

Non-Financial Data Sheet

We show key indicator data for a variety of CSR issues, including the reduction of environmental impact and diversity. Please refer to the following site for detailed information such as other indicators and descriptions of the initiatives for each issue.
<https://www.teijin.com/csr/>

★...Indicators for independent assurance

Type of Issue		Indicator	Scope	Unit	FY2014	FY2015	FY2016
Governance Issues	Corporate Ethics and Compliance	Usage of the Consultation & Reporting System★	Japan	Number of cases	62	59	95
		Response rate of "Check Sheets to Survey All Employees at the Corporate Ethics Workshop"★	Japan	%	96	98	98
		Participation rate in Corporate Ethics Workshop for all employees★	Overseas	%	60	54	50
	Risk Management	Number of participants trained to use the emergency safety confirmation system★	Japan	People	13,842	11,993	11,803
Environmental Issues	Reduction of Environmental Impact	(Environmental input) Energy★	Worldwide	GJ	26.9×10 ⁶	28.3×10 ⁶	23.9×10 ⁶
		(Environmental input) Chemical substances handled★	Worldwide	(Million tons)	0.787	0.654	0.435
		(Environmental input) Freshwater consumption★	Worldwide	(Million tons)	81	83	77
		(Environmental input) Seawater consumption★	Worldwide	(Million tons)	46	39	20
		(Environmental output) CO ₂ ★	Worldwide	(Million tons)	1.79	1.80	1.52
		(Environmental output) Chemical substances★	Worldwide	Tons	2,029	1,956	1,453
		(Environmental output) Waste with no effective use★	Worldwide	Tons	3,086	2,978	4,082
		(Environmental output) Water discharged★	Worldwide	(Million tons)	116	111	90
		COD/BOD load*1★	Worldwide	Tons	538	595	421
SOx emissions★	Worldwide	Tons	3,100	3,000	2,600		
Social Issues	Human Resources Management and Labor CSR	Average overtime per month for employees★	5 Group companies in Japan	Hours per month	13.1	13.2	12.5
		Ratio of annual taken paid holidays★	5 Group companies in Japan	%	72	77	76
		Number of employees taking childcare leave★	5 Group companies in Japan	People	193	248	201
		Number of employees taking childcare leave (male)★	5 Group companies in Japan	People	29	80	56
		Number of employees taking nursing care leave★	2 Group companies in Japan	People	4	3	2
		Number of employees taking volunteer leave★	2 Group companies in Japan	People	8	8	8
		Average years at company (male)★	Japan	Year	16.1	16.4	16.5
		Average years at company (female)★	Japan	Year	12.9	13.4	13.7
		Ratio of newly recruited career-oriented female university graduates*2★	5 Group companies in Japan	%	30	32	31
		Ratio of female employees in managerial positions (equivalent of section manager or above)★	5 Group companies in Japan	%	3.84	3.70	3.91
		Number of employees rehired through re-employment systems (systems enabling employees to continue work after retirement)*3★	Japan	People	90	182	108
		Number of employees with disabilities*4★	Japan	People	242	246	225
	Disaster Prevention Activities	Number of serious accidents and disasters (Explosions/fires)★	Worldwide	Number of cases	0	0	0
		Number of serious accidents and disasters (Leaks/spills/other)★	Worldwide	Number of cases	0	0	0
	Occupational Safety and Health	Lost time injury frequency rates*5★	Worldwide		0.18	0.28	0.27
		Environmental preservation investments★	Worldwide	(Billions of yen)	0.7	5.9	1.6
		Safety and disaster prevention, and health investments★	Worldwide	(Billions of yen)	1.2	1.4	1.4
		Environmental preservation expenses★	Worldwide	(Billions of yen)	8.5	6.2	5.2
		Safety and disaster prevention, and health expenses★	Worldwide	(Billions of yen)	2.2	2.1	2.1
	CSR Procurement	Breakdown of suppliers by rating (for Groups I-III*, designated as "Okay to continue business")★	Japan	%	98	99	87
Breakdown of purchase value by rating (for Groups I-III*, designated as "Okay to continue business")★		Japan	%	96	96	99	
Social Contributions	Expenses of social contribution activities★	Worldwide	(Billions of yen)	1.04	0.94	0.89	
		Number of employees	Worldwide	People	15,780	15,756	19,292

*1 Calculated based on wastewater discharged into rivers, oceans and lakes. COD data is used in cases where both COD and BOD data are available.

*2 The number of newly recruited career-oriented university graduates is calculated based on the number of newly recruited career-oriented university graduates scheduled to join the Company in the next fiscal year.

*3 Figures refer to the number of employees newly rehired through re-employment systems in each fiscal year.

*4 Figures as of April 1, 2015, 2016 and 2017. Calculated for companies that are required to hire employees with disabilities.

*5 The lost time injury frequency rate is the number of lost time injuries per one million work hours (calculated based on calendar years).

*6 The 2 Group companies in Japan in the table are Teijin Limited and Teijin Pharma Limited. The 5 Group companies in Japan that are targeted are Teijin Limited, Toho Tenax Co., Ltd., Teijin Pharma Limited, Teijin Frontier Co., Ltd., and Infocom Corporation.