



UNIPRES

CSR Report 2018

UNIPRES CORPORATION

<Editorial Policy>

At the Unipres Group, we are building mutual understanding and forging relationships of trust with stakeholders as we undertake various initiatives to maintain our growth, thereby contributing to the sustainable development of society as a whole. In order to use disclosure of non-financial information as a means to help others understand Unipres in even greater detail, we have compiled the relevant information into a single PDF file in the form of the Unipres CSR Report 2018. This report conforms to the Core option of the GRI Standards.

●Reporting period

FY2017 (April 1, 2017 to March 31, 2018)
For measures implemented before or after this period, the month and year are noted.

●Publication

Japanese version: August 2018
English version: October 2018

●Reporting cycle

Published each year as an annual report

●Target companies

- Unipres Corporation and 20 consolidated subsidiaries in Japan and overseas
- Employee data and data included in the environmental report cover Unipres Corporation and Unipres R & D Co., Ltd.

●Reference guidelines

- The GRI Sustainability Reporting Standards (GRI Standards)
- CSR guidebook of the Japan Auto Parts Industries Association

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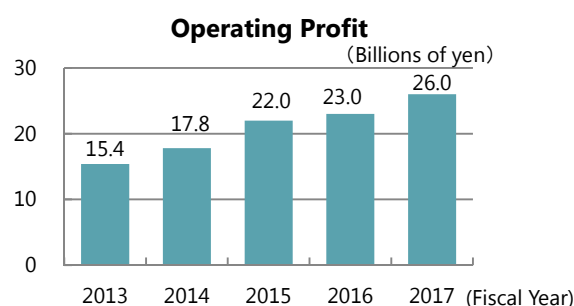
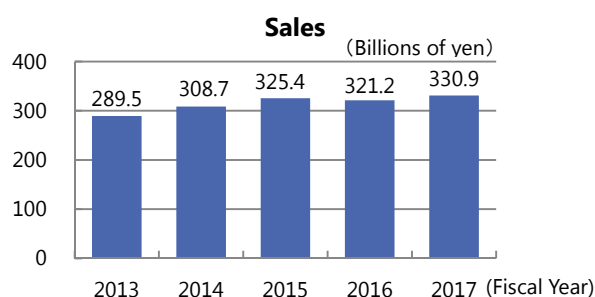
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Corporate Profile

Company Outline (March 31, 2018)

Company Name	UNIPRES CORPORATION
Established	March 1, 1945 (Change of name through company merger on April 1, 1998)
Business Activities	1. Manufacture and sale of automotive parts 2. Manufacture and sale of electric machinery parts 3. Manufacture and sale of metal products 4. Manufacture and sale of welders, dies, jigs and tools 5. Inspection and maintenance of press machinery
Capital	10,080.56 million yen
Sales	330.9 billion yen (consolidated)
Employees	10,014 (consolidated)
Head Office	1-19-20 Shin-Yokohama, Kohoku-ku, Yokohama City, Kanagawa Pref. 222-0033 Japan
Offices and Plants	Kanagawa Pref., Shizuoka Pref., Tochigi Pref., Fukuoka Pref., Hiroshima Pref., U.S.A., Mexico, U.K., France, China, India, Thailand, Indonesia, Brazil
Consolidated Subsidiary	Unipres R & D Co., Ltd. Unipres Kyushu Corporation Unipres Precision Corporation Unipres Mold Corporation Unipres Butsuryu Co., Ltd. Unipres Service Corporation Unipres North America, Inc. Unipres U.S.A., Inc. Unipres Southeast U.S.A., Inc. Unipres Alabama, Inc. Unipres Mexicana, S.A. de C.V. Unipres (UK) Limited Unipres Lussia LLC Unipres (China) Corporation Unipres Guangzhou Corporation Unipres Zhengzhou Corporation Unipres Precision Guangzhou Corporation Unipres India Private Limited Unipres (Thailand) Co., LTD. PT. Unipres Indonesia
Principal Customers	Nissan Motor Co., Ltd. Nissan Shatai Co., Ltd. JATCO Ltd Honda Motor Co., Ltd. Renault S.A.S. Mazda Motor Corporation UD Trucks Corporation SUBARU CORPORATION TOYOTA AUTO BODY CO., LTD DAIHATSU MOTOR Co., LTD. Toyota Iron Works Co., Ltd. Hino Motors, Ltd. Isuzu Motors Limited Mitsubishi Motors Corporation SUZUKI MOTOR CORPORATION Calsonic Kansei Corporation AISIN AW CO., LTD. Dynax Corporation NSK-Warner K. K.
Main association membership	Japan Auto Parts Industries Association
Stock Exchanges on Which the Company's Shares are Listed	Tokyo Stock Exchange, First Section (Securities code: 5949)
Number of Shares Issued	47,866,573
Number of Shareholders	5,309



Main Business Activities

Car body products

We provide the car body structural parts that determine basic vehicle performance. For an optimal structure, all the parts are considered together as a system. Light vehicle weight along with safety is achieved through increased use of HTSS.



<Main products>
Platform parts; body frame parts; fuel-related parts, including gasoline tanks; chassis parts; dies for pressing; welding equipment and jigs

Precision-pressed products

Our precision transmission parts are made to exacting, world-class standards. Along with precision, they meet demands for light weight and durability. Our original UFP (Unipres Fine Press) technology enables wider use of pressing for precision parts.



<Main products>
Automatic transmission parts; engine parts; four-wheel drive transfer parts; dies for pressing; welding equipment and jigs

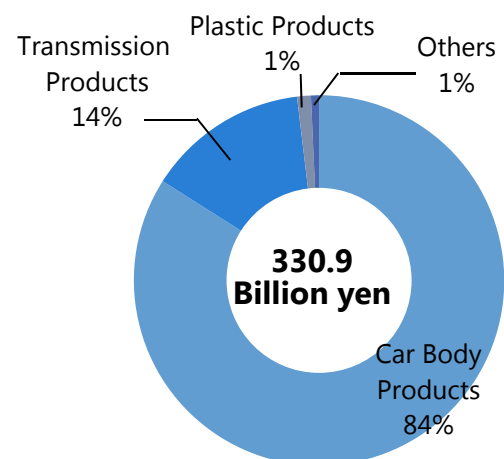
Plastic-pressed products

Use of plastic for body parts, which must be strong and durable, greatly contributes to reducing vehicle weight. Our original technology achieves far greater productivity than conventional injection molding.



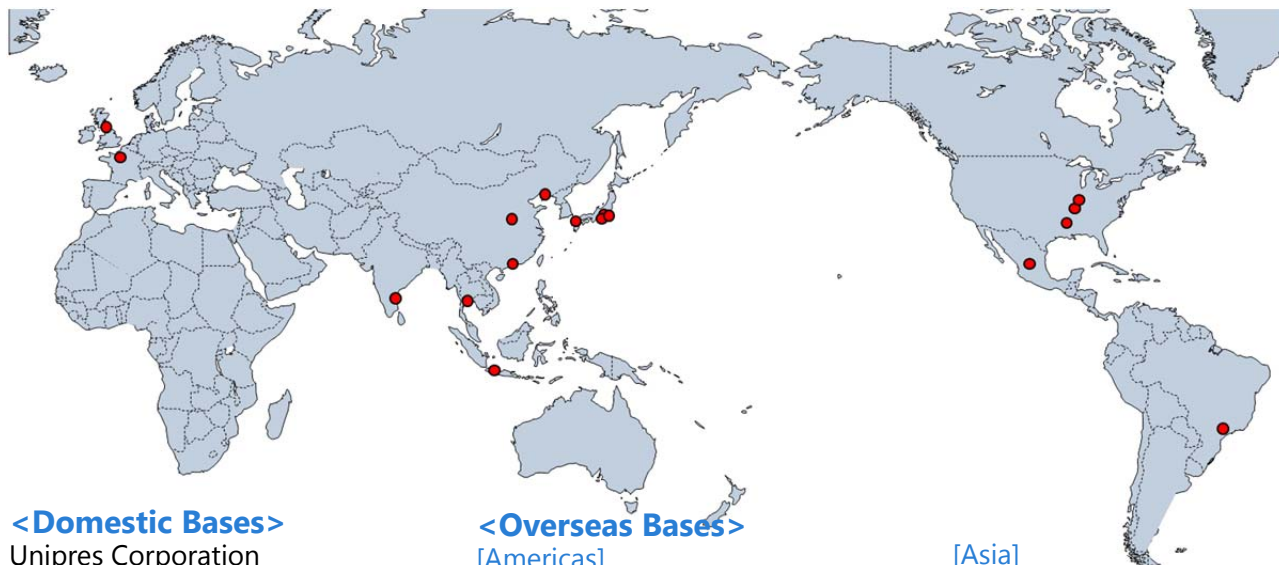
<Main products>
Exterior and interior trim parts; structural body parts; dies for pressing; welding equipment and jigs

Sales Breakdown by Product Category



Global Network

The overseas deployment of automobile manufacturers is accelerating year by year. As an automobile parts manufacturer that meets the needs of its customers, Unipres provides support for the development and production of world cars. We deliver the highest quality products anywhere in the world in a timely manner. Furthermore, with regional headquarters in North America, Europe, and China Unipres is further strengthening cooperation among our bases all over the world.



<Domestic Bases>

Unipres Corporation
 - Head Office
 - Sagami Office
 - Fuji Office
 - Tochigi Plant (Moka)
 - Tochigi Plant (Oyama)
 - Tool & Die Plant
 - Fuji Plant (Fuji)
 - Fuji Plant (Fujinomiya)
 Unipres R & D Co., Ltd.
 Unipres Kyushu Corporation
 Unipres Precision Corporation
 Unipres Mold Corporation

<Overseas Bases>

[Americas]

Unipres North America, Inc.
 Unipres U.S.A., Inc.
 Unipres Southeast U.S.A., Inc.
 Unipres Alabama, Inc.
 Unipres Mexicana, S.A. de C.V.
 MA Automotive Brazil Ltd.

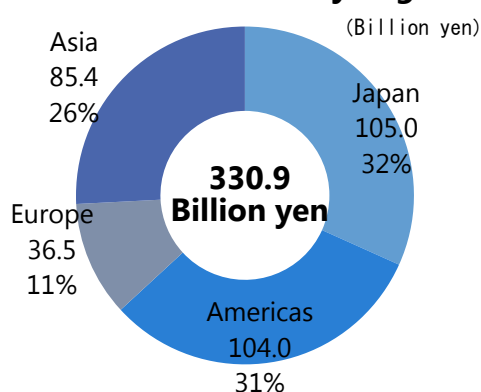
[Europe]

Unipres Europe, SAS
 Unipres (UK) Limited
 UM Corporation, SAS

[Asia]

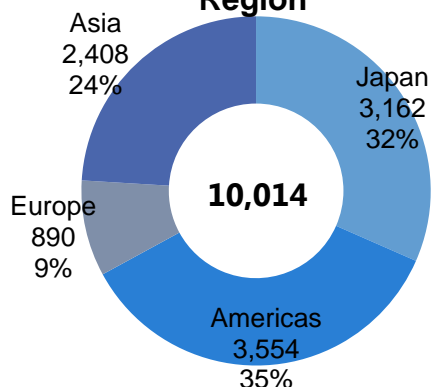
Unipres (China) Corporation
 Unipres Guangzhou Corporation
 Unipres Zhengzhou Corporation
 Unipres Sunrise Corporation
 Unipres Precision Guangzhou Corporation
 Unipres India Private Limited
 PT. Unipres Indonesia
 Unipres (Thailand) Co., Ltd.

Sales Breakdown by Region



Note:
 Figures in pie charts are before consolidation adjustments.

Employee Distribution by Region



Management Philosophy

“Perfecting Machine Press Technologies: Going a Step Beyond”

We are dedicated to furthering technical progress, finding practical applications, and pursuing innovation to perfect Unipres products that are used throughout the world.

We are committed to faithfully performing these roles and assuming these responsibilities and will be unceasing in our efforts to cultivate the core of our activities.

<Vision for Unipres>

As a company, Unipres aims to:

- 1. Develop technologies anticipating market needs**
- 2. Manage costs flexibly to maintain its preeminent competitive position**
- 3. Employ a global strategy addressing structural changes in the automotive industry**

Unipres' Mission

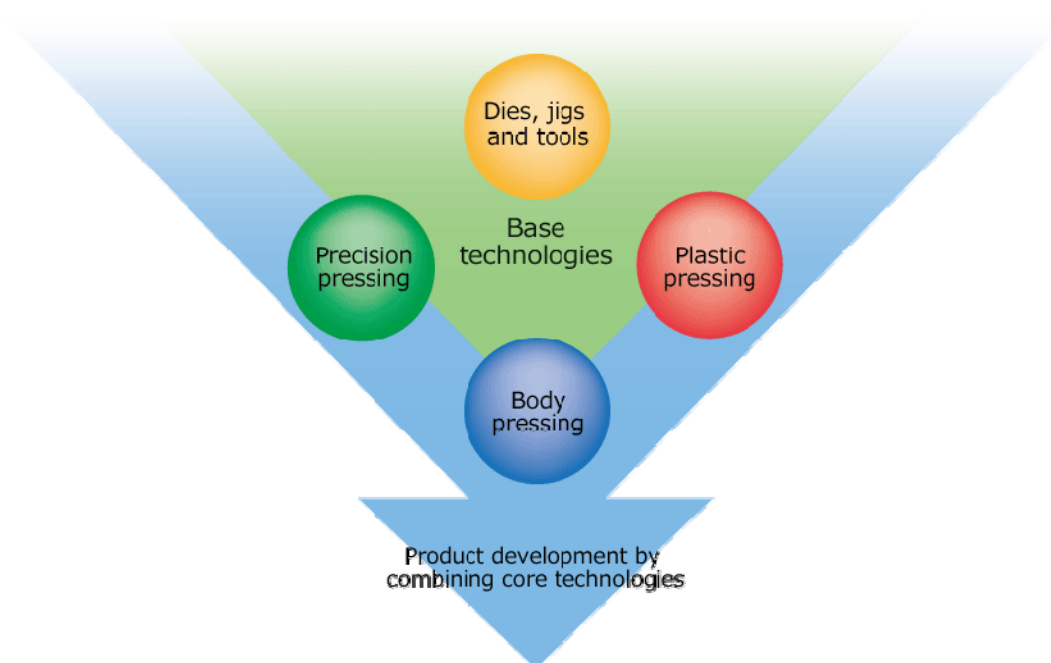
Press technology for the protection of people and the earth

The automobile, indispensable to human society, now faces a major turning point.

By reducing the weight of individual vehicle parts, fuel efficiency can be improved resulting in fewer emissions of CO₂ which is thought to be responsible for global warming. This kind of evolution is required in the automotive industry. Unipres, as a comprehensive manufacturer of press-formed automotive components, is supporting car manufacturing by proposing a variety of new technologies.

Today we are applying highly advanced press technology to create parts meeting both safety and ecology needs, for the automobile manufacturing of the future.

Aiming both to co-exist harmoniously with the environment and bring joy to people all over the world, unipres continues to take up this challenge.



Improving safety and contributing to a low-carbon society

Realizing high strength and lowering CO₂ emissions through weight reduction and improved fuel efficiency

Top Message

Shifting from the functional to the environmental: Using press technology to combine safety with environmental performance

Last year, we published our first CSR report, the Unipres CSR Report 2017. This first edition elicited an unexpectedly large response, bringing home to us once again the general public's increasing interest and expectations with regard to corporate CSR activities. We were reminded of how important it is to pursue CSR-related initiatives and to keep others fully informed about what we are doing.

In April 2018 Unipres marked the 20th anniversary of its founding. Back in FY1998, the first fiscal year after the merger, it had got off to a difficult start with net sales of 135.0 billion yen and operating profit in the red. Subsequently, everybody in the Company pulled together, guided by the slogan "Unified Commitment to Manufacturing," to pursue activities focused primarily on the Unipres Production System (UPS) launched in 1999. Thanks to these efforts, the Company grew to achieve net sales of 330.9 billion yen and operating profit of 26.0 billion yen in FY2017.



Over these 20 years the automotive industry's operating environment has undergone a great many changes. Challenges from outside the industry included the bankruptcy of Lehman Brothers and the 2011 Tohoku earthquake and tsunami, while the industry itself experienced changes such as increasing localization of manufacturing by automakers, and the shift toward smaller cars.

Now the automotive industry is said to be undergoing a major transformation of a type that occurs only once every 100 years. The watchwords of this transformation are "electrification," "self-driving," and "connectivity," and of these three watchwords, the one that will affect Unipres above all is "electrification." In the past, prime importance was attached to enhancing the functionality of cars, but in recent years, environmental performance has gained in importance. It is in this context that we have been pursuing technological developments such as weight reduction as a means of helping to combine safety with environmental performance. Future advances in electrification will make technological development increasingly important to achieve further reductions in car body weights and ensure that cars run even more efficiently. We will take full advantage of the advanced press technologies we have cultivated to contribute to next-generation car manufacturing incorporating both safety and environmental performance.

If Unipres is to go on growing and developing over the next 10 or 20 years, ongoing commitment to CSR-related measures will be essential. We will therefore continue responding to our stakeholders' expectations by acknowledging their interest in CSR and engaging in repeated dialogue with them to deepen mutual understanding.

President and Representative Director **Masanobu Yoshizawa**

CSR Management

Materiality

In order to produce this report, the Unipres Group analyzed the materiality of a range of topics according to their importance within its own global business operations, as well as their importance in light of past dialogues and interactions involving stakeholders. The analysis therefore employed two axes: "Importance for stakeholders," and "Importance for the Unipres Group" (see figure below).

In analyzing materiality, Unipres referred to the topics identified under the GRI Standards, categorizing them by level of importance. We will continue to analyze materiality with reference to social circumstances and our stakeholders' opinions, revising the assigned levels of materiality as necessary.

<Materiality for the Unipres Group>



Main Targets and Results of CSR Initiatives in FY2017

(✓: Achieved △: Almost/partially achieved ✕: Not achieved)

Topics	SDGs	FY2017 Targets (KPIs)	FY2017 Results	Level of Achievement
Risk management	3	Installation of safety confirmation systems at Group companies in Japan	Installation of system completed at 5 Group companies in Japan	✓
Diversity and equal opportunity	5、8	No. of men using childcare leave: 1 or more Women's use of childcare leave: Keep at 75% or more Target companies: Unipres & Unipres R & D	Men: 4 Women: 100%	✓
Diversity and equal opportunity	5	Ratio of women among workers hired: 12% or more	16.10%	✓
Diversity and equal opportunity	5	Ratio of women among managers: 2% or more	1.30%	✕
Occupational safety and health	8	Implement measures to reduce overtime	Send 5 levels of email alerts to managers of employees at risk of overtime exceeding the upper limit of labor-management agreement under Article 36 of Labor Standards Act	✓
Energy	13	Energy use per unit of production: 4% reduction by FY2017 (compared to FY2013)	5.3% reduction	✓
Atmospheric emissions	13	Achievement of CO2 reduction targets via improvements in distribution: 100%	103%	✓

SDGs (Sustainable Development Goals)

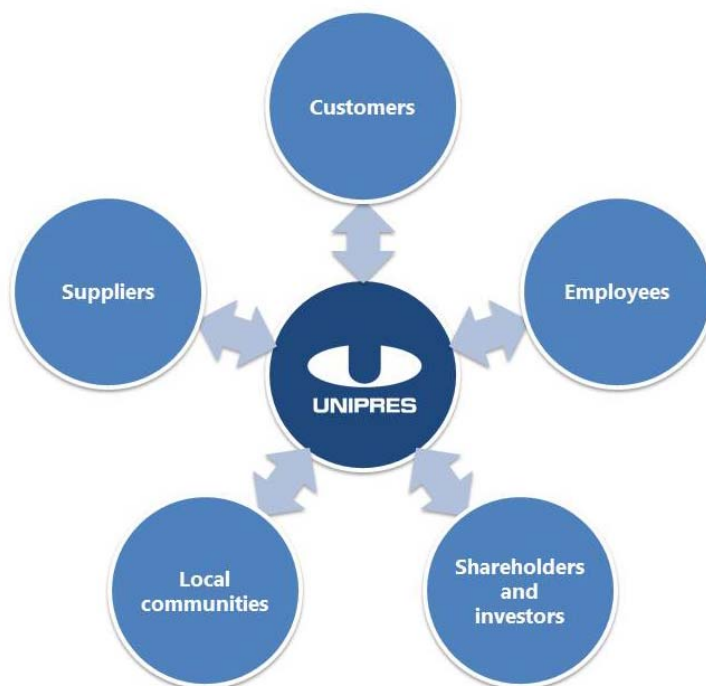
The sustainable development goals are part of a "plan of action for people, planet, and prosperity" adopted at the United Nations Sustainable Development Summit held in September 2015. They stipulate 17 goals and 169 targets to be achieved by 2030 in order to bring about sustainable societies.



Stakeholder Engagement

A wide variety of important stakeholders have an effect on the Unipres Group's business activities. We will continue our efforts to communicate with stakeholders, build mutual understanding, and forge relationships of trust in order to maintain the growth of the Unipres Group and facilitate the sustainable development of society at large.

<The Unipres Group's Stakeholders>



<Methods of Interacting with Stakeholders>

◆Customers

Sales/proposal activities, quality assurance activities, and joint research activities

◆Employees

Employee performance appraisals, educational program, awards program, informal gatherings between workers and management, internal whistle-blowing (via internal and external contact points), occupational safety and health measures, stress checks, various counselling services, and in-house newsletter/intranet

◆Suppliers

Procurement activities, suppliers' meetings, and awards program

◆Shareholders and investors

Disclosure of information (via statutory disclosure, the Tokyo Stock Exchange's timely disclosure, mass media, and external websites), annual shareholders' meetings and shareholder receptions, business reports, financial results briefings for analysts and institutional investors (two in FY2017), small meetings (10 in FY2017), individual interviews (with 157 individuals in FY2017), company briefings for individual investors (17 in FY2017), shareholder questionnaires, and investor questionnaires

◆Local communities

Sponsorship: Tricolore Club, Yokohama Human & Technoland, u-life 21, Mount Fuji Women's Relay, Fuji Festival, etc.

Donations: Foundation for Orphans from Automobile Accidents and More Trees

Plant tours: for nearby elementary schools and employees' children

Disclosure of information and response to inquiries via external websites

Participation in business associations (the Japan Auto Parts Industries Association, etc.)

Corporate Governance

<Basic Approach>

To ensure that business is conducted properly, Unipres put the necessary structure in place by establishing an Internal Control Committee chaired by the president in FY2006. To facilitate the centralized implementation of the internal control system, three subcommittees—Risk Management, Financial Information Disclosure, and Compliance—have been set up under the Internal Control Committee. These subcommittees decide on policies and measures, and take action to ensure that business is conducted properly.

At Unipres we are fulfilling our corporate social responsibility by ensuring that the entire company adheres to our management philosophy and the Unipres Group Code of Conduct in the course of its business activities, and by strengthening our management system at the global level.

<Organizational Structure for Corporate Governance>

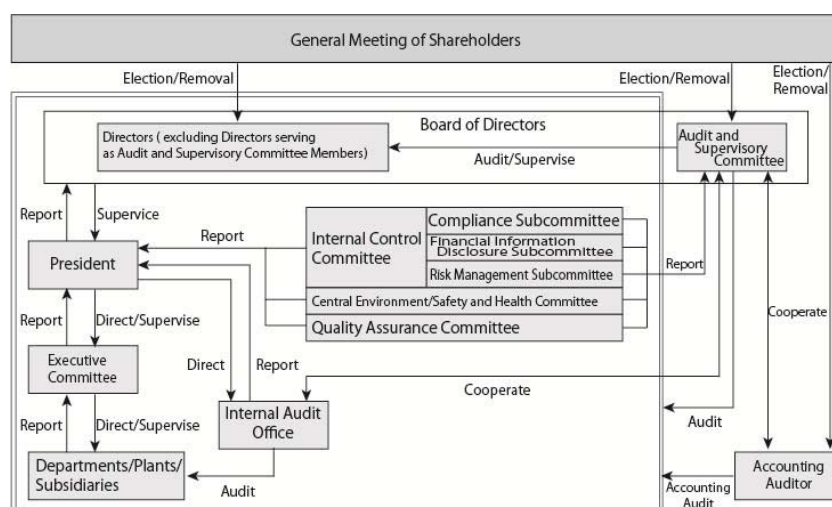
In April 2015, Unipres implemented changes to its business management structure. The changes were intended to facilitate prompt managerial decisions and business execution by clearly separating managerial decision-making and supervision from business execution, as well as to enhance corporate value by strengthening corporate governance. Moreover, the Company sought to strengthen its governance even further by converting from a company with an audit and supervisory board to a company with an audit and supervisory committee at the 77th Regular Shareholders' Meeting held in June 2016. The organization and chairs of each committee are detailed below.

- The Internal Control Committee is chaired by the president elected by the Board of Directors.
- The Executive Committee, which passes resolutions on matters delegated to it by the Board of Directors, as well as other important matters relating to business execution, is also chaired by the president.
- The chairs of the subcommittees for risk management, financial information disclosure, and compliance are nominated by the president. The subcommittees for risk management and compliance are chaired by the executive officer with specific responsibility for general administration, and the subcommittee for financial information disclosure is chaired by the executive officer with specific responsibility for finance and accounting.

· Unipres established the Central Environment/Safety and Health Committee to deliberate and decide on matters relating to the environment and management of safety and health. The committee's chair is nominated by the president from among the executive officers and it is currently chaired by the executive officer with specific responsibility for general administration.

- The Quality Assurance Committee is chaired by the executive officer with specific responsibility for quality assurance.

[Corporate Governance at Unipres Corporation]



★Online links : [Corporate Governance Report](#) (in Japanese); [Internal Control System Basic Policy](#)

<Risk Management>

Unipres has established a Risk Management Subcommittee to conduct risk management throughout the Company. The subcommittee controls overall risk management activities such as the improvement of risk management programs and the establishment of inter-departmental risk solutions. (The subcommittee met seven times in FY2017.)

[Identifying Risks Using a Risk Management Self-Checklist]

In order to manage risk of loss, we assessed and analyzed risk throughout the Company and selected six major areas requiring companywide responses (measures to address tax law, measures to address exchange rate fluctuations, information security, business continuity plan [BCP], human resource risk, and compliance). We take action to reduce each of the associated risks and report progress to the Board of the Directors.

[Information Security System]

At Unipres we recognize our social obligation to take comprehensive and effective measures to minimize the risk of information being leaked, and to manage and use our information assets securely. We have therefore formulated an Information Security Policy to maintain information security properly, and we are working to improve our management of confidential information by establishing an information security system based on this policy.

[Business Continuity]

Our measures to counter risks related to possible large-scale natural disasters include (1) conducting seismic retrofitting, (2) stocking disaster recovery goods, and (3) maintaining a BCP. Thus, we are taking action to ensure that post-disaster damage to our businesses is kept to a minimum.

★Online links: [Corporate Governance](#); [Annual Securities Report](#) (in Japanese)

<Compliance>

Unipres has established a Compliance Subcommittee to promote compliance throughout the Company; the subcommittee draws up compliance programs and supervises compliance activities. (The subcommittee met eight times in FY2017.)

[The Unipres Group Code of Conduct]

Guided by our management philosophy, "Perfecting Machine Press Technologies: Going a Step Beyond," we in the Unipres Group will continue to operate in a way that merits society's trust. In order to realize this management philosophy, we believe it is essential to make a unified commitment to manufacturing, and at the same time to fulfill our corporate social responsibility by complying with all national and international laws and regulations, as well as internal rules, and by keeping our other promises. Based on this belief, we are making a concerted effort as a Group to enhance our compliance.

★Online link: [The Unipres Group Code of Conduct](#)

[Compliance Self-Assessment (e-Learning)]

In an effort to improve compliance awareness throughout the Company, we have provided e-learning-based compliance training programs for both regular and temporary employees in Japan on an annual basis since FY2012.

[Internal Whistle-Blowing System]

To obtain compliance-related information, Unipres has instituted an internal whistle-blowing system and established the Unipres Hotline as a contact point within the Company. This enables directors and employees who have discovered any compliance issues to directly notify or consult with the compliance supervisory unit. Furthermore, fairness and transparency is ensured by establishing an additional contact point outside the Company staffed by external counselors. To ensure privacy, those who communicate via these contact points may do so anonymously. During FY2017 there were nine instances of internal whistle-blowing, all of which have been dealt with fully.

Social Responsibility Report | Customers

Unipres provides products that offer high quality at a reasonable price by taking the position of consumers and users and giving full consideration to safety. We are engaged in ongoing creative and innovative technological development and actively cultivate new fields of business.

<<Quality>>

Policy on Quality

Unipres maintains a consistent focus on customer satisfaction and customer trust to supply products for which quality is assured.
~ This policy on quality is both our starting point in terms of quality assurance and our end point in terms of how we aspire to run our business. ~

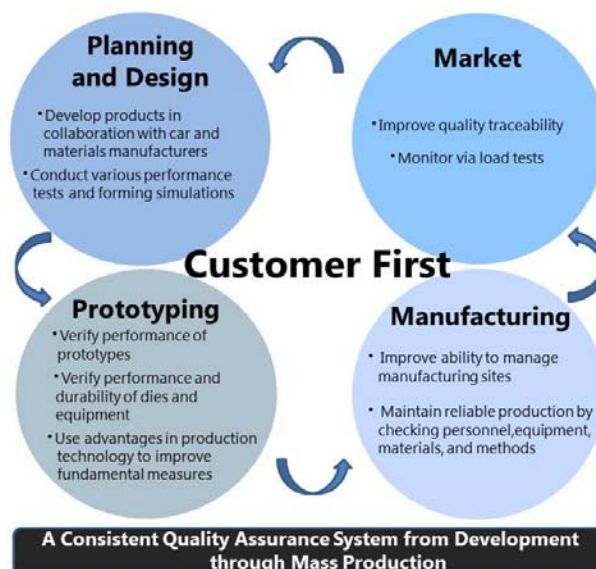
- (1) The president will review the appropriateness of this policy on quality. In addition, Unipres will ensure that the policy is put into practice by taking continuous measures to improve conformity with requirements and the efficacy of the quality management system.
- (2) To ensure that the policy's objectives in terms of quality are achieved, the executive officer with specific responsibility for quality assurance will set annual and medium-term targets for quality and will implement these throughout all departments. These targets for quality are targets for the organization as a whole, and they are to be achieved by all members of the organization.
- (3) The head of each department will produce a departmental policy document setting out management tasks, as well as measures and short-term goals for achieving the quality targets. After obtaining the approval of the executive officer with specific responsibility, the head of department will implement the departmental policy among the department's employees and ensure consistently target-oriented management of each area of responsibility and task.

Key Initiatives in FY2017 to Improve Quality

- (1) **Eradicate serious defects**
- (2) **Achieve quality targets for new cars**
- (3) **Ensure that global quality standards are rigorously adhered to at manufacturing sites**

Quality Control

The aim of the Unipres worldwide quality control system is zero defects.
By developing a consistent quality assurance system spanning the entire process from development through mass production and basing quality control on the same standards at all our global sites, we provide the best possible quality all over the world.



Quality Management System

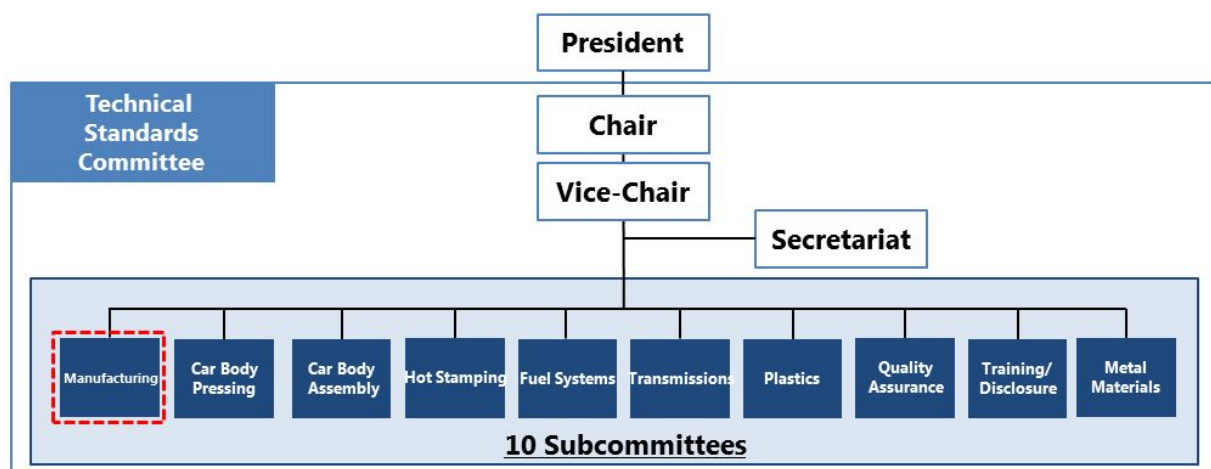
The Unipres Group is in the process of earning certifications under the international standards for quality management systems. Our manufacturing bases in Japan and overseas have obtained certification under either ISO 9001 or ISO/TS 16949, the standard specific to the automotive industry. From FY2017, moreover, we started transitioning in stages to the IATF 16949 standard, which has around 1.5 times the number of requirements compared to ISO/TS 16949. Plans call for each of our manufacturing bases in turn to obtain this new certification.

Implementation of Shared Global Standards

Unipres has been implementing new quality improvement measures since FY2014, aiming to further boost the quality of its products. One such measure is the development of technical standards to be shared globally. We identified and clarified the issues, and prepared an action plan for each one.

In addition, we reorganized the internal Technical Standards Committee, starting off with nine subcommittees under the main committee, and accelerated our development of standards and procedures. In FY2016 we finished developing 589 standards to be shared globally across the Group and started implementing these as the Unipres Engineering Standards (UESs).

During FY2017 we fully enforced the UESs, and at the Technical Standards Committee meetings, held four times during the year, each subcommittee reported on newly created UES standards and amendments to existing standards. In January 2018 we instituted a new Manufacturing Subcommittee to create standards more suited to the needs of actual manufacturing sites, thereby bringing the number of subcommittees up to 10.



Use of Supplier Quality Assessments (USSCs)

Given that the quality demanded by customers is becoming increasingly higher from one year to the next, in April 2017 we started issuing Unipres Supplier Score Cards (USSCs) to our main suppliers. The aim was for Unipres and its suppliers to work in unison and share the same targets to achieve the best possible results.

We issue monthly reports that use scores to record the levels of quality our suppliers achieve each month. We also take steps to stimulate suppliers' motivation to make improvements, and to encourage voluntary action to boost quality. For suppliers with low assessment scores we implement special action plans involving auditing and guidance.

QC (Quality Control) Circle Activities

Unipres is conducting QC circle activities with the aim of promoting action within the workplace to improve quality. In July each year we hold a companywide QC circle convention at which presentations are given by QC circles that won top prizes at the Company's block presentation meetings. The companywide convention is also attended by representatives of QC circles at overseas manufacturing bases and our suppliers as a means of boosting quality throughout our entire supply chain.

The QC circle of Unipres Precision Guangzhou Corporation, which won first prize in the companywide convention, took part in the Nationwide QC Circle Conference held in Okinawa in December 2017. It was awarded the "Inspiration Prize," which is presented to the QC circle voted most inspirational by the conference participants.

<< Technological Development >>

Overview of Technological Development

The Unipres Group combines its basic technologies relating to equipment such as dies, jigs, and tools with core technologies comprising car body pressing, precision pressing, and plastic pressing to develop and manufacture products with an emphasis on safety and the environment. The Group's Medium-Term Management Policy is "Promote UPS activities and enhance our profitability and competitiveness to be the No. 1 global company," and in accordance with this policy, the Group is pushing ahead with deepening its core domain centering on press technologies, as well as tackling new domains including innovative methods and products.

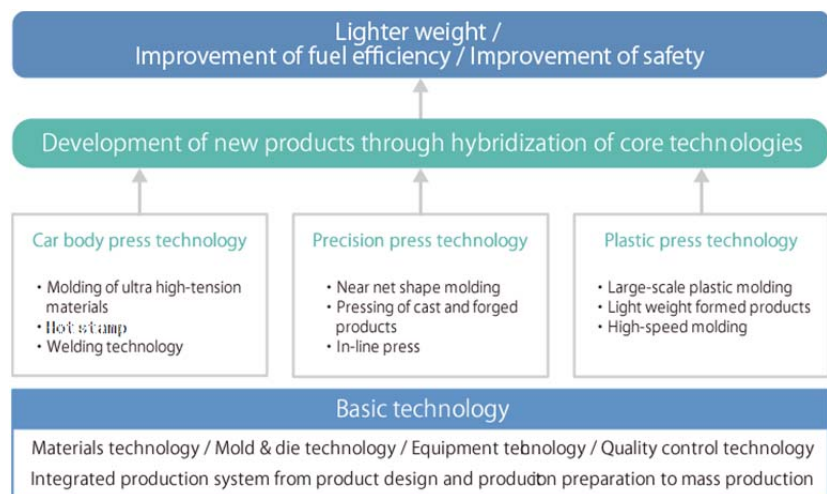
On the R&D front, the Japan-based Unipres R & D Co., Ltd. is spearheading the development of new technologies and new products, as well as conducting joint research with automotive and steel manufacturers, and universities. At the end of FY2017, personnel involved in R&D numbered 335, and R&D expenditure for FY2017 amounted to 3.7 billion yen. Meanwhile, industrial property rights held by the Unipres Group as a whole at the end of FY2017 numbered 80.

<Main R&D Challenges in FY2017>

- Development of ultra high tensile steel parts (development of 1.5 GPa [gigapascal] parts and practical use of highly ductile 980 MPa [megapascal] parts, etc.)
- Development of technologies to increase hot stamping productivity
- Development of parts for the next continuously variable transmission (CVT) and transmission parts to meet the demand from increasing electrification
- Development of high-performance plastic cover parts

Development and design efforts

Unipres has contributed to weight reduction, improved fuel efficiency, and enhanced safety by improving car body press, precision press, and plastic press technologies thanks to our base technologies relating to materials, molds, equipment, and quality assurance.

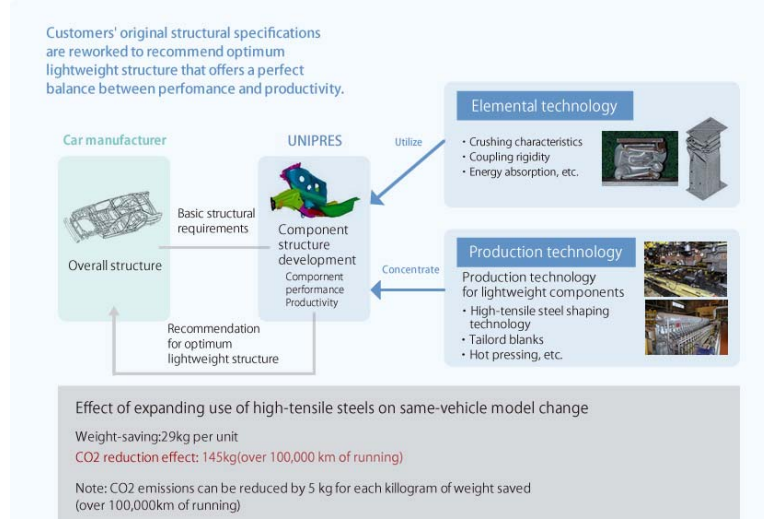


<Optimal lightweight structure proposal>

Unipres has been working to develop molding technology for processing high-tensile materials, ultra-lightweight parts made of foamed plastics, and more. We propose to our customers an optimal lightweight structure that realizes both performance and productivity by capitalizing on the strengths of total press engineering, which handles everything related from pressing, from

★Online link: [What are high-tensile materials?](#)

product design and development to mass production.



Development Example

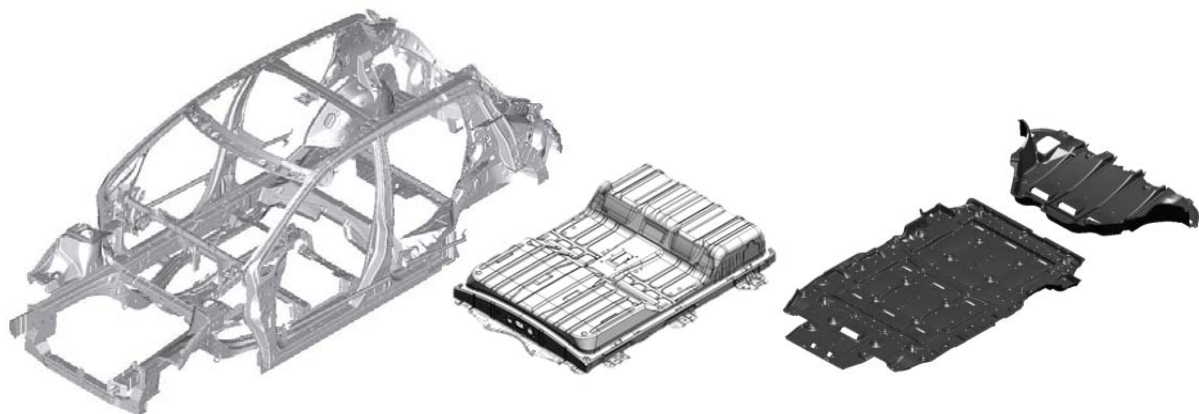
Development of Parts for Electric Vehicles

Unipres is contributing to more widespread use of zero-emissions vehicles by developing car body parts for electric vehicles. For Nissan Motor Co., Ltd.'s Leaf electric vehicle, we manufacture battery cases and plastic undercovers, as well as almost all the body frame parts.

The key consideration in the case of electric vehicles is the distance that can be traveled on a single charge. This makes it essential to improve fuel efficiency by reducing the vehicles' weight, while at the same time meeting requirements in terms of collision safety performance.

Therefore, we frequently make structural body frame parts out of ultra high tensile steel, the forming of which requires advanced techniques. An important role in fuel efficiency is also played by plastic undercovers, which reduce underfloor air resistance.

Battery cases are boxes to hold the lithium ion batteries that provide the power sources for electric vehicles, and they measure as much as 1.5 square meters or more. Because they must protect the batteries in a wide variety of conditions, including when driving in cold regions or along flooded roads, it is extremely important that they are airtight.



Unipres parts used in the Nissan Leaf; from left: body frame part, battery case, and plastic undercovers

Development Example

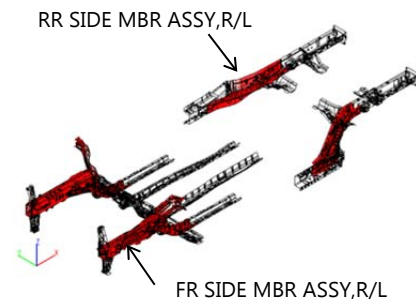
The World's First Mass Production of Difficult-to-Form Body Frame Parts Using Super High Formability 980 MPa Ultra High Tensile Steel

Unipres succeeded in the world's first mass production of difficult-to-form car body frame parts using super high formability 980 MPa ultra high tensile strength steel. The parts were used for Nissan Motor Co., Ltd.'s INFINITI QX50 released in the US in March 2018, contributing to fuel efficiency and collision safety through weight reduction and increased strength. The components thus produced comprised front side members, rear side members, and other difficult-to-form under-body frame parts.

Although the super high formability 980 MPa steel demonstrates elongation properties similar to those of conventional 590 MPa steel, it presented a challenge in terms of formation when used for under-body frame parts comprising complex shapes. We solved this problem by developing a unique press forming technology that enabled the use of super high formability 980 MPa steel for parts that could not be formed with conventional 980 MPa steel.

This technological development was highly acclaimed, earning Unipres a Global Innovation Award in the Nissan Global Supplier Awards 2018.

- Used super high formability 980 MPa steel for three under-body frame parts that are difficult to form
- Unipres technology contributed significantly to a 14 kg weight reduction in the same model at the body-in-white stage through use of super high formability 980 MPa and 1,180 MPa steel for frame parts



Development Example

Development of the World's Lightest, Smallest, and Most Fuel-Efficient Torque Converter in its Class (1.6 L)

Unipres developed its own originally designed Unipres Ultra Flat Torque Converter, the world's lightest, smallest, and most fuel-efficient in the 1.6 L class. This proprietary torque converter is mounted on CVTs in compact front-wheel-drive vehicles.

Reduction in the size and weight of the Unipres Ultra Flat Torque Converter was successfully achieved through extreme flattening of the fluid-related components and thinning of the damper components. Furthermore, our achievement of weight reduction and the highest level of lock-up function in the 1.6 L class also contributed to a sensation of immediacy when moving off, as well as improved fuel efficiency.

- Achieved reduction in weight and size through extreme flattening of the fluid channels and use of a newly developed, thin damper
 - Achieved low fuel consumption by lowering the rigidity of the newly developed damper and using a new friction material
- ➡
- Contributed to size and weight reduction, as well as a sensation of immediacy when moving off, and improved fuel efficiency



Cut section model of the Unipres Ultra Flat Torque Converter

Social Responsibility Report | Shareholders and Investors

We disclose information needed by the company's shareholders, investors, and other stakeholders in a timely and proper fashion and thus aim to ensure accurate understanding and evaluation of our company. Aware of our social responsibility, we engage in fair market competition.

Disclosure of Information

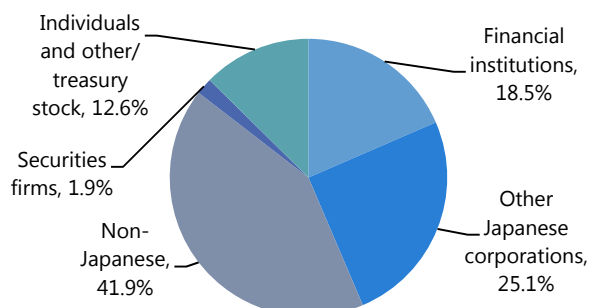
Unipres strives to disclose information in a timely and proper fashion according to the laws, regulations, and rules relating to statutory disclosure and timely disclosure. Even when information is not subject to legal requirements, we recognize that the information society really requires goes beyond the information that must be disclosed under laws and regulations. Accordingly, we will continue to disclose information voluntarily through a variety of IR activities in order to earn trust as a transparent company.

We will continue our efforts to promptly communicate a full range of information by, for example, publishing news releases and reports (shareholder newsletters), and posting up-to-date information on our website. In this way we will aim to help our shareholders and investors understand the Company in more detail.

Shareholder Distribution

As of March 31, 2018, the total number of shares issued by Unipres Corporation was 47,866,573, while shareholders numbered 5,309. Shareholder distribution is as shown to the right.

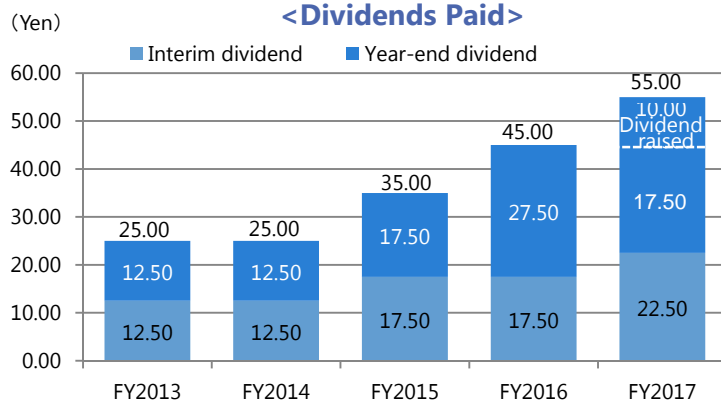
<Ratio of Shares Held by Shareholder Type>



Redistribution of Profits

Unipres regards stable redistribution of profits to its shareholders as an important management task. In accordance with this policy, the Company's key principle with regard to dividends for shareholders is to take a comprehensive view of factors such as performance in each fiscal period to maintain stable payment of an appropriate level of dividends.

<Dividends Paid>



<< Main IR Activities in FY2017 >>

Annual Shareholders' Meetings and Shareholder Receptions

At its Regular Shareholders' Meetings Unipres strives to help shareholders understand the Company better by presenting its business report in visual form to make the report easy to understand. After the end of the formal shareholders' meeting, we hold a shareholder reception in the same venue. Each year we receive positive feedback from shareholders on these events, at which they can talk directly with the Company's executives to exchange opinions and ask questions in a sociable environment, while enjoying refreshments.



Shareholder reception held at the Shin Yokohama Prince Hotel on June 22, 2017

Financial Results Briefings

Unipres holds regular financial results briefings for institutional investors and analysts, which are attended by the president and other relevant executives. At these briefings, we explain our financial results and business operations directly to investors. In FY2017 briefings were held in May and November.

In addition to these briefings, we are proactive in offering other opportunities for dialogue with investors, including organizing small meetings and responding to requests for individual interviews.



Investors Attend a Financial Results Briefing

IR Events for Individual Investors

Every year Unipres holds company briefings for individual investors and exhibits at IR events. In FY2017, we held company briefings in 18 locations across Japan. We provided explanations on topics including the details of our business and our strengths as a company, our financial situation, and our shareholder returns, and as a result we were able to help a large number of individual investors understand the Company in greater detail.

<Locations of Company Briefings for Individual Investors FY2017>



Shareholder Questionnaires

We use the application postcards for shareholder incentive services as well as our website to administer questionnaires to our shareholders. The questionnaires primarily feature questions relating to our IR activities. In FY2017 we also administered two online questionnaires targeting individual investors. We use the opinions expressed by respondents to improve our IR activities.

Social Responsibility Report | Suppliers

We build and maintain equal, fair, and transparent trade relationships with all our business partners and build strong cooperative ties through mutual understanding and respect as business partners. In this way, we seek our mutual benefit.

Green procurement activities

Unipres established the Unipres Green Procurement Guidelines in April 2009. The guidelines have set forth our commitment to reduce the impact on the environment when materials, parts, and sub-materials are delivered by our supplies. In this way, Unipres promotes global environmental conservation activities with an aim to create a society that enjoys sustainable development throughout the supply chain.



Suppliers' Meetings

As a means of building even greater trust in our relationships, we hold annual suppliers' meetings attended by the companies that supply us, including our affiliated companies. We explain the fiscal year's policies and challenges with regard to procurement, quality, and delivery, and ask for our suppliers' cooperation with initiatives to overcome the challenges.

Continuous Improvement (Kaizen) Training Workshops

We offer multiple training courses for our suppliers each year to empower them to improve quality and boost productivity. For the introductory continuous improvement training we start off in our training institute in the city of Izu in Shizuoka Prefecture with classroom lectures that address how to cultivate the corporate characteristics and human resources required to pursue continuous improvement. Thereafter, the training moves to one of the participant companies' operating sites, where practical training on continuous improvement is provided while observing the operating site at first hand.

In addition to the continuous improvement training, we also offer introductory quality training aimed at embedding QC circle activities, as well as training for managers and supervisors aimed at cultivating such personnel and better equipping them for their roles, and presentations at which examples of quality and continuous improvement best practice are shared.

Outstanding manufacturer awards

Each year, Unipres presents awards to suppliers that have made special contributions in areas such as quality, delivery, cost, and safety, in order to further enhance the performance of our excellent business partners. In this way we continue to promote improvements in quality and collective strength among our suppliers.

Use of Supplier Quality Assessments (USSCs)

★Link (within this PDF): [Use of Supplier Quality Assessments \(USSCs\)](#)

Initiative to Address Conflict Minerals

Conflict minerals are specific minerals mined in areas where civil war is endemic, such as the Democratic Republic of the Congo and surrounding countries, that may potentially be used to fund armed groups. The United States has legislation mandating that companies investigate and report on any use of metals derived from conflict minerals within their supply chains. To meet our own obligations from a CSR perspective, we at Unipres Group obtained the understanding and cooperation of our suppliers to investigate the use of conflict minerals within our supply chain. Our investigation revealed no use of such minerals.

Full Compliance

Unipres is taking steps to bolster compliance throughout its entire supply chain by implementing its Supplier CSR Guidelines among its main suppliers and asking them to cooperate in ensuring full compliance.

Social Responsibility Report | Employees

If each of our employees is to play a part in supplying better products to our customers, it is important to provide working environments in which each of those employees can work with peace of mind. Convinced that a company is made by its people, we are creating workplace environments enabling each individual to make the most of their abilities.

<< Hiring and Training of Human Resources >>

Fair Treatment and Appraisal

The Unipres Group does not set recruitment or hiring requirements that discriminate by gender, age, or any other attribute, nor does it treat employees in a discriminatory manner based on nationality or beliefs, social standing, race, gender, sexual orientation, religion, physical ability or disability, age, place of origin, or employment status. Such avoidance of discrimination applies to employment terms including pay, working hours, days off, and paid leave, as well as to treatment including education and training, career progression, transfers, or company benefits. We treat and appraise our employees fairly under a performance review system that assesses employees' performance and work skills as they work and uses the results to offer pay raises, bonuses, promotions, career progression, and skills development. Accordingly, no difference exists in terms of base pay or total compensation between men and women of the same rank.

Career Development

We operate a self-reporting system that enables employees to communicate regularly with their managers about how satisfied they are with their workplace and their job, their aspirations for the future, or any suggestions or requests they may have for the Company. The aim is to empower employees to develop their

careers and work in the most appropriate roles.

Participation in the self-reporting system is as detailed below.

(As of October 1 each FY)

		FY2015	FY2016	FY 2017
Employees (no.)		2,118	2,168	2,154
Self-reporting participants	Total participants	807	426	444
	(Managers)	348	-	-
	(Women)	19	36	50
	Participants (%)	38.1	19.6	20.6

*Target companies: Unipres Corporation and Unipres R & D Co., Ltd.
(Employees on fixed term contracts are excluded.)

Relations between Labor Union and Management

Employees at Unipres are enrolled in the Unipres Labor Union, and the union is a member of the Federation of All Nissan and General Workers' Unions. As of April 2017, 100 percent of employees were enrolled in the labor union (excluding managers, re-employed retired workers, and non-regular employees), amounting to a total of 1,715 members.

Unipres has established a sound relationship with the Unipres Labor Union and we hold monthly departmental union-management council meetings to share information and seek solutions to issues. If management plans major redeployment of personnel that will have a significant impact on employees, the labor agreement between the Company and the union stipulates a minimum notice period of three months (60 working days) and Company adheres rigorously to fair procedures.

Promoting Diversity

Under the human resource policy of diversity, we implement recruitment policies that are not biased by nationality, gender, or age.

Employing People with Disabilities

At Unipres we take a proactive approach to hiring people with disabilities. In FY2017, 2.03 percent of our employees were people with disabilities.

Hiring of Non-Japanese People

At the end of FY2017 Unipres was employing 18 non-Japanese employees and had appointed two non-Japanese executive officers. In our overseas subsidiaries, we are working actively to take on local employees, and 35 percent of our full-time senior managers at the level of executive officer or above are hired from the local community (as of April 2018).

Promoting Active Participation by Women

In accordance with Japan's Act on Promotion of Women's Participation and Advancement in the Workplace, we drew up the action plan below to provide an employment environment in which women can participate actively.

[Duration of action plan]

April 1, 2016 to March 31, 2019

[Targets]

- Ensure that 12 percent or more of new hires are women (FY2016: 18 percent)
- Ensure that 2 percent or more of managers are women (FY2016: 1.6 percent)

In FY2017 the percentages relating to women employees were as shown below.

	FY2014 (Base year for targets)	FY2017
Percentage of women among new hires	11.1%	16.1%
Applicants per job by gender	Men: 16.4 Women: 13.8	Men: 7.1 Women: 7.4
Percentage of women among all employees	7.2%	8.2%
Male-female gap in average years worked continuously	4.9 years	5.3 years
Percentage of women among managers	1.6%	1.3%
Percentage of women among executives	0.0%	3.1%

* Target companies: Unipres Corporation and Unipres R & D Co., Ltd.

100 Percent Return Rate after Childcare Leave

Since FY2015 we have benefited from a 100 percent rate of return to work by employees who have taken childcare leave. We intend to maintain and further improve our workplace environments to ensure that employees can return to work easily after taking childcare leave.

Comprehensive Reinstatement System for Former Employees

Unipres has set up a reinstatement system for former employees to enable jobs to be reinstated for those who leave the Company due to pregnancy, childbirth, childcare, caring for sick family members, marriage, or their spouse's job relocation. After reinstatement, pay is maintained at the same level as before employees left and they are assigned to jobs and workplaces where they can take advantage of their skills, experience, and other attributes.

Re-employing Retired Workers and Life Design Seminars

At Unipres we re-employ 100 percent of employees who wish to continue working after reaching the official retirement age of 60, enabling them to carry on working until 65. To get the most out of those who are re-employed, we take steps to boost their motivation, reviewing their performance like other employees.

We also liaise with the labor union to support this senior cohort in preparing for their future by ensuring that their lives are stable and secure. To this end, we encourage them to participate in life design seminars where they can learn about the thinking behind self-directed life planning and self-help methods.

Cultivating a Global Workforce

Guided by our management philosophy, "Perfecting Machine Press Technologies: Going a Step Beyond," Unipres is focused on the cultivation of a global workforce. In particular, we are prioritizing stratified training aimed at understanding the requirements of a role and acquiring skills tailored to specific levels of seniority or job types, as well as language training to improve ability to handle global business involving interaction with bases or suppliers overseas. In FY2017, we provided 33,411 hours of training programs (14.1 hours per employee) for a cumulative total of 567 individuals.

< Training System >

◆Stratified training

We provide compulsory training based on two different programs: seniority-based training and job type-based training. The training's objectives include acquisition of skills required for specific levels of seniority or job types, and understanding the requirements of a role.

◆Self-development correspondence training

Employees can choose from more than 100 correspondence courses—ranging from foreign language skills to official certifications or business skills—to take a course that meets their own objectives.

◆Language training

We aim to boost skills in languages that are particularly necessary in the global business environment by offering language learning study abroad programs, as well as training to help with preparing for the TOEIC (Test of English for International Communication), with conversing in English, and with learning foreign languages prior to overseas postings.

[Language learning study abroad program]

In order to have employees learn the basic skills required of a global workforce, we provide for a language learning study abroad program to learn English intensively at a language school overseas. The aim is for employees to acquire language and communication skills which can be used overseas not only through cross-cultural experiences via daily life in a homestay, but also by interacting with students from around the world. In FY2017, two employees were selected and studied abroad in Vancouver, Canada.

Cultivating Next-Generation Leaders (the Middle Management Program)

In FY2017 Unipres introduced a middle management program targeting early cultivation of next-generation leaders (i.e., heads of overseas bases and heads of departments). The program promotes systematic acquisition of management skills and nurtures a companywide management perspective. Training is provided by an external organization and boosts overall business management skills by offering an opportunity to learn about all key aspects of management. By discussing issues with representatives of a diverse range of industries over a three-month period, participants can learn from each other to acquire the broad outlook, leadership, and character required of managers of global corporations. At the end of the 10-month program, participants draw on the knowledge acquired to make recommendations to our management team on the type of company Unipres should aim to be in future.

★Link (within this PDF) : [Employee Data](#)

<<Safety and Health>>

Unipres Basic Safety and Health Policy

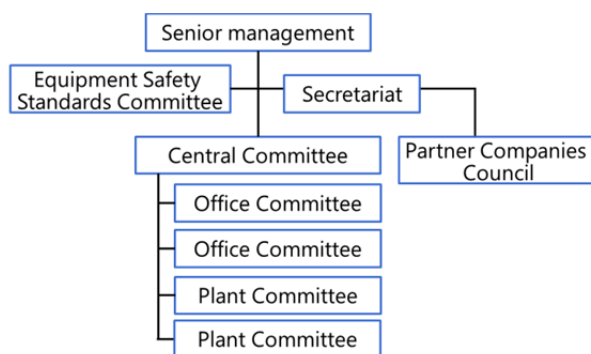
Recognizing that it is the pooling of employees' efforts that provides the driving force enabling a company to constantly grow, we value every single one of our employees and consider it of the utmost importance to preserve and advance their safety and health. In line with this fundamental stance, we maintain an unwavering commitment to avoiding workplace accidents of any kind as we pursue our activities for safety and health.

Structure for Implementing Occupational Safety and Health Measures

Unipres implements measures to ensure the safety of its workplaces and the safety and health of employees under the leadership of safety and health committee officers (the overall safety and health supervisors) at all its offices and plants. To ensure that our equipment is genuinely safe, we set up the Equipment Safety Standards Committee comprising representatives of the departments in charge of development and design, which determines equipment specifications, and the plants, which uses the equipment. The Central Committee communicate companywide safety and health targets which are broken down for individual operating sites.

We also endeavor to maintain and further improve employment terms for union members

by including provisions relating to safety and health in the labor agreement between the Company and the union and stipulating matters that require compliance in the Occupational Safety and Health Rules.

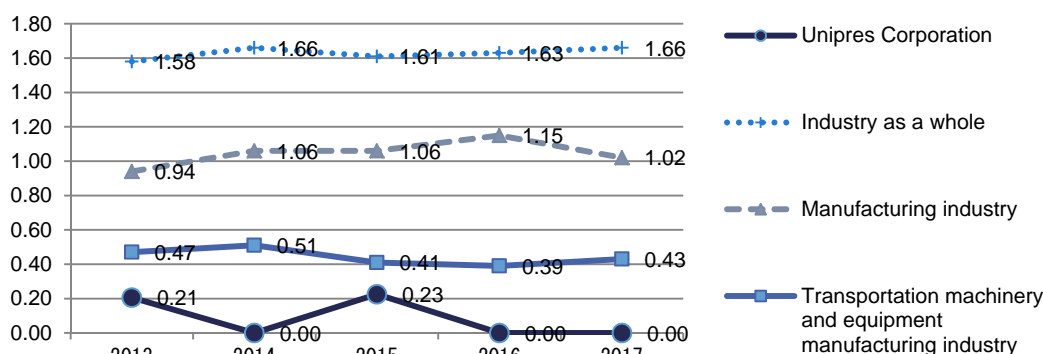


Occupational Safety and Health Performance

Unipres has been implementing a range of occupational safety and health measures as a management task since FY2006, and our occupational accident levels have consequently remained consistently below the industry average. We will redouble our efforts going forward to further enhance our performance.

<Industrial Accident Frequency Rate>

Industrial Accident Frequency Rate = $\frac{\text{No. deaths and injuries due to industrial accidents}}{\text{Cumulative hours worked}} \times 1,000,000$



Note: Data other than those for Unipres Corporation are from the Survey on Industrial Accidents (Ministry of Health, Labour and Welfare statistics & other data)

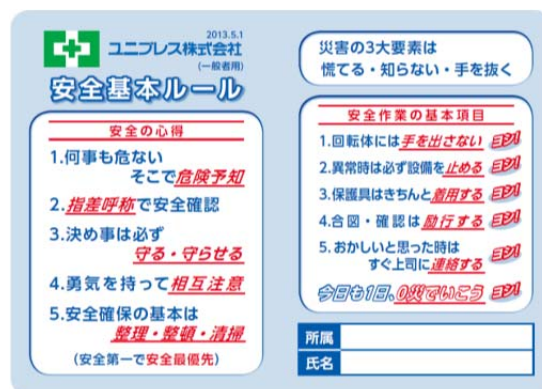
Safety Supervisor System

In April 2013 Unipres reinforced the safety arrangements at its plants by inaugurating the safety supervisor system. Safety supervisors are responsible for assisting plant managers with their duties relating to safety and health and upgrading management of safety and health in the workplace. We are aiming to establish independent safety management measures at each operating site and eradicate industrial accidents.

Recitation of Basic Safety Rules

In May 2013 we instituted recitation of Unipres' basic safety rules with the aim of nurturing a culture of safety within the Company. Everybody from senior management to employees recites together the rules before meetings, assemblies, and morning gatherings in order to enhance safety awareness.

The pocket-sized basic safety rules distributed for all employees to carry with them



Global Safety Audits

We conduct safety audits at all our bases globally to reduce the risk of serious accidents caused by production equipment. We employ checklists based on equipment safety standards to perform inspections including checks to confirm that safety catches are functioning correctly.

Auditing at an overseas base



Implementing Safety Management Status Assessments

Safety management assessments aim to systematically eliminate the factors that cause industrial accidents by quantitatively assessing the status of safety management and pursuing measures to upgrade it. We are conducting training on safety management status assessment at our bases globally.

Traffic Safety Measures

In addition to enacting measures to prevent traffic accidents at all our operating sites, we offered special lectures by traffic safety consultants as a companywide initiative. Thus, we are taking action to eradicate traffic accidents as befits a company whose business is the manufacture of car parts.

First aid training

Believing that the more people we have who can administer emergency medical treatment in our company, the more colleagues' lives we can save, we place emphasis on first aid, providing training sessions for CPR and AED (automated external defibrillator) use. Our aim is to increase the number of people with first aid experience so that whoever happens to be at the scene of an accident in a plant or office can give first aid or take life-saving action. We intend to save colleagues' lives by enabling

action to be taken in the so-called nine-minute gap before an ambulance arrives.



Practical AED training

Unipres Safety and Health Council

The Unipres Safety and Health Council aims to upgrade safety and health management by cooperating with the Group companies and suppliers who comprise its membership to prevent industrial accidents, protect against disease, and promote health within those companies. Each year the council interviews five companies about their safety and health measures and inspects their manufacturing sites.

Outstanding Workplace Award Received at the Moka District Industrial Safety and Health Convention

Our Tochigi Plant (in Moka) received the Outstanding Workplace Award from the Moka Labor Standards Association at the FY2017 Moka District Industrial Safety and Health Convention. This award is granted to workplaces boasting exceptional safety and health levels that are recognized as good examples for others; of 425 workplaces under the jurisdiction of the Moka industrial standards supervisory office, seven received awards.

Mental Health Measures

Although stress check programs became legally mandatory in Japan in December 2015, Unipres has been using an external provider to administer annual stress checks to all its employees since before this legislation was enacted. Employees who take a stress assessment test receive feedback on their own current mental health in the form of graphs and written explanations. However, for reasons of personal information protection, the test results are not disclosed to the Company without the test-taker's consent. When the test was administered in November 2017, 92.4 percent of employees took it and three individuals with particularly high stress levels who requested support were offered counselling via meetings with industrial physicians.

In November 2015 we set up an external mental health consultation service to supplement the existing face-to-face meetings with industrial physicians and public health nurses. The service, which is contracted out, provides external mental health specialists such as clinical psychologists, who respond to requests for counselling via email, telephone, or face-to-face meetings. The service is available not only to employees themselves, but also to family members (up to second-degree relatives); neither the names of those seeking counselling nor the content of discussions are disclosed to the Company.

If employees are absent from work for a long time (a month or more) as a result of mental health issues, we help them to return to the workplace. To this end, we provide a job reinstatement program and take steps to prevent recurrence of their mental health issues.

Social Responsibility Report | Local Communities

We are actively involved in local communities and contribute to the development of our business activities and these communities.

In addition to complying with international rules and the laws in the countries where we operate, we also respect those countries' cultures and customs and contribute to their development.

Supporting Charities in Conjunction with Our Shareholders

Unipres works together with its shareholders to contribute to society. We introduced a points-based system to our shareholder incentive program, enabling shareholders to donate their points to organizations contributing to society. As a company, we double the total amount of money (i.e., points) donated by shareholders, and at the same time donate any points that shareholders have not used. In FY2017 we donated a total of 1,888,000 yen to two organizations: More Trees, which is engaged primarily in forest preservation activities in Japan and overseas, and the Foundation for Orphans from Automobile Accidents, which supports children who have lost their parents as a result of car accidents. In FY2015 we added Kids Smile QUO Cards to our incentive gifts for shareholders. For each Kids Smile QUO Card purchased, 50 yen are donated to support activities that make life better for children in the areas affected by the March 2011 earthquake and tsunami.

★Online link: [Shareholder Incentives](#) (in Japanese only)

Plant Tours for Children

Unipres offers plant tours to elementary schools near each of its operating sites. We also conduct family plant tours, inviting employees' children so that they can learn about Unipres by seeing their mothers or fathers at work. In FY2017, a family plant tour was offered at the Fuji Plant in August.



A family plant tour

Efforts to Cultivate the Next Generation

In January 2018 an employee from Unipres R & D Co., Ltd. gave a lecture to graduate students researching machinery-related fields at the University of Electro-Communications. This was the first time we had organized a lecture on a specialist field by an engineer working at the cutting edge of technological development. We hope the students will use what they have learned for their own research, or become interested in new fields, so this lecture can serve as a first step toward cultivating highly specialized human resources.



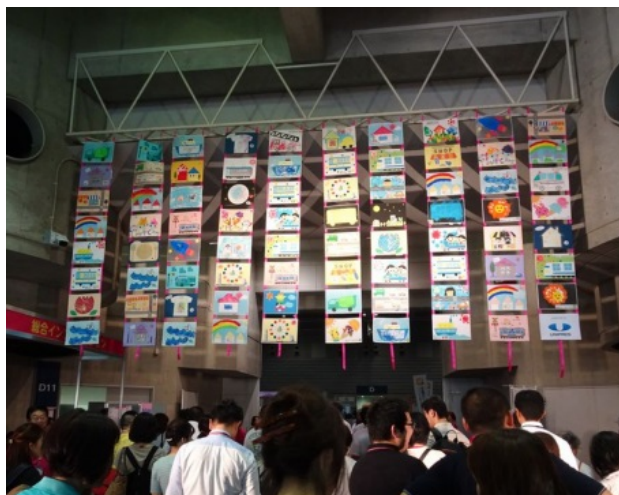
Lecture on the topic of Unipres' measures to enhance the precision of its press-forming simulations

Sponsorship

Unipres provides sponsorship and financial support, focusing primarily on organizations and events in communities where its head offices and plants are located. We also play an active part in community events.

< Main Sponsorships in FY2017 >

- Yokohama F Marinos Tricolore Club
- Foundation for Yokohama Rehabilitation Services
- Yokohama Human & Technoland
- Federation of All Nissan and General Workers' Unions NPO Center u-life21
- All Japan Intercollegiate Women's Ekiden Championship (Mt. Fuji Women's Relay)
- National Wheelchair Marathon (Nissan Cup Oppama Championship)



Yotec Welcome Flags at Yokohama Human & Technoland 2017 sponsored by Unipres and drawn by children living in centers for children with disabilities in Yokohama

Initiatives by Group Companies

Unipres Group companies in Japan and overseas are also engaged in a range of initiatives. Examples of initiatives undertaken during FY2017 are described below.

◆ Presented an Assistive Vehicle to Miyako, Fukuoka Prefecture (Unipres Kyushu Corporation)

To commemorate its 40th anniversary, Unipres Kyushu presented an assistive vehicle bearing its name to the local town of Miyako. Equipped with a seat that slides up on the passenger side, the vehicle is expected to be put to use as a means of transport for people who need assistance.



◆ Financially Supported Local High School Students via Scholarships (Unipres Alabama, Inc.)

Unipres Alabama pays scholarships of approximately 100,000 yen per person as educational assistance for local high school students. In FY2017 the company had 45 applications from three schools and selected one student from each school. In the three years the program has been under way the company has supported nine students in total.



◆ **Visited an Elementary School on Children's Day and Donated Stationery, etc.**
(Unipres Zhengzhou Corporation)

On International Children's Day on June 1, Unipres Zhengzhou visited an elementary school in poor areas of Lushan County, Henan Province, China, and presented them with gifts including stationery, bento boxes, and food. The company also visited three households and gave them food and schoolbags in the hope that the children would be able to attend school with enthusiasm.



◆ **Distributed Donated Supplies to Areas Affected by Major Earthquakes**
(Unipres Mexicana, S.A. de C.V.)

Mexico was hit by two major earthquakes in September 2017, suffering massive damage. Soon after each of the earthquakes, Unipres Mexicana set up places to receive donated supplies within the company and accepted goods contributed through employees' goodwill, sending them off to the disaster-hit areas.



◆ **Delivered Groceries via a Food Drive**
(Unipres Alabama, Inc.)

Every year Unipres Alabama calls for donations of mainly non-perishable foods from its employees and holds a food drive to distribute the food to low-income households and others. In FY2017, the food drive's fourth year, a record 2,600 food items were collected and donated to senior care centers and elsewhere.



◆ **Collaborated with Guangzhou College of South China University of Technology**
(Unipres (China) Corporation)

Unipres China established the Technical Innovation Center jointly with Guangzhou College of South China University of Technology, aiming to promote adoption of automation and artificial intelligence, and to cultivate the necessary human resources. During FY2017 the two parties communicated, researched, and conducted practical trials relating to measures to improve automation and other collaborative topics.



Environmental Report

Guided by our Environmental Policy, we will comply with environmental laws and regulations, and build, maintain, and continuously improve our environmental management system. In addition to ensuring safety when developing products, we will strive to minimize their impact on the environment by reducing environmentally hazardous substances and conserving resources and energy.

Overall Environmental Approach

Various environmental regulations have been put in place to ensure our society is sustainable. This has prompted Unipres to set out the fundamental thinking behind all its activities in the form of its Environmental Policy, which forms the basis for our efforts to preserve the environment. Given that the general public is now demanding more of companies with regard to environmental issues, we augmented and amended the wording of our Environmental Policy during FY2017 to expand the scope of our environmental measures, and released the new version on April 1, 2018.

<Environmental Policy>

Based on our management philosophy of "Perfecting Machine Press Technologies: Going a Step Beyond," Unipres contributes to global environmental preservation from an international perspective by constantly striving to create new functions and value. To pass down a beautiful and rich earth to the next generation, Unipres takes the following action to create societies that enjoy sustainable development:

1. We comply with environmental laws and regulations as well as other requirements to which our company agrees, and we work to protect the environment.
2. We endeavor to curb greenhouse gas emissions by bringing together materials, dies, equipment, and products on an entirely new plane.
3. We strive to prevent pollution of the air, water, and soil by reducing and limiting our use of environmentally hazardous substances (including harmful chemicals).
4. We endeavor to curb our use of mineral and water resources and our production of waste by conserving energy and resources, as well as reusing and recycling.
5. We collaborate with local communities and society at large to help preserve biodiversity and ecosystems.
6. We seek to maintain and upgrade our environmental management system by making ongoing improvements.

Developing an Environmental Management System

Since 2004 the Unipres Group has been working to earn certifications under the ISO 14001 international standards for environmental management systems. We are operating our environmental management system and pursuing measures to reduce the impact on the environment of our corporate activities.

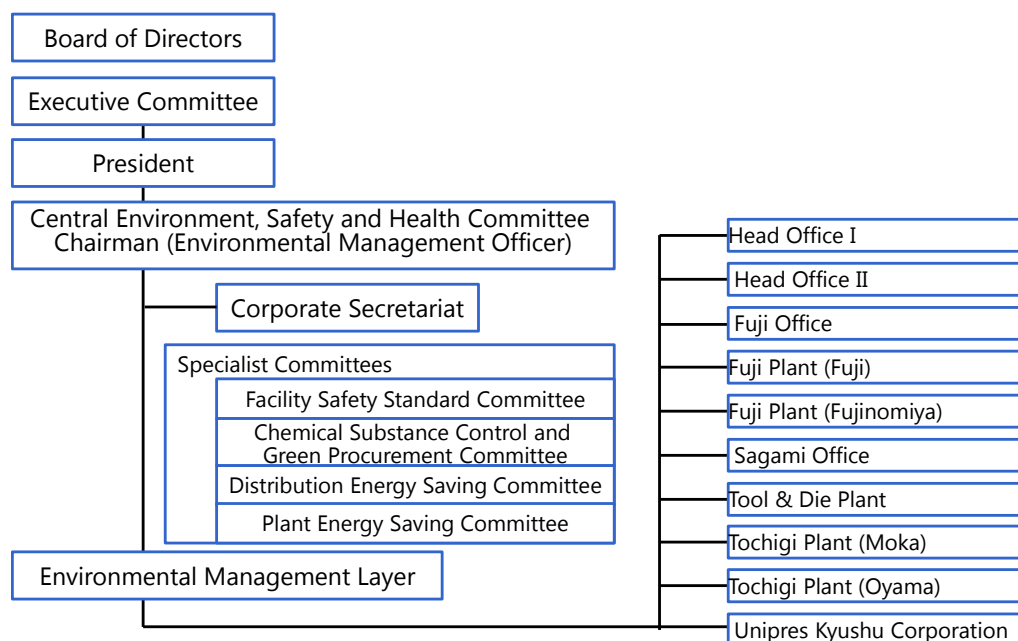
< ISO 14001 Certification Status >

Domestic Bases	Head Office I
	Head Office II
	Unipres R&D Co., Ltd
	Sagami Office
	Fuji Office
	Tochigi Plant (Moka)
	Tochigi Plant (Oyama)
	Fuji Plant (Fuji)
	Fuji Plant (Fujinomiya)
	Tool & Die Plant
	Unipres Kyushu Corporation

Overseas Bases	Unipres Southeast U.S.A., Inc.
	Unipres Mexicana, S.A. de C.V.
	Unipres (UK) Limited
	Unipres (China) Corporation
	Unipres Guangzhou Corporation
	Unipres Zhengzhou Corporation
	Unipres Precision Guangzhou Corporation
	Unipres India Private Limited

Structure for Operating the Environmental Management System

In order to operate our environmental management system in accordance with ISO 14001, we employ the structure shown to the right to pursue environmental measures based on our Environmental Policy.



*Note: Unipres R & D Co., Ltd. is included in Head Office II, Fuji Office, and Sagami Office.

Development and design efforts

★Link (within this PDF): [Development and design efforts](#)

Supply Chain Efforts

<Green procurement activities>

★Link (within this PDF): [Green procurement activities](#)

<Initiatives for substances of very high concern>

With the understanding and cooperation of our suppliers, Unipres keeps track of the content of substances of concern and of very high concern*1 and provides reports to our customers.

In addition, in order to respond quickly and appropriately to tightening regulations on chemical substances in each country (including PRTR Regulations, domestic chemical substance-related laws, European ELV Directives*2, and REACH Regulations*3), we have established the Chemical Substance Control and Green Procurement Committee to share information and consider countermeasures as needed.

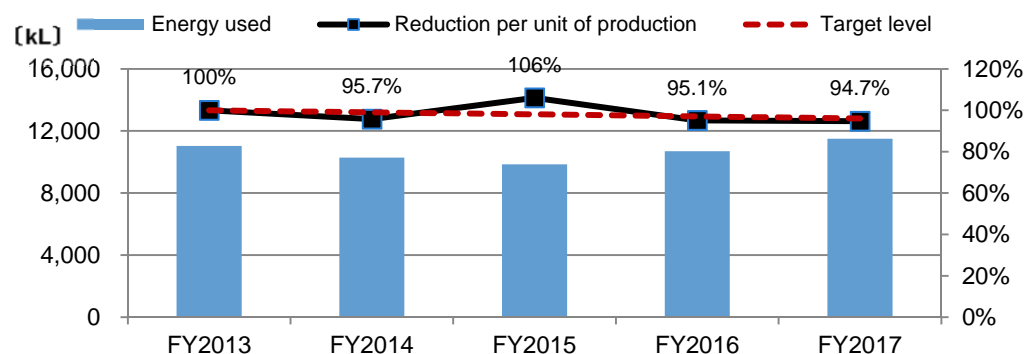
Production Efforts

< Energy Usage >

Having set targets for reducing energy use per unit of production for Unipres as a whole, as well as for each operating site, we plan the energy conservation measures to be taken and regularly check on progress.

Despite implementing energy conservation measures in FY2017, our use of energy increased, largely as a result of installing new equipment. Nonetheless, we managed to reduce our energy use to 94.7 percent of what it was in FY2013, exceeding our target for FY2017 of 96 percent.

[Energy Inputs and Energy Use per Unit of Production]



Notes:

1. Energy use is calculated according to the Act on the Rational Use of Energy.
2. Reduction per unit of production denotes the reduction if FY2013 is taken to represent 100 percent.

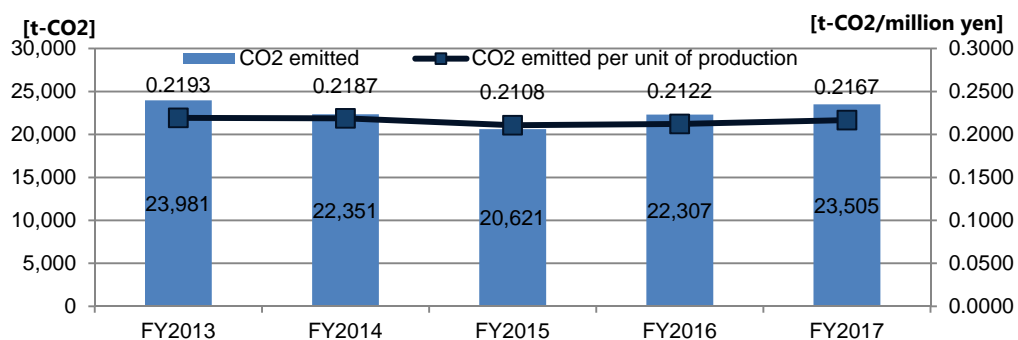
[Use of Non-Renewable Energy by Source of Supply]

	[GJ]				
	FY2013	FY2014	FY2015	FY2016	FY2017
Total energy use	427,830	398,649	381,872	414,570	445,594
Electric	314,112	301,192	326,246	301,192	345,740
Thermal	1,714	1,700	1,705	1,700	1,746
Fuel	82,858	78,979	88,324	78,979	98,109

<Measures to Reduce Greenhouse Gas Emissions>

Despite implementing energy conservation measures in FY2017, our CO₂ emissions increased and our CO₂ emissions per unit of production were slightly higher, largely as a result of installing new equipment.

[Greenhouse Gas (CO₂) Emissions and Emissions per Unit of Production]



Notes:

1. Energy use per unit of production = Greenhouse gas (CO₂) emission volume ÷ Sales of parts
2. Greenhouse gas emissions are calculated according to the greenhouse gas emissions accounting and reporting manual based on the Act on Promotion of Global Warming Countermeasures

[Direct Greenhouse Gas Emissions (Scope 1)]

	[t-CO ₂]				
	FY2013	FY2014	FY2015	FY2016	FY2017
Energy-derived CO ₂	5,837	5,218	4,975	5,506	6,260
Other GHGs	6.774	10.229	5.054	5.512	6.340
Methane (CH ₄)	2.503	3.771	3.332	3.822	4.452
Dinitrogen monoxide (N ₂ O)	4.271	6.458	1.722	1.690	1.888

[Indirect Greenhouse Gas Emissions (Scope 2)]

	[t-CO ₂]				
	FY2013	FY2014	FY2015	FY2016	FY2017
Energy-derived CO ₂	18,243	17,123	15,641	16,795	17,239

< Energy conservation activities >



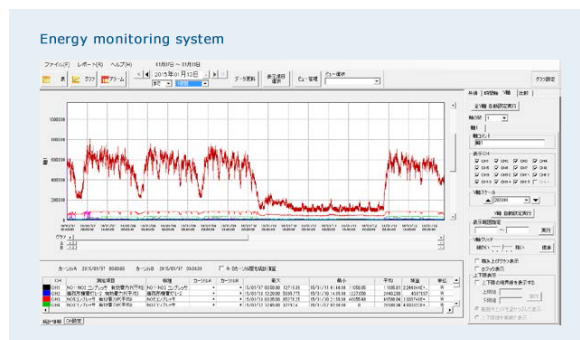
We are working to replace the main press machine motors with inverter motors, which have greater energy-saving effects.



We control the number of compressors in operation. This has enabled efficient operation of multiple compressors with a minimal number of units according to the air consumption amount, thereby contributing to energy conservation.

< Elimination waste through the visualization of energy consumption data >

Unipres is promoting the installation of energy monitoring systems at each production site. This has enabled real-time monitoring of electricity and gas usage, which helps eliminate excess energy use.



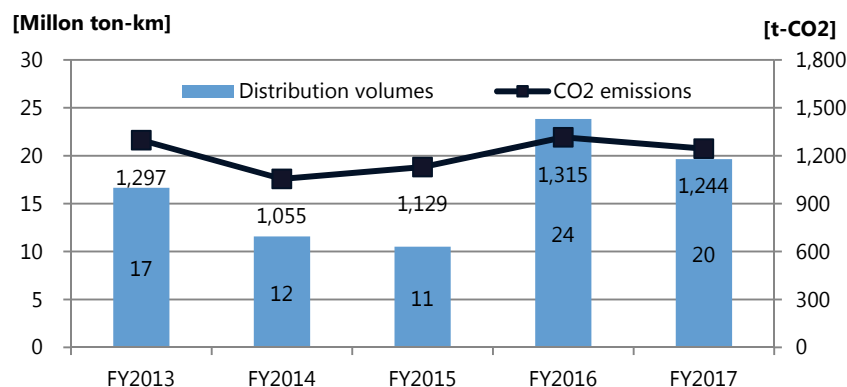
Distribution Efforts

< Reduction of Greenhouse Gas (CO2) Emissions during Distribution >

As our volume of consigned freight transportation amounts to less than 30 million ton-kilometers annually, Unipres does not qualify as a specified consigner as defined under the Act on the Rational Use of Energy, and is therefore exempt from submitting notifications under that act or other laws and regulations. Nonetheless, we draw up plans for cutting CO2 emissions during distribution and strive to achieve reductions.

In FY2017 we succeeded in meeting our voluntary targets for the year as a result of implementing measures such as a modal shift.

[Distribution Volumes and Distribution-Derived Greenhouse Gas (CO2) Emissions]



< CO2 Reduction via Modal Shift >

We have switched from truck-based transportation to rail freight transportation to mitigate impact on the environment through reduction of CO2 emissions, and through other means such as alleviating traffic congestion to prevent air pollution. According to Japan's Ministry of Land, Infrastructure, Transport and Tourism, CO2 emission per transportation unit for rail freight transportation is approximately one-eleventh of the emission for commercial truck-based transportation. *

Unipres' rail freight transportation in FY2017 amounted to 12,820,000 ton-kilometers. If one compares the

resulting emissions with emissions for equivalent transportation by truck, it appears that the modal shift resulted in a CO2 emissions reduction of approximately 1,400 tons.

* CO2 emission per transportation unit is the volume of CO2 emitted when transporting 1 ton of freight 1 kilometer. The ratio refers to relative emission volumes in FY2016.



< Reduction of CO2 Emissions through Improvements in Distribution >

We have been working on distribution-related energy conservation measures by setting a CO2 emissions reduction target each fiscal year. Measures we took in FY2017 included increasing the container filling rate, and as a result we exceeded our CO2 reduction target by three percent.

[CO2 Emissions Reduction in FY2017]

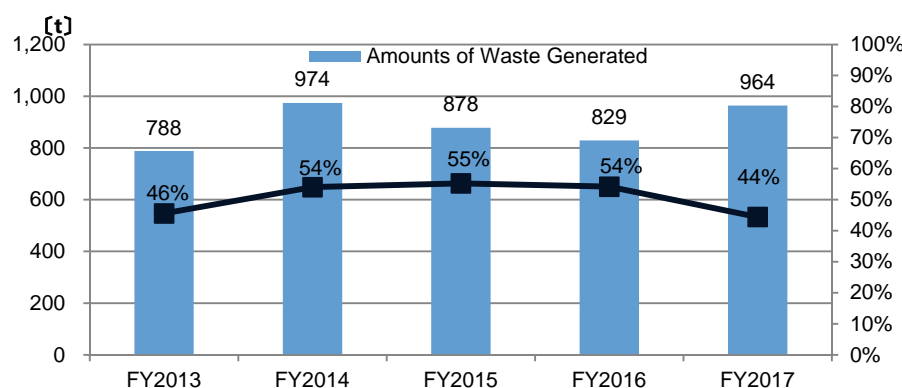
CO2 reduction target	CO2 reduction achieved	Rate of achievement
14.5t-CO2	15.0t-CO2	103%

Office and Plant Efforts

< Recycling Measures >

We make effective use of limited resources by implementing the 3 R's of waste management.

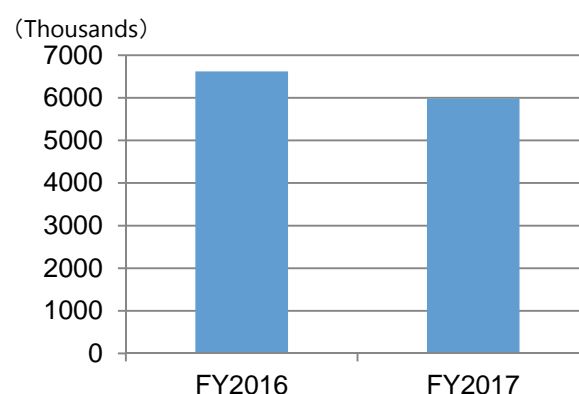
[Amounts of Waste Generated and Recycling Rates]



< Measures to Reduce Paper Use >

Since July 2017 we have been implementing measures to reduce paper use within the Company, targeting a 50 percent reduction in the number of print-outs over three years. We set up a Paper Reduction Committee and in FY2017 progressed with putting the necessary infrastructure in place, including making projectors permanently available in all meeting rooms. We also trialed reduced paper use for key entities that hold meetings. As a result of these efforts we succeeded in reducing the number of print-outs by 10 percent compared with FY2016.

[No. of Print-Outs]



< Measures to Prevent Pollution >

We manage electrical equipment and appliances containing PCBs properly in accordance with laws and regulations, disposing of such items as industrial

Type	FY2014	FY2015	FY2016	FY2017
Waste containing high-concentration PCBs	120kg	1,321kg	220kg	—
Waste containing low-concentration (or negligible) PCBs	456kg	—	—	41845kg

waste requiring special management.

< Management of Environmentally Hazardous Substances >

Changes in volumes of environmentally hazardous substances (subject to PRTR law) are as shown below.

Type	FY2013	FY2014	FY2015	FY2016	FY2017
Toluene	0.7kg	0.6kg	0.8kg	0.7kg	0.8kg
Xylene	—	—	0.1kg	—	0.1kg
Methylnaphthalene	43kg	38kg	40kg	41kg	49kg

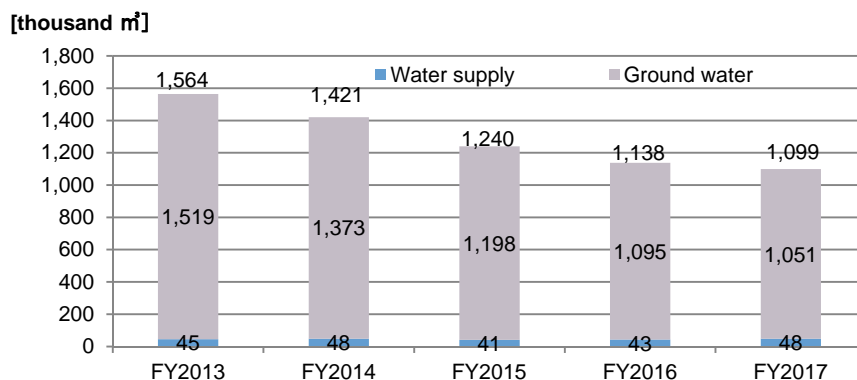
Note:

Dashes in the table above indicate that the amount of the substance handled was less than the minimum reporting threshold.

< Reducing the Amount of Water Used >

We take measures to save water, considering it to be a valuable resource.

[Volumes of Water Resources Used]



< Introducing Renewable Energy >

As part of our strategy to reduce emissions of greenhouse gases, we are introducing photovoltaic power generation. Having installed photovoltaic power systems at our Fuji Office, our Fuji plants in Fuji and Fujinomiya, and our Tochigi plants in Oyama and Moka, we are now generating electricity.

At our Tochigi Plant (in Moka) for example, we are able to supply almost all the energy used in the administrative building. The generated electricity is also used to charge the Company's Leaf electric vehicles and as an emergency power supply during power cuts.

In FY2017, Unipres as a whole generated 219,689 kWh of electricity, all of which was used within the Company. This resulted in an annual reduction in use of fossil fuel (crude oil) of approximately 50 kl, as a consequence of which annual CO₂ emissions were cut by some 104 tons. This is equivalent to the amount of CO₂ absorbed by 7,429 cedar trees in a year.*

*Calculation was based on the assumption that the amount of CO₂ absorbed by one cedar tree was approximately 14 kg per year (Estimated from Measures to Promote Forest Carbon Sinks to Prevent Global Warming by the Ministry of the Environment and Forestry Agency)

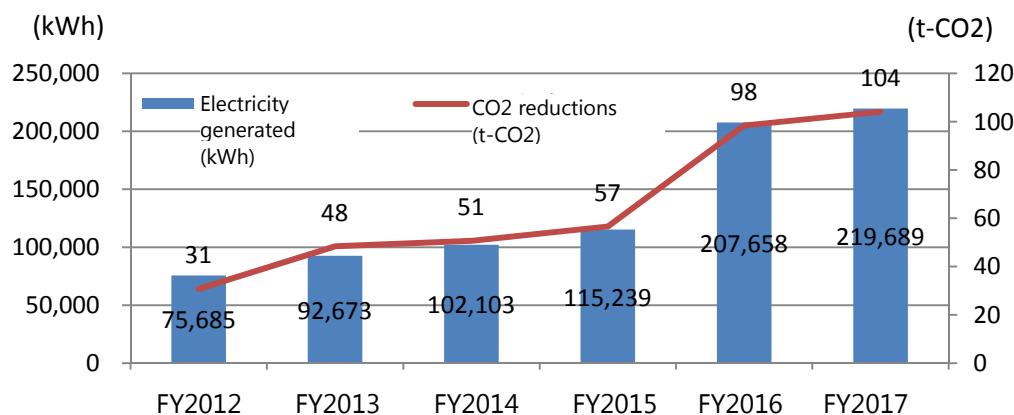


Fuji Plant (Fujinomiya)



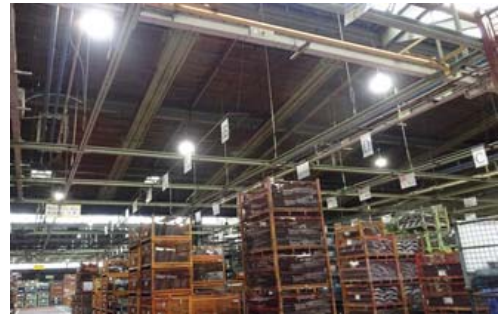
Tochigi Plant (Moka)

[Volumes of Electricity Generated by Photovoltaic Systems and CO₂ Reductions]



< Switching to High-Efficiency Lighting >

In order to promote CO2 emissions reduction through energy conservation, we are switching to high-efficiency lighting in our offices and plants. By FY2017 we had replaced all ceiling lights at our plants in Oyama, Oppama, Sagami, Fuji, and Fujinomiya with LED lighting. As a result we succeeded in reducing electricity use by up to one fourth while providing better illumination.



< Implementation of green curtains >

We use green curtains to plant bitter gourds and loofahs on the wall of the offices. Green curtains have shading and cooling effects thanks to the action of transpiration, which contributes to energy conservation as a result of reduced use of air-conditioners.



< Introducing Leaf, the company-owned electric vehicle >

Unipres has been working to reduce emissions of exhaust gas arising from burning gasoline and CO2 by introducing an electric vehicle, the Nissan Leaf.

We manufacture components such as car body structural parts, battery cases and plastic undercovers for the Nissan Leaf, and contribute to the improvement of automobile fuel efficiency through the creation of lightweight products and the promotion of zero-emission vehicles.



Initiatives by Group Companies

Unipres Group companies in Japan and overseas are also engaged in a range of initiatives. Examples of initiatives undertaken during FY2017 are described below.

◆ Won the Energy Conservation Measures Award of the Ministry of Economy, Trade and Industry's Chugoku Bureau of Economy, Trade and Industry (Unipres Mold Corporation)

Our Hiroshima Plant won an award at the Chugoku region awards ceremony marking the FY2017 Energy Conservation Month. The award primarily recognized the plant's cut in energy consumption of approximately 40 percent achieved by substituting a vacuum pump for the vacuum generator previously used when conveying parts during the forming process.



◆ Promoting Greening Activities by Planting 30 Trees (Unipres Zhengzhou Corporation)

March 12, 2017 marked 40 years since China's Arbor (Tree Planting) Day was inaugurated. To commemorate this milestone, 70 employees of Unipres Zhengzhou planted 30 trees with the aim of promoting greening activities. The company has been planting trees since its founding and will continue to raise awareness of the need to preserve the environment among its employees.



◆ Reduced Noise Emitted by Pressing Plant (Unipres Guangzhou Corporation)

Recent years have witnessed rapid construction of residences in the vicinity of Unipres Guangzhou's pressing plant. Addressing the need to protect its immediate environment, therefore, the company took action to reduce noise emitted by its plant, installing a double layer of soundproofing material on the roof of the pressing area. This measure has resulted in reductions of up to 16 percent in noise emitted.



Supplementary Materials

Employee Data

(Target companies: Unipres Corporation and Unipres R & D Co., Ltd.)

	Unit	FY2015	FY2016	FY2017
Employees	No.	2,229	2,267	2,375
Men	No.	2,053	2,081	2,168
Women	No.	176	186	207
Average age	Years	42.2	42.1	42.2
Men	Years	42.5	42.5	42.7
Women	Years	38.5	38.2	38.2
Average years employed	Years	18.8	18.8	18.3
Men	Years	19.3	19.3	18.9
Women	Years	13.2	13.3	12.5
Employees who left the company	%	1.9	2.2	3.8
For personal reasons (%)	%	1.9	2.2	3.8
For Company reasons (%)	%	0	0	0.04
Average annual salary	Thousand yen	6,113	5,881	6,113
Disabled people in workforce	%	2.07	2.03	2.03
Employees taking childcare leave	No.	8	9	8
Men	No.	4	1	3
Women	No.	4	8	5
Employees returning after childcare leave	%	100	100	100
Men	%	100	100	100
Women	%	100	100	100
Employees taking nursing care leave	No.	1	1	1
Men	No.	1	1	1
Women	No.	0	0	0
Employees taking maternity leave	No.	7	9	5
Days of annual leave taken	Days	12.9	12.6	13.7
Annual leave taken	%	67.2	66.9	73.1
Average hours of overtime	Hours/month	25.8	25.4	25.4
Total union members	No.	1,690	1,694	1,715
Female managers	No.	5	5	4
Female (%)	%	1.6	1.6	1.3
Target	%	-	※(2.0)	※(2.0)
Female directors	No.	1	1	1
Female (%)	%	3.8	3.6	3.1
Female outside directors	No.	1	1	1
Female (%)	%	33.3	25.0	33.3
Non-Japanese employees	No.	12	13	18
Men	No.	11	8	9
Women	No.	1	5	9
New graduates hired	No.	58	72	74
Men	No.	50	65	63
Women	No.	8	7	11
Graduates from university/graduate school, or above	No.	33	38	42
Men	No.	29	32	34
Women	No.	4	6	8
Graduates from non-university institutions	No.	25	34	32
Graduates from junior college/vocational school	No.	4	4	3
Men	No.	1	4	2
Women	No.	3	0	1
Graduates from high school/other	No.	21	30	29
Men	No.	20	29	27
Women	No.	1	1	2

	FY2015	FY2016	FY2017
No. of employees (Unipres Group)	10,750	11,308	11,642
Japan	3,355	3,392	3,440
Americas	3,362	3,669	3,679
Europe	1,112	1,242	1,415
Asia ex. Japan	2,941	3,005	3,108

* A 2 percent action target has been set for FY2016–FY2019 as required by the Act on Promotion of Women's Participation and Advancement in the Workplace.

Comparative Table with GRI Standards

This report conforms to the Core option of the GRI Standards.

<General Disclosures>

* : Core items

Topic	Disclosure		Page no. / document
	No.	Title	
GRI102: General Disclosures 2016	102-1 *	a. Name of the organization.	2
	102-2 *	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	2,3
	102-3 *	a. Location of the organization's headquarters.	2
	102-4 *	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	2
	102-5 *	a. Nature of ownership and legal form.	2
	102-6 *	a. Markets served, including: • geographic locations where products and services are offered; • sectors served; • types of customers and beneficiaries.	2,3
	102-7 *	a. Scale of the organization, including: • total number of employees; • total number of operations; • net sales (for private sector organizations) or net revenues (for public sector organizations); • total capitalization (for private sector organizations) broken down in terms of debt and equity; • quantity of products or services provided.	2,3,4, Securities Reports
	102-8 *	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	42
	102-9 *	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	9,20,21
	102-10 *	a. Significant changes to the organization's size, structure, ownership, or 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, or relationships with suppliers, including selection and termination.	N/A
	102-11 *	a. Whether and how the organization applies the Precautionary Principle or approach.	11
	102-12 *	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	13,32
	102-13 *	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	2,9

Topic	Disclosure		Page no. / document
	No.	Title	
GRI102: General Disclosures 2016	102-14 *	a. 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 its strategy for addressing sustainability.	6
	102-15	a. A description of key impacts, risks, and opportunities.	10,11
	102-16 *	a. A description of the organization's values, principles, standards, and norms of behavior.	11
	102-17	a. A description of internal and external mechanisms for: • seeking advice about ethical and lawful behavior, and organizational integrity; • reporting concerns about unethical or unlawful behavior, and organizational integrity.	12
	102-18 *	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	10
	102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	10
	102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	10,33
	102-21	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	-
	102-22	a. Composition of the highest governance body and its committees by: • executive or non-executive; • independence; • tenure on the governance body; • number of each individual's other significant positions and commitments, and the nature of the commitments; • gender; • membership of under-represented social groups; • competencies relating to economic, environmental, and social topics; • stakeholder representation.	Securities Reports
	102-23	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	10, Securities Reports
	102-24	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: • stakeholders (including shareholders) are involved; • diversity is considered; • independence is considered; • expertise and experience relating to economic, environmental, and social topics are considered.	10
	102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: Cross-board membership; Cross-shareholding with suppliers and other stakeholders; Existence of controlling shareholder; Related party disclosures.	Corporate Governance Report , Securities Reports
	102-26	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	13,26,32

Topic	Disclosure		Page no. / document
	No.	Title	
GRI102: General Disclosures 2016	102-27	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	-
	102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	Corporate Governance Report
	102-29	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	10, Shareholders' Meeting Notices
	102-30	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	10, Shareholders' Meeting Notices
	102-31	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	-
	102-32	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	-
	102-33	a. Process for communicating critical concerns to the highest governance body.	Shareholders' Meeting Notices
	102-34	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	-
	102-35	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: • Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; • Sign-on bonuses or recruitment incentive payments; • Termination payments; • Clawbacks; • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	Corporate Governance Report
	102-36	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	Corporate Governance Report
	102-37	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	-
	102-38	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
	102-39	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
	102-40 *	a. A list of stakeholder groups engaged by the organization.	9
	102-41 *	a. Percentage of total employees covered by collective bargaining agreements.	22

Topic	Disclosure		Page no. / document
	No.	Title	
GRI102: General Disclosures 2016	102-42 *	a. The basis for identifying and selecting stakeholders with whom to engage.	9
	102-43 *	a. 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.	9
	102-44 *	a. Key topics and concerns that have been raised through stakeholder engagement, including: • how the organization has responded to those key topics and concerns, including through its reporting; • the stakeholder groups that raised each of the key topics and concerns.	N/A
	102-45 *	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	1, Securities Reports
	102-46 *	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	7
	102-47 *	a. A list of the material topics identified in the process for defining report content.	7
	102-48 *	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	N/A
	102-49 *	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	N/A
	102-50 *	a. Reporting period for the information provided.	1
	102-51 *	a. If applicable, the date of the most recent previous report.	CSR Report
	102-52 *	a. Reporting cycle.	1
	102-53 *	a. The contact point for questions regarding the report or its contents.	1
	102-54 *	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: • 'This report has been prepared in accordance with the GRI Standards: Core option'; • 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	1,43
	102-55 *	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: • the number of the disclosure (for disclosures covered by the GRI Standards); • the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; • if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	43-46
	102-56 *	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: • A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; • The relationship between the organization and the assurance provider; • Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	No third-party guarantee obtained

<Topic-specific disclosures>

★ : Material topics

Topic	Disclosure		Page no. / document.
	No.	Title	
GRI 103 : Management Approach 2016	103-1*	a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> • where the impacts occur; • the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	All material topics ;7 GRI302·303·305·306;32 GRI401·403·405;22,26
	103-2	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> • Policies • Commitments • Goals and targets • Responsibilities • Resources • Grievance mechanisms • Specific actions, such as processes, projects, programs and initiatives 	GRI302·303·305·306;32 GRI401·403·405;22,26
	103-3	a. An explanation of how the organization evaluates the management approach, including: the mechanisms for evaluating the effectiveness of the management approach; the results of the evaluation of the management approach; any related adjustments to the management approach.	GRI302·303·305·306; 34-39 GRI401·403·405;26,42
GRI 201 : Economic Performance 2016	201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: <ul style="list-style-type: none"> • Direct economic value generated: revenues; • Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; • Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Securities Reports
	201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: <ul style="list-style-type: none"> • a description of the risk or opportunity and its classification as either physical, regulatory, or other; • a description of the impact associated with the risk or opportunity; • the financial implications of the risk or opportunity before action is taken; • the methods used to manage the risk or opportunity; • the costs of actions taken to manage the risk or opportunity. 	-
	201-3	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: <ul style="list-style-type: none"> • the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; • the basis on which that estimate has been arrived at; • when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	Securities Reports

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GRI 201 : Economic Performance 2016	201-4	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"> • tax relief and tax credits; • subsidies; • investment grants, research and development grants, and other relevant types of grant; • awards; • royalty holidays; • financial assistance from Export Credit Agencies (ECAs); • financial incentives; • other financial benefits received or receivable from any government for any operation. <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	-
GRI 202 : Market Presence 2016	202-1	<p>a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.</p> <p>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.</p> <p>d. The definition used for 'significant locations of operation'.</p>	-
	202-2	<p>a. Percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. The definition used for 'senior management'.</p> <p>c. The organization's geographical definition of 'local'.</p> <p>d. The definition used for 'significant locations of operation'.</p>	23
GRI 203 : Indirect Economic Impacts 2016	203-1	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	-
	203-2	<p>a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.</p> <p>b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>	-
GRI 204 : Indirect Economic Impacts 2016	204-1	<p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p>	-
GRI 205 : Anti-corruption 2016	205-1	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p>	-

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GRI 205 : Anti-corruption 2016	205-2	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	11,21
	205-3	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	N/A
GRI 206 : Anti-competitive Behavior 2016	206-1	<p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	N/A
GRI 301 : Materials 2016	301-1	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: non-renewable materials used; renewable materials used.	-
	301-2	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	-
	301-3	<p>a. Percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. How the data for this disclosure have been collected.</p>	-
GRI 302 : Energy 2016★	302-1	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • electricity consumption • heating consumption • cooling consumption • steam consumption <p>d. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • electricity sold • heating sold • cooling sold • steam sold <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	34
	302-2	<p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	37

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GRI 302 : Energy 2016★	302-3	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	34
	302-4	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	34
	302-5	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	34
GRI 303 : Water 2016★	303-1	a. Total volume of water withdrawn, with a breakdown by the following sources: • Surface water, including water from wetlands, rivers, lakes, and oceans; • Ground water; • Rainwater collected directly and stored by the organization; • Waste water from another organization; • Municipal water supplies or other public or private water utilities. b. Standards, methodologies, and assumptions used.	39
	303-2	a. Total number of water sources significantly affected by withdrawal by type: • Size of the water source; • Whether the source is designated as a nationally or internationally protected area; • Biodiversity value (such as species diversity and endemism, and total number of protected species); • Value or importance of the water source to local communities and indigenous peoples. b. Standards, methodologies, and assumptions used.	-
	303-3	a. Total volume of water recycled and reused by the organization. b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1. c. Standards, methodologies, and assumptions used.	-
GRI 304 : Biodiversity 2016	304-1	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: • Geographic location; • Subsurface and underground land that may be owned, leased, or managed by the organization; • Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; • Type of operation (office, manufacturing or production, or extractive); • Size of operational site in km2 (or another unit, if appropriate); • Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); • Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	-

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GRI 304 : Biodiversity 2016	304-2	<p>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> • Construction or use of manufacturing plants, mines, and transport infrastructure; • Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); • Introduction of invasive species, pests, and pathogens; • Reduction of species; • Habitat conversion; • Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> • Species affected; • Extent of areas impacted; • Duration of impacts; • Reversibility or irreversibility of the impacts. 	-
	304-3	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	-
	304-4	<p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <ul style="list-style-type: none"> • Critically endangered • Endangered • Vulnerable • Near threatened • Least concern 	-
GRI 305 : Emissions 2016★	305-1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> • the rationale for choosing it; • emissions in the base year; • the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	35
	305-2	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> • the rationale for choosing it; • emissions in the base year; • the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	35

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GRI 305 : Emissions 2016★	305-3	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> • the rationale for choosing it; • emissions in the base year; • the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	37
	305-4	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	35
	305-5	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	35
	305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	-
	305-7	a. Significant air emissions, in kilograms or multiples, for each of the following: <ul style="list-style-type: none"> • NOX • SOX • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) • Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	-
GRI 306 : Effluents and Waste 2016★	306-1	a. Total volume of planned and unplanned water discharges by: <ul style="list-style-type: none"> • destination; • quality of the water, including treatment method; • whether the water was reused by another organization. b. Standards, methodologies, and assumptions used.	-

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GRI 306 : Effluents and Waste 2016★	306-2	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) c. How the waste disposal method has been determined: <ul style="list-style-type: none"> • Disposed of directly by the organization, or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 	38
	306-3	a. Total number and total volume of recorded significant spills. b. The following additional information for each spill that was reported in the organization's financial statements: <ul style="list-style-type: none"> • Location of spill; • Volume of spill; • Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization). c. Impacts of significant spills.	N/A
	306-4	a. Total weight for each of the following: <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated b. Percentage of hazardous waste shipped internationally. c. Standards, methodologies, and assumptions used.	38
	306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: <ul style="list-style-type: none"> • the size of the water body and related habitat; • whether the water body and related habitat is designated as a nationally or internationally protected area; • the biodiversity value, such as total number of protected species. 	-
GRI 307 : Environmental Compliance 2016	307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: <ul style="list-style-type: none"> • total monetary value of significant fines; • total number of non-monetary sanctions; • cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	N/A
GRI 308 : Supplier Environmental Assessment 2016	308-1	a. Percentage of new suppliers that were screened using environmental criteria.	20

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GRI 308 : Supplier Environmental Assessment 2016	308-2	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	-
GRI 401 : Employment 2016 ★	401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	42
	401-2	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: • life insurance; • health care; • disability and invalidity coverage; • parental leave; • retirement provision; • stock ownership; • others. b. The definition used for 'significant locations of operation'.	-
	401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	42
GRI 402 : Labor / Management Relations 2016	402-1	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	22
GRI 403 : Occupational Health and Safety 2016★	403-1	a. The level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	26
	403-2	a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: • region; • gender. b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: • region; • gender. c. The system of rules applied in recording and reporting accident statistics.	26
	403-3	a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	-
	403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	26
GRI 404 : Training and Education 2016	404-1	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: • gender; • employee category.	24

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GRI 404 : Training and Education 2016	404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	24,25
	404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	22
GRI 405 : Diversity and Equal Opportunity 2016 ★	405-1	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: • Gender; • Age group: under 30 years old, 30-50 years old, over 50 years old; • Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: • Gender; • Age group: under 30 years old, 30-50 years old, over 50 years old; • Other indicators of diversity where relevant (such as minority or vulnerable groups).	22,23,42
	405-2	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	22
GRI 406 : Non-discrimination 2016	406-1	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: • Incident reviewed by the organization; • Remediation plans being implemented; • Remediation plans that have been implemented, with results reviewed through routine internal management review processes; • Incident no longer subject to action.	N/A
GRI 407 : Freedom of Association and Collective Bargaining 2016	407-1	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: • type of operation (such as manufacturing plant) and supplier; • countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	-
GRI 408 : Child Labor 2016	408-1	a. Operations and suppliers considered to have significant risk for incidents of: • child labor; • young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: • type of operation (such as manufacturing plant) and supplier; • countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	-
GRI 409 : Forced or Compulsory Labor 2016	409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: • type of operation (such as manufacturing plant) and supplier; • countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	-
GRI 410 : Security Practices 2016	410-1	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	-

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GRI 411 : Rights of Indigenous Peoples 2016	411-1	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: • Incident reviewed by the organization; • Remediation plans being implemented; • Remediation plans that have been implemented, with results reviewed through routine internal management review processes; • Incident no longer subject to action.	N/A
GRI 412 : Human Rights Assessment 2016	412-1	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	-
	412-2	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	-
	412-3	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	-
GRI 413 : Local Communities 2016	413-1	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: social impact assessments, including gender impact assessments, based on participatory processes; environmental impact assessments and ongoing monitoring; public disclosure of results of environmental and social impact assessments; local community development programs based on local communities' needs; stakeholder engagement plans based on stakeholder mapping; broad based local community consultation committees and processes that include vulnerable groups; works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; formal local community grievance processes.	-
	413-2	a. Operations with significant actual and potential negative impacts on local communities, including: • the location of the operations; • the significant actual and potential negative impacts of operations.	N/A
GRI 414 : Supplier Social Assessment 2016	414-1	a. Percentage of new suppliers that were screened using social criteria.	-
	414-2	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	-
GRI 415 : Public Policy 2016	415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	-
GRI 416 : Customer Health and Safety 2016	416-1	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	-

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GRI 416 : Customer Health and Safety 2016	416-2	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <ul style="list-style-type: none"> • incidents of non-compliance with regulations resulting in a fine or penalty; • incidents of non-compliance with regulations resulting in a warning; • incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	-
GRI 417 : Marketing and Labeling 2016	417-1	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> • The sourcing of components of the product or service; • Content, particularly with regard to substances that might produce an environmental or social impact; • Safe use of the product or service; • Disposal of the product and environmental or social impacts; • Other (explain). <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	-
	417-2	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> • incidents of non-compliance with regulations resulting in a fine or penalty; • incidents of non-compliance with regulations resulting in a warning; • incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	-
	417-3	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> • incidents of non-compliance with regulations resulting in a fine or penalty; • incidents of non-compliance with regulations resulting in a warning; • incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	-
GRI 418 : Customer Privacy 2016	418-1	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> • complaints received from outside parties and substantiated by the organization; • complaints from regulatory bodies. <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	-
GRI 419 : Socioeconomic Compliance 2016	419-1	<p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <ul style="list-style-type: none"> • total monetary value of significant fines; • total number of non-monetary sanctions; • cases brought through dispute resolution mechanisms. <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	-