

# GRI Content Index

The Nitto Denko Group is committed to disclosing information on its activities for a sustainable society based on the indicators contained in the *GRI Sustainability Reporting Guidelines*. Although we have not yet obtained sufficient information for all indicators, we will continue our best efforts to collect and disclose all relevant information.

**Table Identifying the Location of Each Element in the *GRI Sustainability Reporting Guidelines 2002***

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<b>Economic Performance Indicators</b>		
Customers	Core	EC1. Net sales P5-6
		EC2. Geographic breakdown of markets P3-4
		EC3. Cost of all goods, materials, and services purchased P5-6
Suppliers	Core	EC4. Percentage of contracts that were paid in accordance with agreed terms, excluding agreed penalty arrangements —
Employees	Core	EC5. Total payroll and benefits (including wages, pension, other benefits, and redundancy payments) broken down by country or region —
Providers of Capital	Core	EC6. Distributions to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed P33
		EC7. Increase/decrease in retained earnings at end of period —
		EC8. Total sum of taxes of all types paid broken down by country —
Public Sector	Core	EC9. Subsidies received broken down by country or region —
		EC10. Donations to community, civil society, and other groups broken down in terms of cash and in-kind donations per type of group P41
<b>Environmental Performance Indicators</b>		
Materials	Core	EN1. Total materials use other than water, by type P22
		EN2. Percentage of materials used that are wastes (processed or unprocessed) from sources external to the reporting organisation P22, P24
Energy	Core	EN3. Direct energy use segmented by primary source P22, P25, P26
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	Additional	EN7. Initiatives to use renewable energy sources and to increase energy efficiency P17-18, P25
Water	Core	EN5. Total water use P22
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Biodiversity	Core	EN6. Location and size of land owned, leased, or managed in biodiversity-rich habitats —
		EN7. Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial, fresh-water, and marine environments —
Emissions, Effluents, and Waste	Core	EN8. Greenhouse gas emissions (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> ) P25, P26
		EN9. Use and emissions of ozone-depleting substances W
		EN10. NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type W
		EN11. Total amount of waste by type and destination P22, P24, P26
		EN12. Significant discharges to water by type P22
		EN13. Significant spills of chemicals, oils, and fuels in terms of total number and total volume Not applicable
Suppliers	Additional	EN33. Performance of suppliers relative to environmental components of programmes and procedures described in response to Governance Structure and Management Systems section P27
Products and Services	Core	EN14. Significant environmental impacts of principal products and services P30
		EN15. Percentage of the weight of products sold that is reclaimable at the end of the products' useful life and percentage that is actually reclaimed P24
Compliance	Core	EN16. Incidents of and fines for non-compliance with all applicable international declarations/conventions/treaties, and national, sub-national, regional, and local regulations associated with environmental issues Not applicable
Transport	Additional	EN34. Significant environmental impacts of transportation used for logistical purposes P27
Overall	Additional	EN35. Total environmental expenditures by type P29
<b>Social Performance Indicators</b>		
<b>Labour Practices and Decent Work</b>		
Employment	Core	LA1. Breakdown of workforce P5-6
		LA2. Net employment creation and average turnover segmented by region/country P37
	Additional	LA12. Employee benefits beyond those legally mandated P38
Labour/Management Relations	Core	LA3. Percentage of employees represented by independent trade union organisations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country P37
		LA4. Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organisation's operations (e.g., restructuring) —
<b>Social Performance Indicators</b>		
<b>Labour Practices and Decent Work</b>		
Health and Safety	Core	LA5. Practices on recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases P39-40
		LA6. Description of formal joint health and safety committees comprising management and worker representatives and proportion of workforce covered by any such committees P39-40
		LA7. Standard injury, lost day, and absentee rates and number of work-related fatalities (including subcontracted workers) P39-40
		LA8. Description of policies or programmes (for the workplace and beyond) on HIV/AIDS —
	Additional	LA14. Evidence of substantial compliance with the ILO <i>Guidelines for Occupational Health Management Systems</i> P39-40
		LA15. Description of formal agreements with trade unions or other bona fide employee representatives covering health and safety at work and proportion of the workforce covered by any such agreements P37
Training and Education	Core	LA9. Average hours of training per year per employee by category of employee P37
	Additional	LA16. Description of programmes to support the continued employability of employees and to manage career endings P37
		LA17. Specific policies and programmes for skills management or for lifelong learning P37
Diversity and Opportunity	Core	LA10. Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring P37-38, G
		LA11. Composition of senior management and corporate governance bodies (including the board of directors) —
<b>Human Rights</b>		
Strategy and management	Core	HR1. Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results P38
		HR2. Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors P34
		HR3. Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring —
	Additional	HR8. Employee training on policies and practices concerning all aspects of human rights relevant to operations P38
Non-discrimination	Core	HR4. Description of global policy and procedures/programmes preventing all forms of discrimination in operations, including monitoring systems and results of monitoring P38
Freedom of Association and Collective Bargaining	Core	HR5. Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue P37
Child Labour	Core	HR6. Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring G
Forced and Compulsory Labour	Core	HR7. Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring G
Disciplinary Practices	Additional	HR10. Description of non-retaliation policy and effective, confidential employee grievance system P16
<b>Society</b>		
Community	Core	SO1. Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring —
	Additional	SO4. Awards received relevant to social, ethical, and environmental performance P33
Bribery and Corruption	Core	SO2. Description of the policy, procedures/management systems, and compliance mechanisms for organisations and employees addressing bribery and corruption W, G
Political Contributions	Core	SO3. Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions W, G
Competition and Pricing	Additional	SO6. Court decisions regarding cases pertaining to anti-trust and monopoly regulations Not applicable
		SO7. Description of policy, procedures/management systems, and compliance mechanisms for preventing anti-competitive behaviour G
<b>Product Responsibility</b>		
Customer Health and Safety	Core	PR1. Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring P36
	Additional	PR4. Number and type of instances of non-compliance with regulations concerning customer health and safety, including the penalties and fines assessed for these breaches Not applicable
		PR5. Number of complaints upheld by regulatory or similar official bodies to oversee or regulate the health and safety of products and services Not applicable
	Core	PR2. Description of policy, procedures/management systems, and compliance mechanisms related to product information and labelling P35-36
Products and Services	Additional	PR7. Number and type of instances of non-compliance with regulations concerning product information and labelling, including any penalties or fines assessed for these breaches Not applicable
		PR8. Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction P35-36
Advertising	Additional	PR10. Number and types of breaches of advertising and marketing regulations Not applicable
Respect for Privacy	Core	PR3. Description of policy, procedures/management systems, and compliance mechanisms for consumer privacy P16
	Additional	PR11. Number of substantiated complaints regarding breaches of consumer privacy Not applicable

W: Included in the CSR report posted on the Web

G: Included in the Nitto Denko Group Business Conduct Guidelines (announced on its Web site)