to come.

Promoting Work-life Balance

We in TPML have allocated and designed an empty space within the building into a remarkable badminton court for employees to utilize it after work, Our aim is to provide a good amenity to encourage healthier lifestyle which would indirectly improve the productivity of the employees and promote work-life balance at the workplace.

We believe employees are Company’s assets, to attract, retain and integral employee as part of the Company mission to support the global goal for sustainable development.



Enriching communities

GRI 413



Basic Stance Toward Social Contribution

We cannot survive as a company unless we are trusted by society. With this in mind, the TAKAHATA corporate Ethics Policy stipulates that we "engage in philanthropic and other social activities that will benefit society together with local communities." As a good corporate citizen, we have carried out programs around the world in response to local community expectations and requests.

Social Contribution Activities in U.S.

TPTN, our business affiliate in the U.S., has been actively participating in social contribution activities that are focused on supporting the youth in the local community. For example, TPTN invites children's club to tour its factory and participate as a judge for science fairs at local schools. TPTN also contributes to the local community by holding a job fair and cleaning roads around its factory. As a contribution to the local community, TPTN assists NPO that support children from abusive homes. As unemployment can lead to child abuse, TPTN holds jobs fair to offer employment opportunities for the local population. TPTN will continue to implement activities focused on the local community.

Social Contribution Activities in Malaysia.

TPML has voluntarily participate the planting trees activity together with Selangor Forestry Department, Global Environment Centre and Selangor state Government at Peat Swamp forest reserve to conserve biodiversity and mitigate climate change for sustain livelihood. TPML feel passionate and take action to change the world for better.



Enriching communities

GRI 413



Social Contribution Activities in Thailand

TPTH, our business affiliate in Thailand, has included social contribution programs in its company policy since 2008 and has undertaken a range of activities in which employees can participate voluntarily. For example, employees participate in tree-planting activities and maintain school property, including fixing water systems, electrical lines and replacing roof tiles. In 2011, TPTH was awarded the CSR DIW 2011 Award by the Thai Ministry of Industry in recognition of its CSR activities. The CSR DIW Award is given in recognition of activities in the following seven categories: Legal and regulatory compliance systems, respect for human rights, consideration for employees, consideration for the environment, consideration for the supplier, consideration for customers and cohesion with the local community. TPTH will continue to actively undertake CSR activities.



Enriching communities

GRI 413



Social Contribution Activities in Japan

TPHQ(Japan) & TPJY have been actively participating in social contribution activities and its contribution has been highly recognized. TPJP has been promoting blood donation and was awarded a certificate of appreciation from the Minister of Health, Labour and Welfare at the Japanese's Red Cross 48th National Convention of promotion Blood Donation. Another initiative by TPJP (Sakaigawa) is disaster prevention measures that take in account the local community, such as participating in disaster drills in the nearby community and stocks disaster equipment and emergency supplies that can support about 400 people for a week. TPJP also contributes in variety of activities such as accepting trainees from overseas and donating previous design company uniform to facilities that support people with disabilities. TPJP will continue to actively participate in various CSR activities.



For further revitalization of the area, we provide support to reduce children's poverty in cooperation with NPO Food Bank Yamanashi. Triggered by the donation of close-to-date disaster prevention stockpiles, we donated a total of 131.1kg of food in August and December 2017 by asking employees to bring food that could be donated from home.

Social Contribution Activities in a Group

TAKAHATA Group launched group-wide activities to supports the Philippines and Vietnam that suffer from the typhoon in 2013. We placed donation box and held cook out at site in the U.S. to promote support activities. Raised money was donated to the disaster area through the Red Cross in each Country.

Going Forward



We have set up a target in our environment key performance indicator as reference points to monitor our progress going forward.

The Board has set strategy to lead us forward on this journey. Our management team is competent and well informed to execute and monitor these efforts.

With these fundamentals in place, we hope to improve our report in the three core of Economic, Environment and Social impact with further study on our materiality analysis together with stakeholder engagement.

Data Base



Following disclosures is collected the unit of headquarter and bases at the moment, because we are preparing a system for data aggregation of TP group.

	Headquarter	TP Group
The organization's supply chain	177	-
Significant changes to the organization and its supply chain	0	-
Direct economic value generated and distributed	We does not disclose financial information for unlisted company.	
Proportion of senior management hired from the local community at significant locations of operation	0	-
Proportion of spending on local suppliers at significant locations of operation	14.66%	-
Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	0	-
Confirmed incidents of corruption and actions taken	0	-
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	0	0
Benefit provided to full time employees that are not provided to temporary or part time employee	Life insurance Retirement provision	-
Minimum notice period regarding operation changes	At least 1 week	-
Average hours of training per year per employee	Male : 31hrs Female : 17hrs	-
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	0	-
Total number of incidents of discrimination and corrective actions taken	0	-

Data Base



	Headquarter	TP Group
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	-
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	-
Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	0	-
Total number of incidents of violations involving rights of indigenous peoples and actions taken	0	-
Percentage of new suppliers that were screened using criteria for impacts on society	0	-
Significant actual and potential negative impacts on society in the supply chain and actions taken	0	-
Total value of political contributions by country and recipient/beneficiary	0	-
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0	0
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	0	0
Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	0	0
Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	0	0
Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	0	0
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	0	0

GRI Content Index

GRI 102-55



This content index provides an overview of GRI standards Disclosures made in this report.

GRI Content Index	Disclosure	Page
GRI 101	Foundation	
Organizational Profile		
GRI 102	General Disclosure	
GRI 102 - 1	Name of Organization	4 - 7
GRI 102 - 2	Activities, brands, Products, and services	8
GRI 102 - 3	Location of Headquarters	4 , 7
GRI102 - 4	Location of Operation	4 - 7
GRI102 - 5	Ownership of legal Form	4 - 7
GRI102 - 6	Market Served	4 - 7
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GRI102 - 10	Significant changes to the organization and its supply chain	33
GRI102 - 11	Precautionary Principle or approach	N/A
GRI102 - 12	External initiatives	10
GRI102 - 13	Membership of associations	10
GRI 102 - 14	Statement from Senior decision maker	10

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GRI 102 - 17	Mechanisms for advice and concerns about ethics	N/A
GRI 102 - 18	Governance Structure	16
GRI 102 - 19	Delegating authority	16
GRI 102 - 20	Executive-level responsibility for economic, environmental, and social topics	N/A
GRI 102 - 21	Consulting stakeholders on economic, environmental, and social topics	N/A
GRI 102 - 22	Composition of the highest governance body and its committees	N/A
GRI 102 - 23	Chair of the highest governance body	N/A
GRI 102 - 24	Nominating and selecting the highest governance body	N/A
GRI 102 - 25	Conflicts of interest	N/A
GRI 102 - 26	Role of highest governance body in setting purpose, values, and strategy	N/A
GRI 102 - 27	Collective knowledge of highest governance body	N/A
GRI 102 - 28	Evaluating the highest governance body's performance	N/A
GRI 102 - 29	Identifying and managing economic, environmental, and social impacts	N/A
GRI 102 - 30	Effectiveness of risk management processes	N/A
GRI 102 - 31	Review of economic, environmental, and social topics	N/A

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GRI 102 - 33	Communicating critical concerns	N/A
GRI 102 - 34	Nature and total number of critical concerns	N/A
GRI 102 - 35	Remuneration policies	N/A
GRI 102 - 36	Process for determining remuneration	N/A
GRI 102 - 37	Stakeholders' involvement in remuneration	N/A
GRI 102 - 38	Annual total compensation ratio	N/A
GRI 102 - 39	Percentage increase in annual total compensation ratio	N/A
Stakeholder Engagement		
GRI 102 - 40	List of Stakeholder Groups	N/A
GRI 102 - 41	Collective bargaining agreements	N/A
GRI 102 - 42	Identifying and selecting stakeholders	N/A
GRI 102 - 43	Approach to stakeholder engagement	N/A
GRI 102 - 44	Key Topics and concern raised	N/A
GRI 102 - 45	Entities included in the consolidated financial statements	N/A
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GRI 102 - 47	List of material topics	N/A

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GRI 102 - 50	Reporting period	3
GRI 102 - 51	Date of most recent report	3
GRI 102 - 52	Reporting cycle	3
GRI 102 - 53	Contact point for questions regarding the report	3
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GRI 103 - 1	Explanation of Material topic and its Boundary	N/A
GRI 103 - 2	The management approach and its component	N/A
GRI 103 - 3	The evaluation of the management approach	N/A
GRI 200	Economic	
GRI 201	Economic Performance	
GRI 201 - 1	Direct economic value generated and distributed	33
GRI 201 - 2	Financial implication and other risks and opportunities due to climate change	N/A
GRI 201 - 3	Defined benefit plan obligations and other retirement plans	N/A

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GRI 202 - 1	Ratios of standard entry level wage by gender compared to local minimum wage	N/A
GRI 202 - 2	Proportion of senior management hired from the local community	N/A
GRI 203	Indirect Economic Impacts	
GRI 203 - 1	Infrastructure investments and services supported	N/A
GRI 203 - 2	Significant indirect economic impacts	N/A
GRI 204	Procurement Practices	
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GRI 304 - 1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
GRI 304 - 2	Significant impacts of activities, products, and services on biodiversity	N/A
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GRI 305 - 2	Energy indirect greenhouse gas (GHG) emission (Scope 2)	23
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GRI 305 - 7	Nitrogen oxide (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306	Effluents and Waste	
GRI 306 - 1	Water discharge by quality and destination	20
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GRI 404 - 3	Percentage of employees receiving regular performance and career development reviews	N/A
GRI 405	Diversity and Equal Opportunity	
GRI 405 - 1	Diversity of governance bodies and employees	27 - 28
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GRI 407 - 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
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