

Sustainability
Report
2021

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 Sustainability Report 2021.

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

● Reporting period

FY2020(April 1, 2020 to March 31, 2021)
For measures implemented before or after this period, the month and year are noted.

● Publication

Japanese version: July 2021
English version: August 2021

● Reporting cycle

Published each year as an annual report

● Target companies

Unipres Corporation and 22 consolidated subsidiaries in Japan and overseas

● Reference guidelines

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

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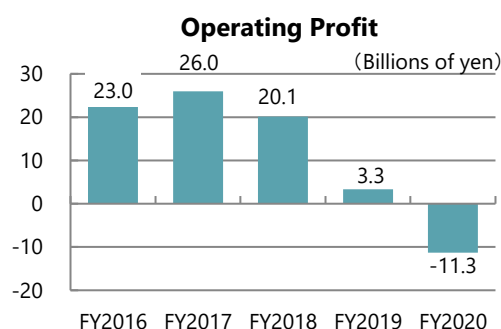
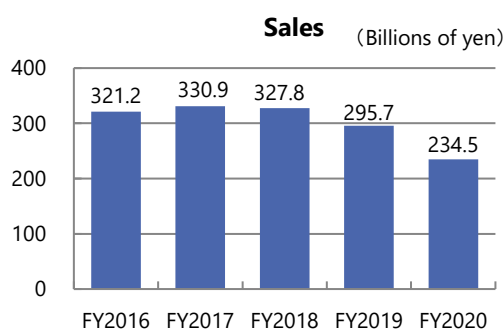
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Corporate Profile

Company Outline (March 31, 2021)

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	10,168.95 million yen		
Sales	234.5 billion yen (consolidated/ending March 31, 2021)		
Employees	8,996 (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 Precision Corporation Unipres Butsuryu Co., Ltd. Unipres North America, Inc. Unipres Southeast U.S.A., Inc. Unipres Mexicana, S.A. de C.V. UM Corporation, SAS Unipres (China) Corporation Unipres Zhengzhou Corporation Unipres Precision Guangzhou Corporation Unipres India Private Limited PT. Unipres Indonesia	Unipres Kyushu Corporation Unipres Mold Corporation Unipres Service Corporation Unipres U.S.A., Inc. Unipres Alabama, Inc. Unipres (UK) Limited Unipres Lussia LLC Unipres Guangzhou Corporation Unipres Wuhan Corporation Unipres (Thailand) Co., LTD.	
Principal Customers	Nissan Motor Co., Ltd. Nissan Shatai Co., Ltd. JATCO Ltd Honda Motor Co., Ltd. Renault S.A.S. Groupe PSA Mazda Motor Corporation Mitsubishi Motors Corporation SUBARU CORPORATION SUZUKI MOTOR CORPORATION Isuzu Motors Limited DAIHATSU MOTOR Co., LTD. Hino Motors, Ltd. UD Trucks Corporation Marelli Corporation AISIN CORPORATION Dynax Corporation NSK-Warner K. K. Musashi Seimitsu Industry Co., Ltd. Japan Auto Parts Industries Association		
Main association membership	Tokyo Stock Exchange, First Section (Securities code: 5949)		
Stock Exchanges on Which the Company's Shares are Listed			
Number of Shares Issued	47,991,873		
Number of Shareholders	22,108		



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; drive motor parts; four-wheel drive transfer parts; dies for pressing; welding equipment and jigs

Plastic-pressed products

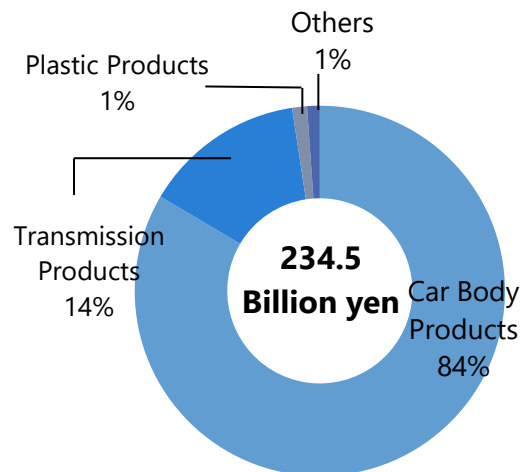
Use of plastic for body parts, which must be strong and durable, greatly contributes to reducing vehicle weight. Our original technology achieves far greater productivity than conventional injection molding.



<Main products>

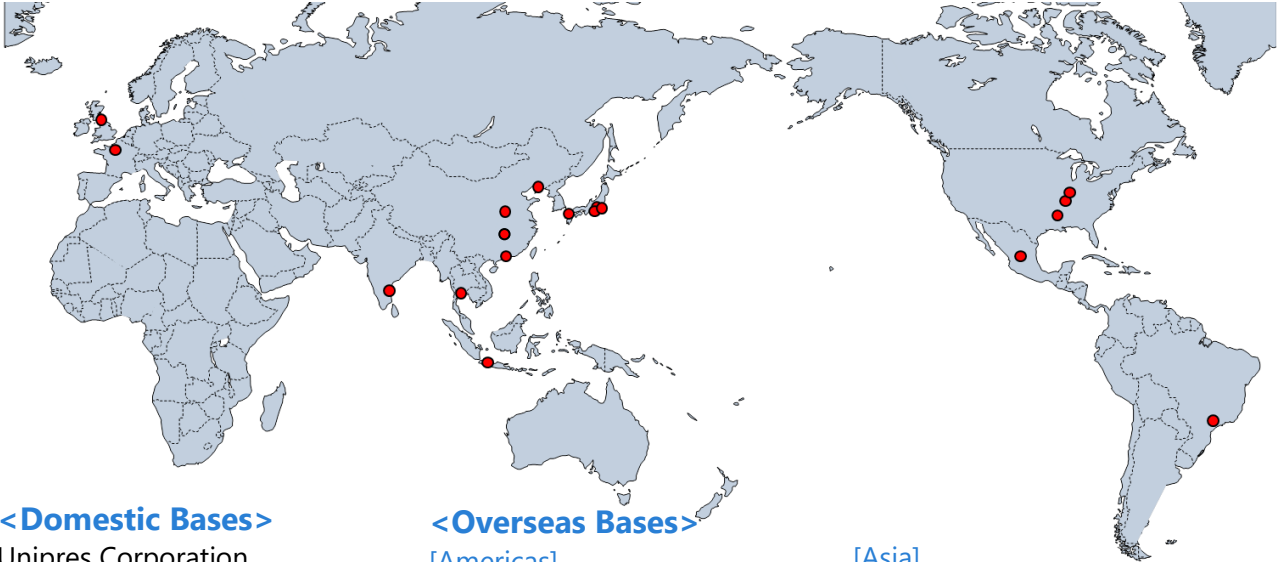
Exterior and interior trim parts; structural body parts; dies for pressing; welding equipment and jigs

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 the US, UK, 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

[Asia]

Unipres (China) Corporation

Unipres Guangzhou Corporation

Unipres Zhengzhou Corporation

Unipres Wuhan Corporation

Unipres Sunrise Corporation

Dongfeng Unipres Hot Stamping Corporation

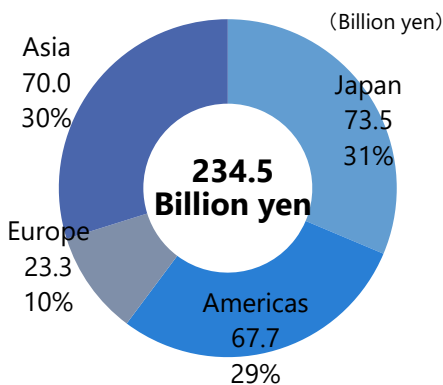
Unipres Precision Guangzhou Corporation

Unipres India Private Limited

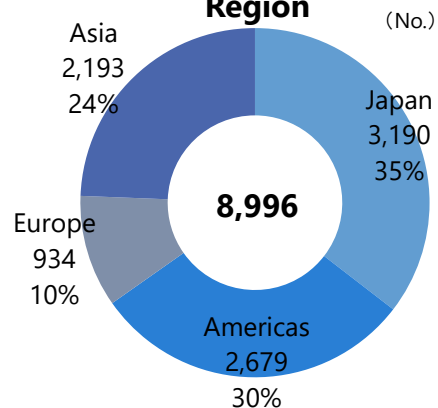
PT. Unipres Indonesia

Unipres (Thailand) Co., Ltd.

Sales Breakdown by Region



Employee Distribution by Region



* Figures in pie charts are before consolidation adjustments.

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

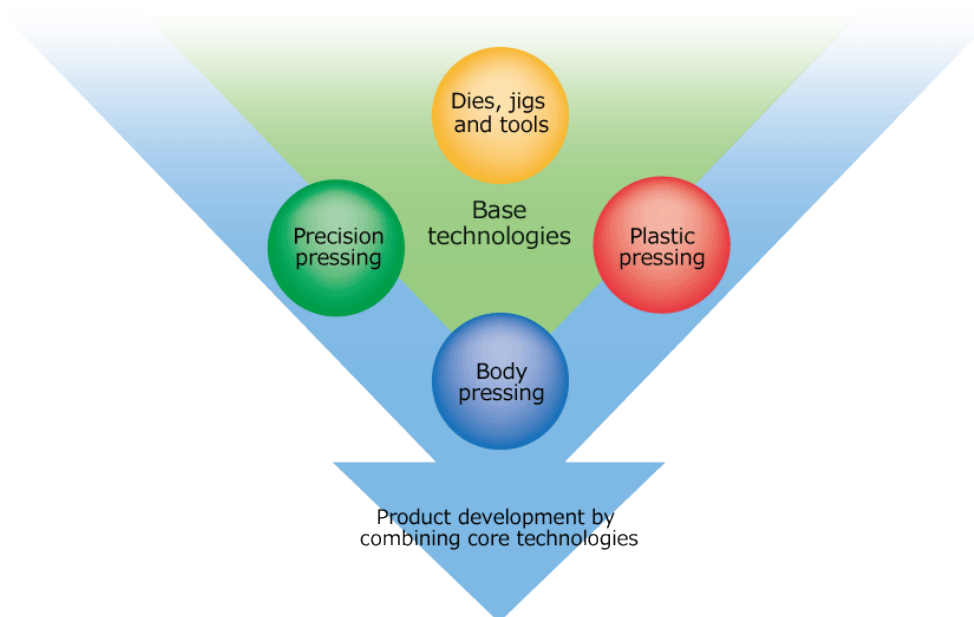
Press technology for the protection of people and the earth

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

We continue our action to fight climate change, aiming for carbon neutrality.

Unipres used to present its ESG initiatives in the report titled the “Unipres CSR Report.” Starting from this issue, the report is now called the “Unipres Sustainability Report.” This change reflects our further commitment to achieving business management geared toward higher levels of sustainability of our businesses and accelerating the processes needed for the achievement. To fulfill the commitment, we need to think more in terms of the sustainability of the environment, society, and the economy.

Our medium-term management plan for fiscal 2021 - fiscal 2023 specifies four key management priorities: 1. Leveraging and enhancing our production infrastructure across the globe; 2. Promoting technological development; 3. Becoming one of the most competitive companies in the industry; 4. Working toward sustainability.

Today, companies need to not only earn revenues, but launch initiatives to help solve problems in society, including the issues that the SDGs are meant to address. In February 2020, Unipres identified six material issues and set medium- to long-term goals to achieve by the end of fiscal 2030. We are currently moving ahead with the activities launched to reach these goals. Of the six material issues, “climate change countermeasures” is particularly important for Unipres as a company in the automobile industry. During the last year or two, major economies across the world, including Japan, have declared that they will achieve carbon neutrality by 2050. Hence, we acknowledge that developing a decarbonized society is an urgent priority.

Unipres has worked to reach higher levels of product and technological development for reduction in weight to contribute to electrification and better fuel economy, including the development of molding technologies for ultra-high-tensile materials and hot stamping. Our efforts are not limited to our products. We are currently exploring policies and goals to establish in order to help achieve carbon neutrality in our business activities and across our supply chain. We are certain that our initiatives will not only address issues facing society, but eventually provide us with more competitive advantages.

To achieve sustainability management, it is essential for us to work with our stakeholders through business activities. We will continue to meet expectations by being aware of the interests of our stakeholders, carrying out dialogs, and deepening mutual understanding.



President and Representative Director **Nobuya Uranishi**

CSR Management

Medium- and Long-term CSR Targets

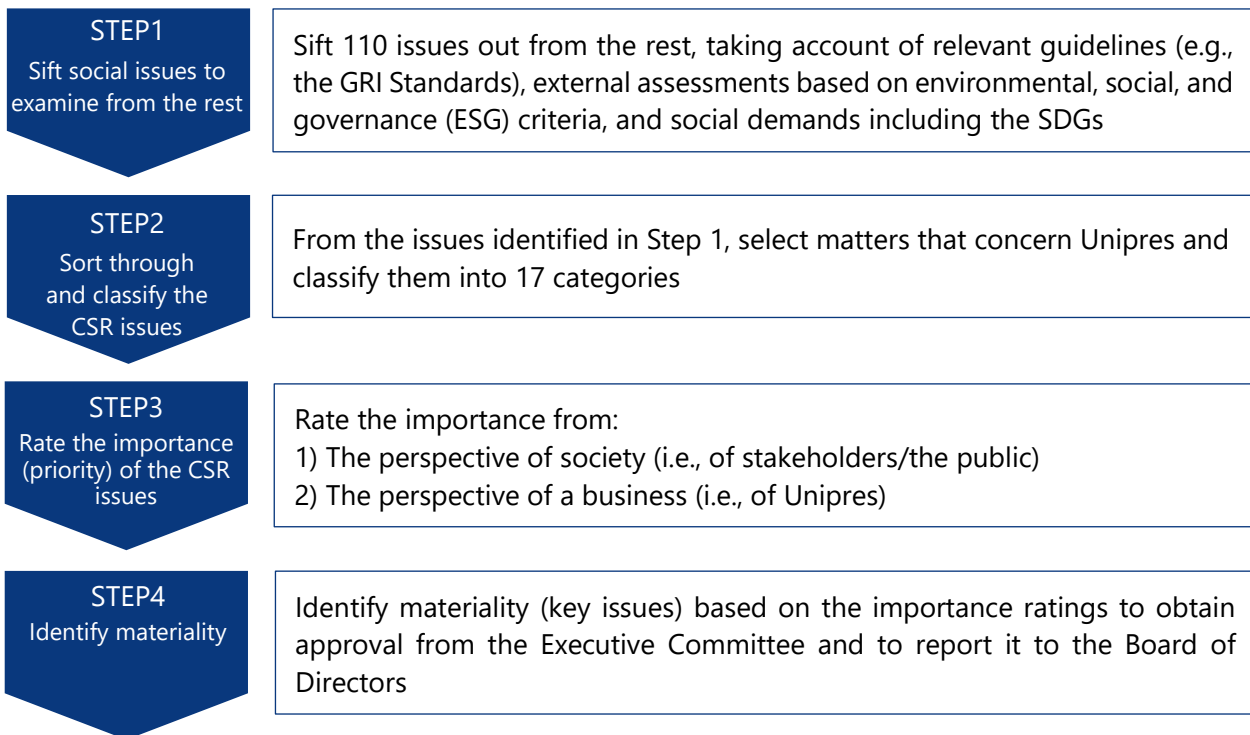
In February 2020, we have set medium- and long-term targets to reach by fiscal 2030 so that the Unipres Group will achieve sustainable growth and help develop a sustainable society by providing solutions to global social issues that the SDGs address.

In the process of setting the medium- and long-term targets, we identified medium- and long-term materiality, drew up a basic framework of our initiatives to reach these targets (i.e., means for achieving the goals), and applied it to issues facing our departments.

We started applying the medium- and long-term materiality to our activities in fiscal 2020, and will keep revisiting it as necessary to adjust to social conditions and incorporate stakeholders' opinions.

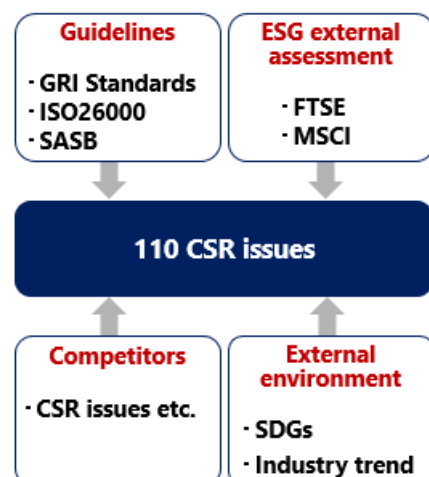
The process for identifying medium- and long-term materiality is shown below.

<Process for Identifying Medium- and Long-term Materiality>



■ Step 1: Sift social issues to examine from the rest

We have selected 110 issues, taking account of not only the relevant guidelines (e.g., the GRI Standards, ISO 26001, and the SASB standards), but ESG-related external assessments (e.g., the FTSE ESG and MSCI ESG Indexes), actions taken by competitors who serve as our benchmarks, and new issues surrounding sustainability that the SDGs present.



Step 2: Sort through and classify the CSR issues

We classified the 110 issues selected in Step 1 into Categories E, S, and G, and sorted redundant issues to identify matters highly relevant to our business activities.

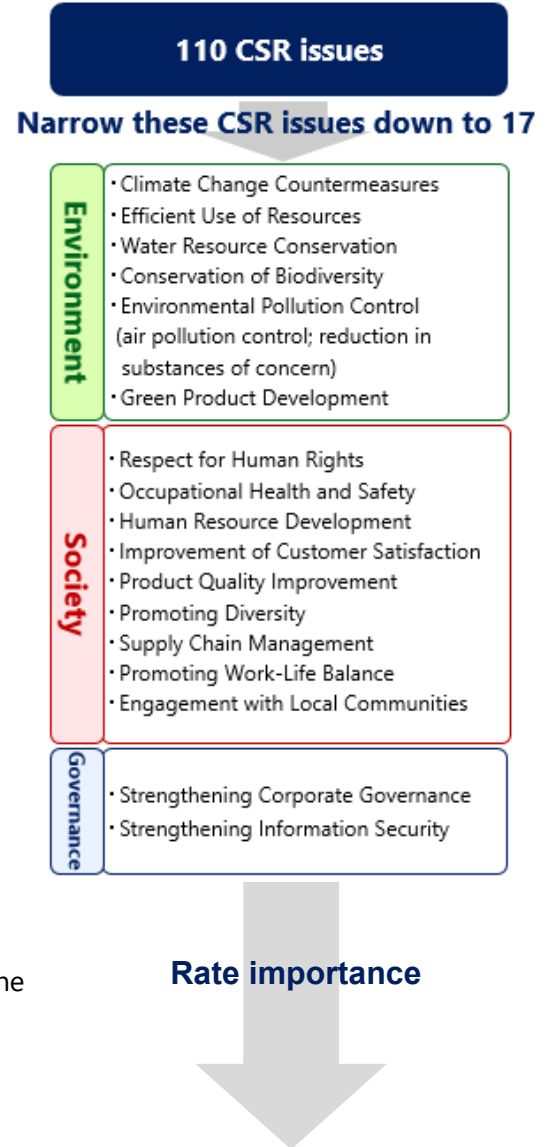
Step 3: Rate the importance (priority) of the CSR issues

We rated the 17 issues sifted from the rest in Step 2 from two axis: "importance for stakeholders" and "importance for Unipres." Then we mapped the outcomes to the matrix to identify the "key CSR issues facing the Unipres Group (materiality)."

When rating importance, we took account of our medium- and long-term initiatives and policies along with trends in the industry, and tried to incorporate stakeholders' various expectations wherever possible.

Step 4: Identify materiality

We identified the six most important matters as materiality (key issues) and had them reviewed by management at an Executive Committee meeting to officially define them as materiality. We started applying this materiality to our activities in fiscal 2020. Relevant departments explored what initiatives to launch to reach the targets for these matters (i.e., means for achieving the goals) and applied to departmental issues (i.e., departmental policies).



<Materiality for the Unipres Group (FY2020-2030)> *Subject to review at any time

Importance for Stakeholders	High	(E) Water Resource Conservation (E) Environmental Pollution Control (air pollution control; reduction in substances of concern) (S) Promoting Work-Life Balance (S) Improvement of Customer Satisfaction (S) Respect for Human Rights	(E) Climate Change Countermeasures (E) Efficient Use of Resources (E) Green Product Development (S) Promoting Diversity (S) Product Quality Improvement (G) Strengthening Corporate Governance	
	Average	(E) Conservation of Biodiversity (S) Engagement with Local Communities (S) Supply Chain Management	(S) Human Resource Development (S) Occupational Health and Safety (G) Strengthening Information Security	
	Low			
		Low	Average	High
		Importance for the Unipres Group		

Initiatives to Reach the Medium- and Long-term Targets

Topics	SDGs	Targets	Achievement means
Climate Change Countermeasures	13 15	20% reduction in CO ₂ emissions by fiscal 2030 (compared with fiscal 2010)	- Cut CO ₂ emissions from distribution processes - Cut CO ₂ emissions from production processes - Expand renewable energy usage - Approaches to green procurement
Efficient Use of Resources	7 12 13	Recycling rate of industrial waste: 60% or higher *excluding steel scrap	- Switch to the recycling of waste oil, waste plastic, and sludge
Green Product Development	9 12 13 15 17	<Car body parts business> - Development of lighter parts and adoption of the parts for mass-produced vehicles <Transmission parts business> - Development of parts for electric cars and adoption of the parts for mass-produced vehicles	<Car body parts business> - Develop mass production technology for 1.5-GPa-grade ultra-high-tensile materials - Develop mass production technology for hot stamping <Transmission parts business> - Develop transmission parts for electric cars
Promoting Diversity	5 8 10	[Creation of the inclusive workplace that embraces differences in age, experience, and other attributes] - Increase in women managers to 7% - Expansion of opportunities to choose a wider range of work styles	- Develop and implement an action plan - Expand telecommuting to a wider range of operations
Product Quality Improvement	3 9 12 17	Zero defects	- Reach the target quality scores by customers
Strengthening Corporate Governance	12 16	Zero serious violation of laws or regulations	- Inspect and improve the system to prevent bribery and corruption - Maintain and enhance tax compliance

SDGs (Sustainable Development Goals)

The sustainable development goals (SDGs) adopted by the United Nations in 2015 are common goals for all humans to be achieved by 2030. Unipres strives to achieve the SDGs in cooperation with our stakeholders through technology, products, and various other business activities.

Some of our commitments to achieve SDGs

Contributing to a low-carbon society by reducing vehicle body weight (goals 9, 13, and 15)

Donations through a shareholder benefit plan (goals 1, 3, 10, 11, 13, 15, and 17)

Initiatives to reduce CO₂ in logistics (goals 13, 15, and 17)

- Technology development of ultra-high-tensile material processing
- Development of resin battery case
- More Trees
- Foundation for Orphans from Automobile Accidents
- Kids Smile QUO Card (page 47)
- CO₂ reduction by modal shift
- CO₂ reduction by improving logistics (page 56 and 57)



Main Targets and Results of CSR Initiatives in FY2020

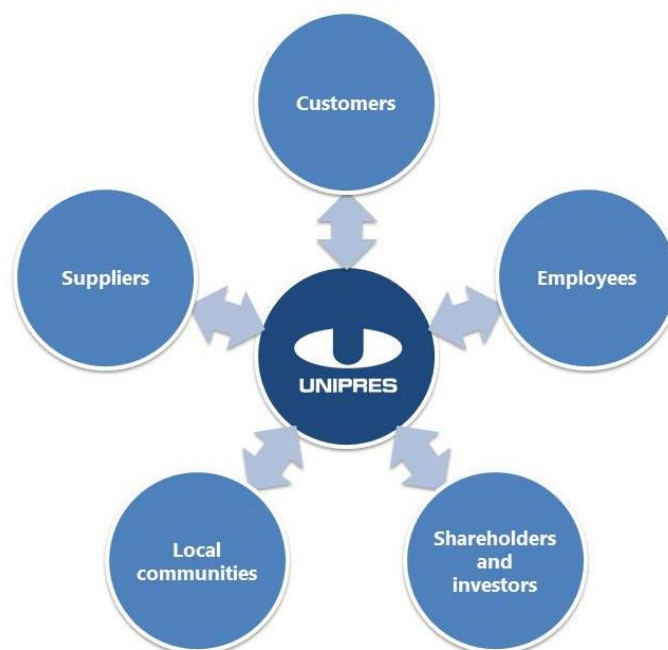
(✓: Achieved △: Almost/partially achieved X: Not achieved)

Topics	SDGs	FY2020 CSR issues	Targets (KPIs)	FY2020 Results	Level of Achievement
Climate change countermeasures	13	Reducing CO ₂ emissions	10% reduction in CO ₂ emissions (compared with fiscal 2010/total amount)	26.0% reduction FY2020:20,609t-CO ₂ FY2010:27,880t-CO ₂ (Unipres Corporation and Unipres R & D Co., Ltd.)	✓
	15	Approaches to green procurement	Increase the ratio of green purchases (FY2019 results or higher)	Percentage of green purchases of full business year:41.6% * FY2019 Results :38.6%	✓
		CO ₂ reduction by improvements in distribution	Reduction of 21.9t- CO ₂ or more	28.1t-CO ₂ reduction	✓
Effective use of resources	7 12 13	Increasing the recycling rate of waste oil, waste plastic, and sludge	Recycling rate of industrial waste: 58% or higher	58.4%(Unipres Corporation, Unipres R & D Co., Ltd, Unipres Kyushu Corporation)	✓
Green product development	9 12 13 15 17	-Development of mass production technology for 1.5 GPa class ultra-high-tensile materials -Development of hot stamping mass production technology - Development of transmission parts for electrification	Progress of the development plan: 100%	Progress of the development plan: 92%	✓
Diversity and equal opportunity		1) Men's use of childcare leave 2) Women's use of childcare leave	1) 30% or more 2) 100%	1)61.5% 2)100%	✓
	5	Ratio of women among workers hired	20% or more	20.59% (Recruitment of new graduates in FY2021/Mid-career recruitment in FY2020)	✓
	8 10	Ratio of women among managers	2.2% or more (As of April 1, 2021)	2.21% (As of April 1, 2021)	✓
		Ratio of disabled people in workforce	Achievement of the statutory percentage (2.3%)	2.53%	✓
		Creating diversity-oriented operations and work environments	Introduction of telecommuting as a system	Provided company-wide guidelines adapted for situations caused by the coronavirus pandemic	✓
Product quality improvement	3 9 12 17	Decreasing defects in delivery (reduction of spikes to zero at the time of SOP of new vehicles)	Achieving the target set by the quality department (total defects over the first three months/total number of models launched)	Unmet	X
Strengthening corporate governance	12	Providing internal compliance training	Providing the training at all offices in Japan *Target changed before the end of the fiscal year	Employees in all departments and subsidiaries (36 departments in total) watched the series of videos for compliance training.	✓
	16	Improvement of implementation rate of in-house compliance self-check	1) Japan: 100% 2) overseas: 100%	1) 100%(participants expansion) 2) 100%(Site number increased to 14)	✓

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, Employee motivation survey, various counselling services, and in-house newsletter/intranet

◆Suppliers

Procurement activities, suppliers' meetings, Continuous Improvement (Kaizen) Training Workshops, 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 (twice in FY2020), small meetings (6 times in FY2020), individual interviews (with 114 individuals in FY2020), company briefings for individual investors*, shareholder questionnaires, and IR Information E-mail Distribution Service

◆Local communities

Sponsorship: Supporting members of General Incorporated Association F.Marinos Sports Club, u-life 21, Mount Fuji Women's Relay, Nissan Cup Oppama Championship*, Fuji Festival*, etc.

Donations: Foundation for Orphans from Automobile Accidents and More Trees

Plant tour*: for nearby elementary schools and employees' family

Disclosure of information and response to inquiries via external websites

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

* These program was cancelled in FY2020 due to the COVID-19.

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>

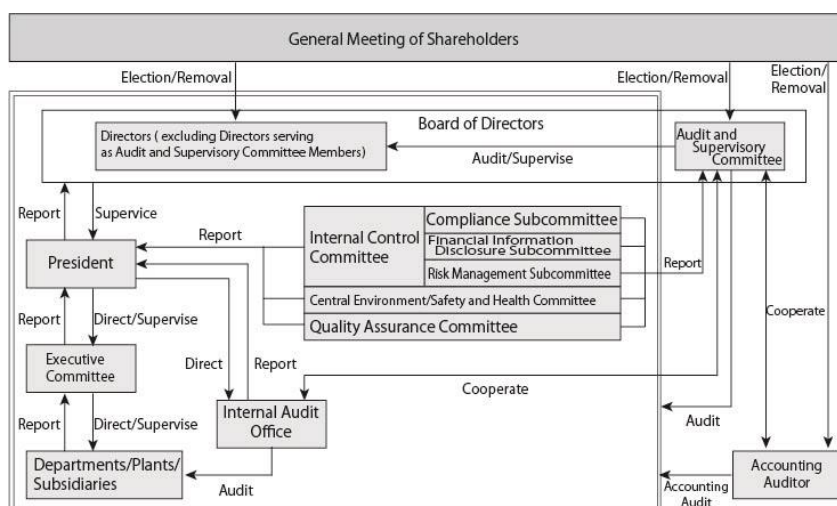
In April 2015, Unipres implemented changes to its business management structure. The changes were intended to facilitate prompt managerial decisions and business execution by clearly separating managerial decision-making and supervision from business execution, as well as to enhance corporate value by 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 Board of Directors, which supervises management, requires that internal directors be knowledgeable about our businesses and have expertise based on work experience in relevant fields, and that outside directors have specialized knowledge and insight related to management in general, laws and regulations, and finance, among others. Consequently, we have a balanced Board. We have also elected one female director to ensure the Board's diversity.

The bodies and chairs of the committees that administer internal control are as follows:

- 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.
- 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](#)

<Directors and Their Attendance at Board/Committee Meetings>

Post	Name	Independent Director	Attendance at Board Meetings	Attendance at Audit and Supervisory Committee Meetings
Representative Director	Nobuya Uranishi	—	12 out of 12 (100%)	—
Representative Director	Hideki Ogoshi	—	12 out of 12 (100%)	—
Member of the Board	Shinji Shiokawa	—	12 out of 12 (100%)	—
Member of the Board	Yukihiko Morita	—	12 out of 12 (100%)	—
Member of the Board	Kenji Miura	—	8 out of 8* (100%)	—
Member of the Board	Satoru Endo	—	8 out of 8* (100%)	—
Member of the Board (Full-time Audit and Supervisory Committee Member)	Shigeru Asahi	—	11 out of 12 (91.7%)	12 out of 13 (92.3%)
Member of the Board (Audit and Supervisory Committee Member)	Hiroko Yoshiba	○	12 out of 12 (100%)	13 out of 13 (100%)
Member of the Board (Audit and Supervisory Committee Member)	Shigeru Nishiyama	○	12 out of 12 (100%)	13 out of 13 (100%)

*The board meetings that Kenji Miura and Satoru Endo attended were those that were held after they became Members of the Board on July 30, 2020.

<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 three times in FY2020.)

[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 five major areas requiring companywide responses (measures to address tax law, 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) BCP development, (2) seismic reinforcement implementation, (3) emergency stockpile deployment, etc. Thus, we are taking action to ensure that post-disaster damage to our businesses is kept to a minimum.

[Implementation of BCM training]

We conduct regular BCM training in order to continue our business when we are exposed to threats and minimize the unavailability of our products to customers.

Training is provided to cope with situations that may occur due to risks, and the effectiveness of functions and procedures is checked against the prepared risk management plan.



BCM training in operation

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

<Compliance>

Unipres has established a Compliance Subcommittee to promote compliance throughout the Unipres Group; the subcommittee draws up compliance programs and supervises compliance activities. (The subcommittee met three times in FY2020.)

[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. We have established the Unipres Group Code of Conduct, coupled with the Unipres Group Code of Conduct Guidebook (instructions), as guidelines on how officers and employees of the Unipres Group should perform their day-to-day work based on this belief, so that the Group as a whole works to further ensure compliance.

The Unipres Group Code of Conduct and the Unipres Group Code of Conduct Guidebook are reviewed annually by compliance subcommittees. If any changes must be made, the Internal Control Committee discusses proposed changes.

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

[E-Learning Training (Compliance Self-Check)]

As part of the training based on the Unipres Group Code of Conduct, we provide annual e-learning training (compliance self-check) for all officers and employees. A survey is conducted to check the effects of the training, and the results are reported to the Board of Directors.

In fiscal 2020, a total of 21 Unipres Group companies (7 in Japan and 14 overseas) implemented the program, and a total of 10,104 people (3,892 in Japan and 6,212 overseas) participated in the training.

[Internal Whistle-Blowing System]

We have established a whistleblowing system and set up the Unipres Hotline for whistleblowers in order to enhance our compliance operation by facilitating early detection and correction of misconduct. This enables directors and employees who have discovered any compliance issues (an act that violates an act, ordinance, etc./an in-house rule or regulation/corruption, etc./ the Unipres Group Code of Conduct, etc.) to directly notify or consult with the compliance supervisory unit. In addition, external contact points involving external counselors have been established for Unipres and its domestic subsidiaries to ensure fairness and transparency. For privacy protection, anonymous reports are also accepted. The total number of whistle-blowing reports in FY2020 was 17 in six domestic subsidiaries and 13 overseas subsidiaries, and all cases have been handled.

<Anti-Corruption>

Officers and employees of the Unipres Group work to prevent any acts of corruption in accordance with the Unipres Group Code of Conduct and the policies stated below. Those acts include bribery, conflicts of interest, anti-competitive practices, and insider trading, among others.

[Observance of the Competition Law and Related Legislation]

We observe the Competition Law and Related Legislation, and conduct all our transactions with integrity, fairness, and transparency.

[Relations with Interested Parties and Business Partners]

In our relations with interested parties and business partners, we neither accept nor engage in profit-sharing activities or gift exchange beyond the scope of social courtesy.

[Prohibition of Insider Trading]

We do not engage in transactions deemed to be, or leading to suspicion of, insider trading.

[Proper Accounting]

We observe laws and internal company regulations engage in proper accounting to secure accuracy and credibility in our financial and tax accounting. By strengthening internal and external audit functions, we aim to engage in transparent corporate management.

[Relations with Government and Public Administration]

In our business relations with public officials, we strive to build transparent and fair relationships and do not engage in the exchange of money or gifts beyond the scope of social custom.

[Separation of Our Professional and Private Lives]

We separate our professional and private lives. We do not use the company name for personal gain.

We do not engage in such actions as taking company resources for personal use or personally receiving money or gifts from business partners or other similar parties.

We assess and analyze risks involved in matters related to the above anti-corruption efforts. Our e-learning training (compliance self-check) deals with the subject of anti-corruption based on the assessment and analysis in order to raise employees' awareness through education. Furthermore, we have added items pertaining to anti-bribery and anti-corruption to the check list we use for legal due diligence on an alliance partner in whom we have a stake.



We provide high-quality products available at a reasonable cost while fully considering safety from the perspectives of consumers and users, and reduce losses from defects to just about zero as part of our efforts to help protect the global environment.

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. ~

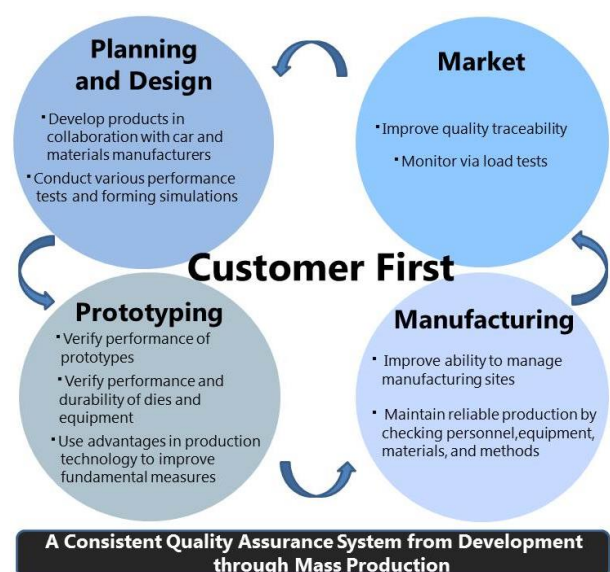
- (1) The president will review the appropriateness of this policy on quality. In addition, Unipres will ensure that the policy is put into practice by taking continuous measures to improve conformity with requirements and the efficacy of the quality management system.
- (2) To ensure that the policy's 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 FY2020 to Improve Quality

- (1) Eradicate serious defects
- (2) Reduction in number of defectives
- (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 products and quality all over the world.



Quality Management System

The Unipres Group's manufacturing bases in Japan and overseas have IATF 16949, an international standard for quality management systems specifically in the automobile industry.

The manufacturing plants for transmission parts in the process of a switchover as well as resin parts manufacturing plants maintain the conventional ISO 9001 certification until they acquire IATF 16949.

☆Online link: [Social Initiatives](#)

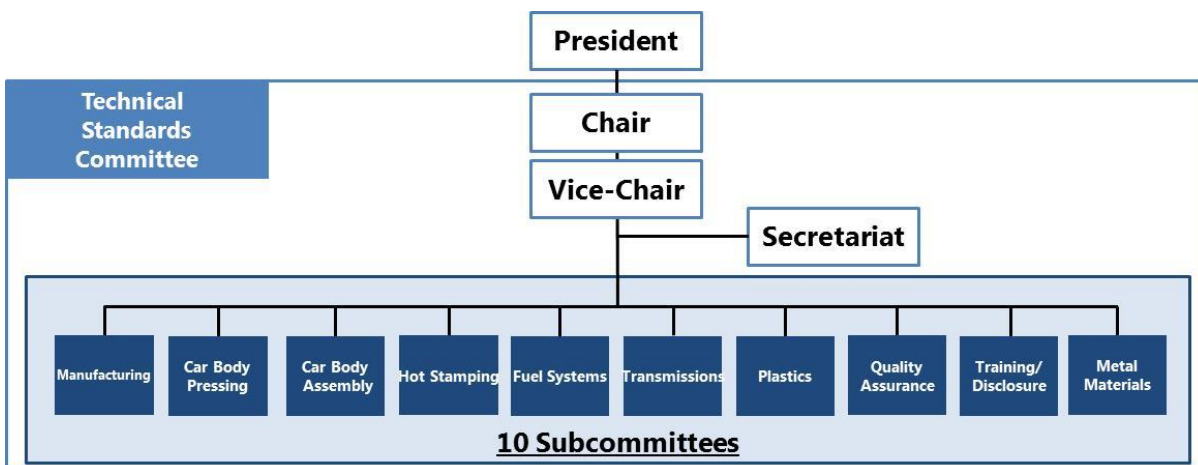
Implementation of Shared Global Standards

Unipres has been implementing new measures since FY2014, aiming to further boost the quality of its products and the improvement of productivity.

We have organized our technological know-how into one system and put together the Unipres Engineering Standard (UES) as our globally-applied technical standard. The UES helps us become clear about the issues that have been our concerns so that we find solutions to them as soon as possible.

To facilitate this process, we have set up the Technical Standards Committee with 10 subcommittees. These subcommittees each are in charge of certain technologies, which they standardize and maintain. (962 engineering standard documents were compiled by FY2020.)

We strive to improve quality and prevent the recurrence of faults in our internal manufacturing processes through these actions. We also work to establish lean manufacturing processes for our products, which has led to our initiatives to reduce energy loss and curb climate change.



Use of Supplier Quality Assessments (USSCs)

Each year, customers set a bar for quality higher than the previous year. Hence, in order to work closely with our suppliers to share target values and achieve the best outcomes, we issue the Unipres Supplier Score Cards (USSCs) for our suppliers each month to encourage them to make voluntary efforts to improve the quality they offer and to motivate them to deliver better products. We also award suppliers who deliver products of excellent quality an official commendation as part of our efforts to boost their motivation.

As a result, the number of defectives found by our suppliers in FY2020 was reduced by approximately 41% of that in FY2016, the year before implementing the improvement program.

Daily Notification of Quality Status

To raise the awareness of and share actions toward zero defects in delivery, we have delivered daily the target number of defects and the data on actual defects at each of our manufacturing bases in Japan and overseas to the supervisors and stakeholders of these bases since FY2018.

Through these efforts, we have reduced the number of defectives in each of our manufacturing bases by 39% compared to the previous fiscal year and recorded the best PPM value ever in FY2020.

* The PPM (parts per million) value represents the number of defectives among one million products.

QC (Quality Control) Circle Activities

Unipres is conducting QC circle activities with the aim of promoting action within the workplace to improve quality. During FY2020, 402 improvements were reported from 134 circles and they have become part of operational activities.

Furthermore, the Companywide QC Circle Convention is held once a year. The participants are circles who were top finalists at the company's four-block presentation meetings. Representatives of our overseas manufacturing bases and circles from our suppliers also participate in the Convention. The event serves as part of our efforts toward quality improvement across supply chains.

We also actively participate in presentation events hosted by other companies and the Nationwide QC Circle Conference.



Presentation at the QC circle conference

<< 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.

In addition, given that regulations on collision safety and fuel efficiency have become stricter and electrification has been rapidly progressing in recent years, we work on technological development for even lighter parts and vehicles using ultra-high-tensile and hot stamping materials, and on new product development using other materials. We have also begun to work on technological innovation in production through automation coupled with DX, aiming to become one of the industry's most competitive companies.

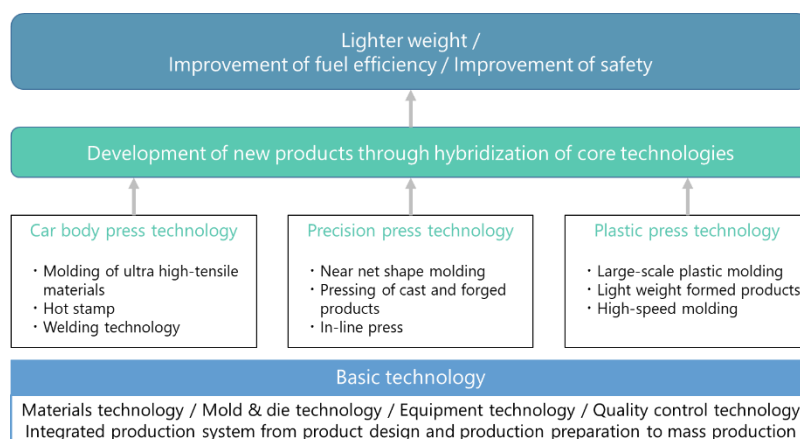
At the end of FY2020, personnel involved in R&D numbered 737, and R&D expenditure for FY2020 amounted to 6.2 billion yen. Meanwhile, industrial property rights held by the Unipres Group as a whole at the end of FY2020 numbered 71.

<Main R&D Challenges in FY2020>

- Development of 1.5 GPa class super high tensile parts
- Development of hot stamping parts
- Development of transmission parts for future expansion of electrification
- Development of high-performance plastic parts
- Production technology innovation through DX

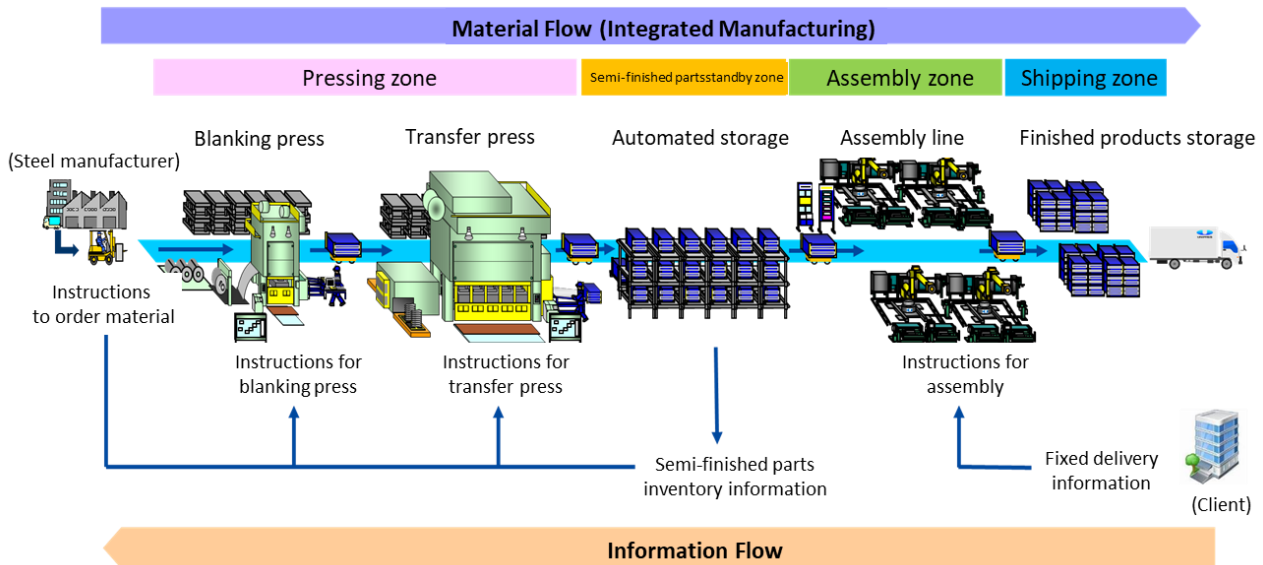
Development and Design Efforts

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.



< Automation Initiatives >

Unipres has been working on automating various processes since FY2018. In FY2020, we were able to establish integrated automation in a specific line, from material input to storage of finished products. As a result, we were able to reduce the number of employees on the line by approximately 70% of one line. We will use this line as a model line for reference and increase the number of automated lines in the future.



Development Example

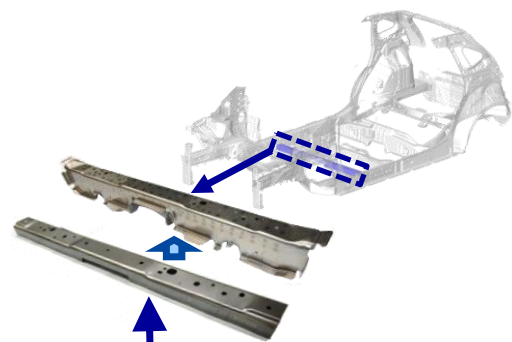
~Succeeded in Mass Production of the Car Body Structural Parts Made of 1.5-GPa-Grade Ultra-High-Tensile Materials~

Unipres has succeeded in the mass production of car body structural parts using 1.5-GPa (gigapascal)-grade ultra-high-tensile materials. We received an order from Nissan Motor Co., Ltd. for this product and began supplying it in October 2020.

The part ordered this time is the second cross-reinforce mounted on Nissan Motor's new Note, which will be launched in Japan in 2020. Mass production of this part was realized by utilizing advanced prediction technology through molding simulation from the design stage, and advanced press technology and quality control to cope with delayed fracture.

In general, products with a strength of 1.5 GPa are manufactured using the hot stamping method, but we have succeeded in reducing costs by realizing commercialization using the cold pressing method.

This is the first time for Nissan to use cold-pressed 1.5 GPa materials in a car body frame part.



Second cross member reinforce
 -Material strength: 1470 MPa Thickness: 1.2 mm
 -Underbody part that protects the e-Power battery

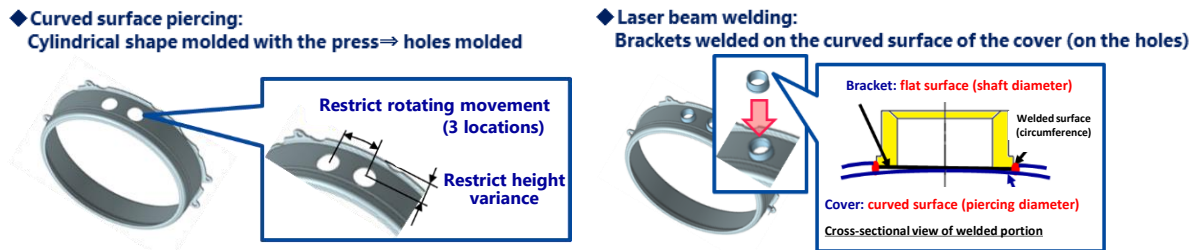
☆Online link:[High tensile strength steel forming technology](#)

~Development of Electric Vehicle Parts aging Unipres' Precision Press Technology~

Unipres leverages its precision press technology it has cultivated through the development and production of transmission parts in order to develop parts exclusively for electric vehicles.

One of these parts is a covering of a water pump to circulate motor cooling water for plug-in hybrid vehicles. This covering must have strong sealing capabilities as it protects the passage that sends cooling water to the motor case. With our advanced precision press technology, we successfully minimized variations in pressed cover parts for welds (i.e., maximized the accuracy of pierced positions on curved surfaces). We now also guarantee no leakage from curved surfaces of the parts for cooling water pipes welded with a laser beam, which was a big challenge. This means we have achieved the quality requested by customers and put the product on the market.

This product is now used for the motors of Renault's plug-in hybrid vehicles.



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

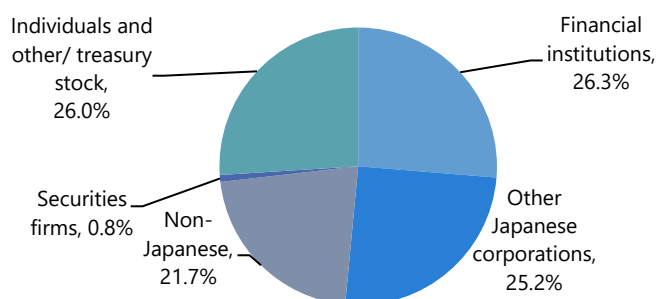
Unipres strives to disclose information in a timely and proper fashion according to the laws, regulations, and rules relating to statutory disclosure and timely disclosure. Even when information is not subject to legal requirements, we recognize that the information society really requires goes beyond 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), posting up-to-date information on our website and delivering IR information through our IR News Mail service. In this way we will aim to help our shareholders and investors understand the Company in more detail.

Shareholder Distribution

As of March 31, 2021, the total number of shares issued by Unipres Corporation was 47,991,873, while shareholders numbered 22,108. Shareholder distribution is as shown to the right.

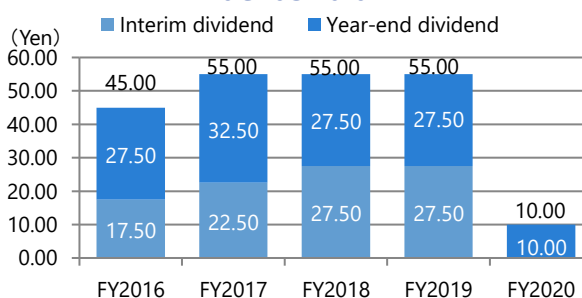
<Ratio of Shares Held by Shareholder Type>



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 FY2020 >>

Annual Shareholders' Meetings

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. We also deliver reports to our shareholders (shareholders newsletters) twice a year to present our financial results and business activities.



Annual Shareholders' Meeting held at UNIPRES CORPORATION Head office on July 30, 2020

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 FY2020 briefings were held in August. 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.

Shareholder Questionnaires

We use the application postcards for shareholder incentive services as well as our website to administer questionnaires to our shareholders. We use the opinions expressed by respondents to improve our IR activities.

Launch of an Email Newsletter Services to Deliver IR Information

We deliver IR information, including our financial results, press releases, and IR events to shareholders and investors, in a timely manner. We will continue to provide useful information for our shareholders and investors.

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.

Procurement Policies

Unipres has established procurement policies because of the necessity to fulfill social responsibilities in conducting procurement activities with all domestic and overseas business partners.

Unipres shall conduct its procurement activities in accordance with the following three basic guidelines.

1. Fair Transactions

- Unipres shall build equitable, fair, and transparent relationships with all of its suppliers, inside and outside Japan. It shall also forge ties of mutual understanding and respect, and aim for coexistence and co-prosperity with them as business partners.
- In addition, Unipres shall constantly pursue new technology, high quality, and low costs in keeping with its management philosophy, and endeavor to strengthen its competitiveness through a concerted effort with its suppliers.

2. Compliance with CSR Procurement

- In recent years, Unipres has been engaged in various CSR activities accompanying changes in the social situation. These activities include improvement of labor conditions, disclosure of environmental data on levels of CO2 emissions and energy use as well as establishment of targets for their reduction, expanded contribution to communities, and preparation of business continuity plans (BCP) and other initiatives to address risks.
- Unipres also requests its suppliers to understand, and actively cooperate with, CSR activities as members of society.
 - i. Compliance with laws and regulations
 - ii. Reinforcement of in-house systems
 - iii. Sure notification to all suppliers throughout the supply chain

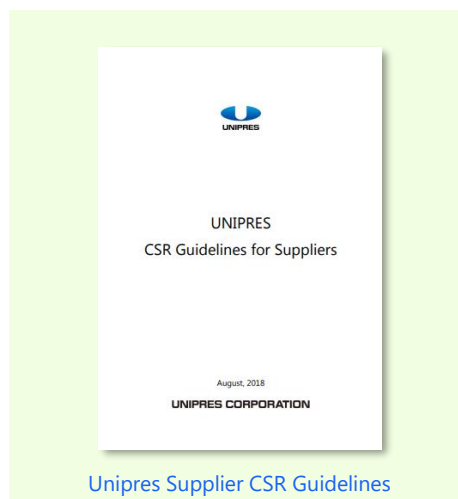
3. Approaches to Green Procurement

- At Unipres, each and every employee is taking action on his or her own initiative to protect the global and local environments, in keeping with the Unipres Environmental Policies and Green Procurement Guidelines. Our product development takes account of not only product safety but also reduction of environment-burdening substances and conservation of resources and energy, for the purpose of curtailing environmental impact to a minimal level.
- Furthermore, we believe that the automotive industry as a whole, from automakers to small and medium manufacturers of parts throughout the supply chain, must fulfill their social responsibilities from their respective standpoints. We are therefore requesting the cooperation of our suppliers, too, in approaches to green procurement.

CSR Guidelines for Suppliers

On the basis of procurement policies, we engage in business while pursuing compliance and environmental consciousness in cooperation with our partners.

In August 2018, we established the CSR Guidelines for Suppliers, summarizing common items with the aim of enabling our business partners to reflect on their corporate activities from a CSR perspective and take clear actions for further improvement. We have prepared Japanese, English, and Chinese versions and have distributed them to global suppliers.



Unipres Supplier CSR Guidelines

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.



Unipres Green Procurement Guidelines

Promotion of Local Procurement and Employment

The Unipres Group basically promotes localization across the globe so that its Group companies buy the materials and parts from local businesses and create local employment opportunities.

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 our policies and challenges for the fiscal year regarding procurement, quality, and delivery, and ask for their cooperation in our efforts to meet the challenges. Starting from fiscal 2021, we also deal with subjects related to CSR (ESG) activities in the presentation of our policies. In doing so, we urge our suppliers to understand the importance of CSR (ESG) activities and the challenges involved, and communicate our planned initiatives and requests to the suppliers. Consequently, supply chain-wide activities have already begun.

Continuous Improvement (*Kaizen*) Training Workshops

We provide annual introductory training workshops, namely quality training, continuous improvement training, and training for managers and supervisors, for the purpose of human resource development in order to keep improving suppliers' quality and productivity. Each of the workshops has about 20 participants. The quality and continuous improvement training mostly deals with younger employees, and the training for managers and supervisors with candidates for managerial and supervisory positions, to impart essential knowledge and raise their awareness. Participants stay in the same lodging and spend time together. This makes the training a networking opportunity, encouraging people to get to know each other and forge contacts. The human relationships built at the training actively continue in their professional and/or personal lives.

Furthermore, as an occasion for sharing successes among suppliers, we hold annual presentations of continuous improvements at which participants share best practices within their respective companies, thereby offering opportunities for trainees to inspire and support each other.

Outstanding Supplier 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.



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. With the full awareness that a company is made by its people, we are committed to leveraging our diversity in order to create the workplace that enables our employees to achieve their full potential.

<<Human Rights>>

Human Rights Policies

The Unipres Group values the Universal Declaration of Human Rights adopted by the United Nations, the Core Labor Standards by the International Labor Organization (ILO), and other international standards. We conduct our businesses in ways that respect the human rights of anyone we work with, including cooperative companies and business partners. We established our human rights policies in November 2018 with the aim of raising the human rights awareness of each Unipres Group employee. The human rights policies have been translated into multiple languages and applied to all of our global sites.

<Basic Policy for Human Rights>

The Unipres group stipulates its policy of respecting diversity and human rights in “Unipres Group Code of Conduct Guide Book”, and this Basic Policy for Human Rights (“the Policy”) is developed based on the International Bill of Rights (the Universal Declaration of Human Rights and the two International Covenants), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. As our firm commitment to respect human rights is comprehensively defined in the Policy, we will meet our responsibility to respect human rights in line with the Policy, together with our existing policies and processes.

The policy applies to all the executives and employees of Unipres group.

1. Human Rights and Privacy

We respect the human rights and privacy of the individual.

2. Discrimination and Harassment

We do not engage in discrimination or harassment of any kind based on race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status.

3. Child Labor, Forced Labor, and Human Trafficking

We do not allow child labor, forced labor, and human trafficking.

4. Remuneration

We comply with the laws of each country and region regarding the minimum wages, overtime, wage deductions, performance-based pay, and other remuneration.

5. Working Hours

We comply with the laws of each country and region regarding the setting of employees’ working hours including overtime and the granting of scheduled days off and paid annual vacation time.

6. Dialogue and Consultation with Employees

Taking into account the laws and labor practices of each country, the Company will try to foster a good relationship with its employees and to resolve issues by having a sincere and constructive dialogue.

7. Safe and Healthy Working Environment

We give the top priority to the health and safety of employees and make every effort to prevent accidents

8. Responsibilities to Respect Human Rights

Where we confirm that we have caused or contributed to adverse human right impacts, the company will provide for or cooperate in legitimate processes to provide remediation.

9. Stakeholders and Human Rights

We seek the respect of human rights from all parties we do business with and related parties.

10. Promotion of Human Rights Policy

We cultivate a corporate culture of respecting human rights by conducting human rights enlightenment educations and trainings to all Unipres group executives and employees.

Fair Treatment and Appraisal

Unipres does not discriminate against job applicants on the basis of gender or age, nor does it give its employees any discriminatory treatment in working conditions including salaries and vacations, promotion, transfer, and education and training, among others, on the grounds of nationality, belief, social status, race, gender, sexual orientation (LGBT, etc.), religion, disability, age, ethnic or social origin, or type of employment. Our performance evaluation system is designed to review and rate employees' job performance and skills, and evaluation results are fairly reflected with a raise in salary and/or bonus, promotion, and entitlement to talent development. For example, our employees in the same rank receive the same salary regardless of their gender.

Personnel appraisal is not just an assessment, but is aimed at enhancing employees' willingness and ability to work and helping them do better work. For this reason, we have created a system for disclosing the items necessary for assessment to the employees concerned and providing a place for frank conversation; this involves feedback interviews with immediate supervisors regarding the results of personnel appraisal.

Relations between Labor Union and Management

The Unipres Group complies with labor laws and regulations in each country where it operates, and supports freedom of association and collective bargaining rights as fundamental human rights.

Unipres uses a union shop system. 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 2020, 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 1,737 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.

Employment of Local Human Resources

The Unipres Group complies with labor laws and regulations in each country where it operates, and employs local human resources.

Compliance with Proper Wage Standards

The Unipres Group complies with labor laws and regulations as well as the standards of minimum wages for its employees in each country it operates. We also set wage standards to ensure that our employees receive proper salaries in line with local commodity prices, which includes providing wages that are higher than subsistence wages.

Efforts to Ensure Compliance with Labor Standards

The Unipres Group complies with labor standards in each country where it operates, including labor laws and regulations as well as the standards of minimum wages.

Fiscal 2020 saw no cases related to labor issues.

Efforts to Prevent Human Rights Violations

The Unipres Group has the Unipres Group Code of Conduct Guidebook designed to help its employees deepen their understanding of the importance of human rights.

Unipres' training program for new employees includes hours for human rights education to ensure that young employees understand how vital human rights are from the start of their careers.

Fiscal 2020 saw no cases related to human rights violations.

Efforts to Prevent Child Labor and Forced Labor

The Unipres Group makes sure that all new employees are at or above the working age in order to prevent child labor. When our employees join or leave the Group, we respect their decisions. We never try to restrict their freedom.

Training related to Human Rights and Harassment

The Unipres Group has the Unipres Group Code of Conduct Guidebook designed to help its employees deepen their understanding of the importance of human rights. More specifically, we provide training related to human rights and harassment for managers. In fiscal 2019, as part of our efforts to prevent power harassment, we required that all employees in supervisory positions at Unipres and our six subsidiaries in Japan watch a video about power harassment we provided, and that they take a test to evaluate the levels of their understanding about the issue of power harassment. We play the same video and conduct the same test during our annual training for new supervisors.

We also consider it vital that all stakeholders' human rights are respected. We have published our basic policy on human rights on our website to communicate it to cooperative companies, business partners, and anyone else who is involved in our businesses.

Collaborative Efforts with Other Companies to Improve Working Environments

As Unipres' subsidiary in the logistics business, Unipres Logistics seeks ways to improve its drivers' working environment at all times by exchanging opinions about wages and working hours with other companies in the same business through the Japan Trucking Association, an industry group to which the company belongs.

<<Human Resources>>

Employee Motivation Survey

Unipres has been surveying employees' motivation since fiscal 2017 to identify and improve issues such as employees' willingness to work and the work environment. The survey results are quantified for each department and fed back to the management and department heads.

We will continue to conduct surveys to manifest internal issues, and address the identified issues to improve the satisfaction and motivation of each employee.

Cultivating a Global Workforce

Guided by our management philosophy, "Perfecting Machine Press Technologies: Going a Step Beyond," Unipres has been working on the cultivation of a global workforce. In addition to technical and special training provided by each department, we, as the global headquarters, focus on leadership and management training for employees in specific ranks and on language programs to improve employees' skills needed to navigate through our global business with our overseas bases, suppliers, and customers. In FY2020, we provided 21,961 hours of training for the total of 933 employees (9.53 hours per employee). The annual investment in education is 10,377 yen per employee.

◆Cultivating Next-Generation Leaders (the Middle Management Development 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), and the program provides "systematic acquisition of management skills" and "cultivation of a company-wide management perspective". In the training provided by an external organization, the trainees systematically acquire basic knowledge about management to develop their overall ability for corporate management. They also discuss business cases related to Unipres' businesses, thereby acquiring a broad perspective, leadership skills, and resourcefulness required of human resources for business management. At the end of the nine-month program, the trainees propose visions of their companies to management, leveraging the knowledge they have acquired through the training.

◆Improving Employees' Skills Needed to Navigate Through Our Global Business (Language Programs)

We have a study abroad program for language learning, along with hands-on English conversation classes organized according to ability, a TOEIC class, and pre-overseas assignment training, among others.

[Language learning study abroad program]

To help our employees acquire practical language skills and broaden their horizons as our global workforce, we offer a study abroad program in which participants attend an intensive English course at an overseas language school. 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 FY2019, five employees were selected and studied abroad in Canada. Study abroad programs have been suspended since FY2020 due to the spread of COVID-19.

Education System for Skills Transfer

The Global Manufacturing Training Center has been established at the Sagami Office, where skills training has been provided since FY2016, with the aim of raising our level of manufacturing. To improve the skills of technical staff in charge of maintenance that requires special skills and expertise, we have developed teaching materials and equipment for instructors, various assessment and diagnostic tools, and award systems. With these elements in place, we are working to nurture site-based trainers who have both expertise and advanced skills in handling dies, press equipment, and assembly equipment. Our goal is that each plant will eventually act independently in the future by having the these training trainers serve as the key of the training systems at their plants and take charge various skill education for technical staff.

In FY2019, Regional Training Centers were established at our sites in Japan in an effort to enhance our system for training staff. In FY2020, we created an environment that allows us to remotely provide training for overseas manufacturing plants amid the current coronavirus pandemic.

In addition, as for management education on manufacturing plant operation too, we have set up a new training program for supervisors, in addition to the elementary, intermediate and advanced hierarchical courses that have long been offered. Likewise, we provide solid educational programs that consist of several levels to help our employees acquire the knowledge they need for their lines of work and improve their skills. In doing so, we train the employees to become technical experts equipped with “technical skills and expertise,” “management skills (on-the-ground management),” and “humanity” in a well-balanced manner.



Robot teaching practical training

<< Diversity >>

Policy and Approach

Unipres continues to foster an organizational culture in which each and every employee can thrive regardless of age/experience/attributes. In particular, in addition to expanding the number of female leaders, we are focusing on the active participation of male employees in childcare.

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, 2019 to March 31, 2022

[Targets]

- Ensure that 2.4 percent or more of managers are women

The achievements in FY2020 for the active participation of women in the workplace are shown below.

	FY2020	[Reference] FY2019
Percentage of women among new employees	23.7%	17.6%
Applicants per job by gender	Men: 5.3 Women: 3.8	Men: 4.8 Women: 3.5
Percentage of women among all employees	8.7%	8.4%
Male-female gap in average years worked continuously	4.9 years	5.0 years
Percentage of women among managers	1.9%	1.6%
Percentage of women among executives	3.3%	3.3%

We have also set a new medium- and long-term target of "increasing women managers to 7 percent of all managers by 2030.

Training for Nurturing Female Leaders

In fiscal 2018, we launched a training system for female employees who are prospective managers as part of our efforts to help them become women leaders. The three-month training program assisted by an external organization is designed not only to help participants acquire knowledge necessary for management, but to raise their awareness of being future leaders and motivate them to become managers.

Acquisition of Level-3 (i.e., the highest-level) Eruboshi

In 2020, Unipres acquired the Level-3 Eruboshi certification from the Minister of Health, Labor and Welfare.

The Eruboshi certification is given to companies that have developed and submitted their general employer action plans in accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace and met certain requirements specified by the Ministry of Health, Labor and Welfare.

Unipres met all the five criteria and acquired the highest-level (level-3) certification on its first try.



Registration as a Kanagawa Women's Advancement Supporter

In 2020, Unipres' representative became registered as a supporter for the Kanagawa Women's Empowerment Program, which has been launched to increase the momentum of support for women's empowerment across society.

As a company capable of leveraging its talent and thriving on diversity, Unipres will continue its efforts to empower women in the workplace.

☆Online link: [Kanagawa Women's Activities Support Group](#)(in Japanese)



Encouraging Male Employees to Take Parental Leave

Based on the Law for Measures to Support the Development of the Next Generation, Unipres is actively taking childcare leave for not only women but also men. In FY2020, 61.5% of male employees took childcare leave. In addition, 100% of women are certified.

Employing People with Disabilities

At Unipres we take a proactive approach to hiring people with disabilities. In FY2020, 2.53 percent of our employees were people with disabilities.(Statutory percentage of disabled people in workforce: 2.3%)

Our subsidiaries in China are also hiring people with disabilities in order to revitalize the local communities where they are located, and we currently employ 19 people in four companies.

Hiring of Non-Japanese People

At the end of FY2020 Unipres was employing 22 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 46 percent of our full-time senior managers at the level of executive officer or above are hired from the local community.

<< **Various Work Styles** >>

Unipres offer our employees various work styles to choose from and provide environments where they feel comfortable working so that each of them will successfully advance his or her career regardless of age or gender.

Telecommuting (Working from Home, etc.) and Flextime

At Unipres, employees who are parenting and/or providing care assistance for their family members and employees in charge of overseas businesses whose work is affected by time differences are allowed to telecommute (work from home). We have this arrangement at the ready as part of our business continuity plan (BCP).

We also have an established super-flextime system without core hours, thereby increasing our employees' productivity through the flexible work arrangement and reducing overtime.

Volunteer Holiday System

In FY2019, we established a volunteer holiday system in order to encourage our employees to engage in community service and to help them improve work-life balance. In FY2020, one person (one day) used this system.

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. Regardless of why they once left the company, we flexibly re-hire talented former employees.

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.

☆Link (within this PDF) [Employee Data](#)

<<Health and Productivity Management>>

Unipres works to support employees' health management, cut overtime hours, and encourage employees to take paid days off, coupled with the measures it has adopted to check employees' stress levels and help with their mental health care, among others, as part of its efforts to create a healthy environment both physically and mentally for employees to work.

Unipres Group Declaration on Health

The Unipres Group, with our slogan "Unified Commitment to Manufacturing," places top priority on the physical and mental health as well as happiness of each of our employees and their families.

We believe that employees and their families being healthy and happy encourages employees to be considerate of their peers and fosters mutual cooperation. This produces a vibrant organization which leads to value creation for the company as well as to our contribution to society.

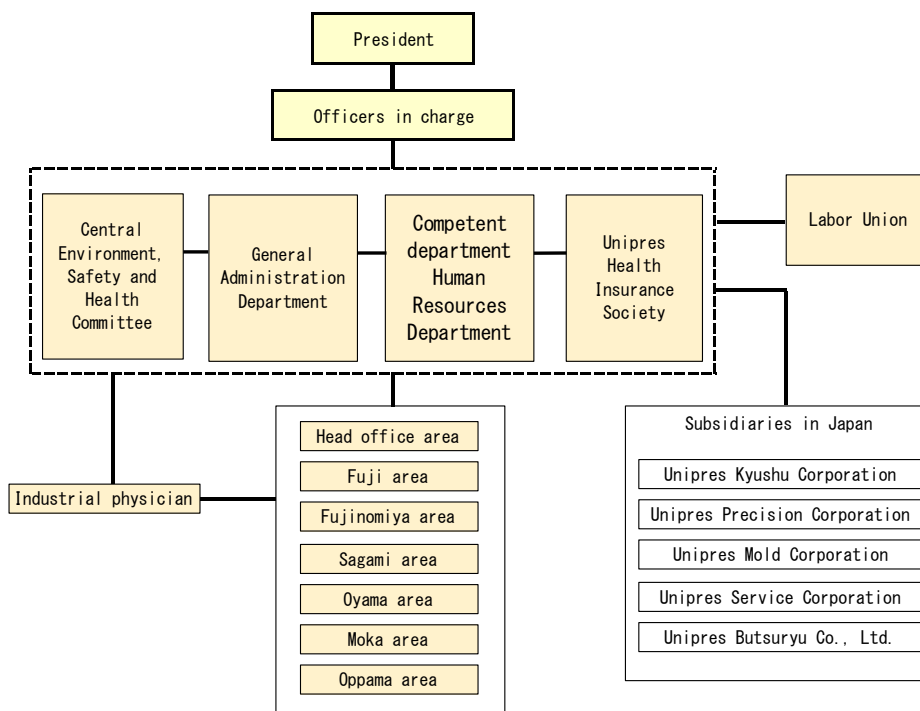
To ensure all employees are healthy and can work energetically, we will take steps to create a safe and comfortable working environment and support the advancement of health and prevention of illness for each and every one of our employees.

We hope all employees will unite to advance in our efforts for health improvement so that we can be healthy and continue our challenges for our families as well as for ourselves.

July 1, 2021

UNIPRES CORPORATION President and Representative Director Nobuya Uranishi

Structure for Promoting Health and Productivity Management



Selected as a Certified Health & Productivity Management Outstanding Organization (Large Enterprise Category) for the First Time in 2021

In March 2021, Unipres was certified as a Health & Productivity Management Outstanding Organization (Large Enterprise Category) in 2021 by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes small- and medium-sized businesses as well as large enterprises, among others, that practice especially outstanding health and productivity management. The program considers the companies' initiatives to tackle local health issues, along with their efforts that are in line with the health enhancement efforts promoted by Nippon Kenko Kaigi.

Unipres values each of its employees and gives the highest priority to the preservation and enhancement of employees' health and safety. We will continue to promote employee health enhancement.



Efforts to Preserve and Enhance Employees' Health

◆ Efforts to Maintain Employees' Health and Improve employees' Lifestyles for Health Benefits

- (1) Based on the results of each regular health checkup, we provide a metabolic syndrome-specific health guidance and other follow-ups to the checkup in cooperation with the Unipres Health Insurance Association. (Percentage of employees who received the 2020 checkup: 100%)
- (2) We provide gastric cancer risk assessment tests (ABC screening), dental examinations, postural assessment service, and guidance in stretching.
- (3) We have introduced a health management tool for employees. With this tool, employees can go online to view their health data and read healthcare information by topic, which helps improve their health literacy.
- (4) Our cafeterias increasingly offer healthy dishes on the menu to choose from.
- (5) The Cafeteria Plan is designed to cover part of the cost of a complete medical checkup and/or immunization for each employee and his/her family.
- (6) Employees (including managers) who worked more than 70 overtime hours in a month receive a checkup to see the level of accumulated fatigue, and those who have been judged to be "high-risk" are interviewed by an occupational health physician.

◆ **Actions to Support Employees' Mental Health**

- (1) We annually check employees' stress levels. (Percentage of those who received the 2020 check: 93.9%) Employees with a high stress level are interviewed by an occupational health physician or public health nurse.
- (2) We provide mental health training workshops on introduction to mental health, self-care, and communication, among others, for new employees as well as managers and supervisors.
- (3) We support employees who have been on long-term leave due to mental health issues in their efforts to return to work through our job reinstatement program.
- (4) In addition to occupational health physicians and public health nurses available for consultation about mental health, consultations by external professionals can also be arranged. Employees can contact these mental health professionals via email, phone, or other appropriate means. The services are available also to their families.



Mental Health Seminar

Response to the COVID-19 Pandemic

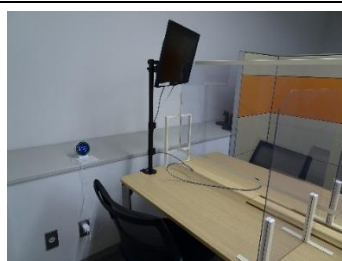
In May 2021, we set up special paid leave for COVID-19 vaccination in order to facilitate inoculations among our employees and their families.

When the newly established special paid leave for COVID-19 vaccination (effective as of May 1, 2021) should be taken:

- (1) On the appointment dates for a vaccine (2 days in total)
- (2) When an employee feels unwell due to side effects of the vaccine he/she has received (only the day following a vaccination)
- (3) When an employee needs to attend and/or care for a family member he/she lives with, his/her parents and/or grandparents on the days specified in (1) and (2) above

◆ **Examples of Other Efforts to Prevent Infections with the New Coronavirus:**

Employees are required to take their temperature and make sure they feel well before coming to the office. They must stay home if they feel unwell.
Employees are urged to wash and sanitize their hands whenever possible.
Employees are discouraged from non-essential business trips or outings and encouraged to have online meetings.
Only a certain number of people are allowed into each meeting room to prevent a close-contact setting and rooms must be thoroughly ventilated.
Partitions have been set up in each office and meeting room to control the risk of infections through respiratory droplets.
CO ₂ detectors have been installed to note any close-contact setting through a visual representation of CO ₂ in a place.



Partitions and CO₂ detectors installed in meeting booths

Reduction in Overtime Hours

The Unipres Group Code of Conduct specifies, "By not engaging in the employment of children, forced labor or human trafficking and ensuring appropriate working hours and payment of wages, etc., we take measures to observe the employment regulations of each nation." We have adopted more strict management of working hours than ever in order to prevent our employees from overworking and encouraging a reduction in overtime hours.

In fiscal 2020, the overtime hours worked by employees averaged 18.3 hours per month.

Encouraging Employees to Use Paid Annual Leave

We endeavor to have each employee use at least 15 days of annual leave entitlement, of which 8 days are planned annual paid leave, and we make a plan at the beginning of the year to ensure the use of annual leave.

In addition, we have also set up five days of company-wide mandatory paid annual leave in an effort to create a workplace environment in which employees feel comfortable taking leave.

In fiscal 2020, we achieved 13.8 days per employee.

Measures to Protect Employees from Global Health Problems

Unipres holds orientation sessions for its employees scheduled to work in overseas locations. Each session provides copies of a document containing information about risks of infectious diseases (e.g., malaria, tuberculosis, HIV, hepatitis A, rabies) in the countries where they will be working, and about recommended vaccines coupled with the healthcare institutions.

Our subsidiaries in China provide annual employee training to impart the knowledge needed to prevent infectious diseases, including HIV and tuberculosis. The subsidiary in India conducts disinsection to prevent its employees from contracting malaria. The subsidiary in Mexico has its prospective employees tested for malaria and HIV, and its employees for tuberculosis each year.

<< Safety and Health >>

Unipres Basic Safety and Health Policy

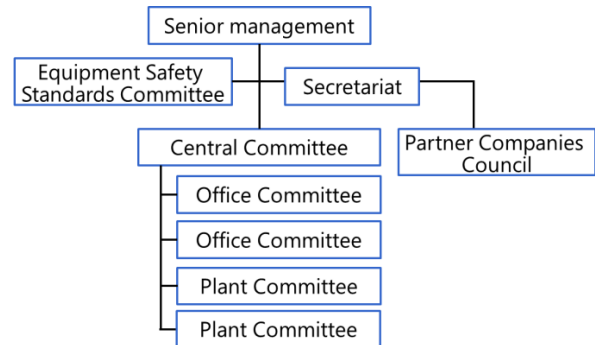
Recognizing that it is the pooling of employees' efforts that provides the driving force enabling a company to constantly grow, we value every single one of our employees and consider it of the utmost importance to preserve and advance their safety and health. In line with this fundamental stance, we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

1. By achieving synergies from combining our top management's determination and each employee's action, we create workplaces where the safety, health, and well-being of all employees continue to improve.
2. In addition to compliance with occupational safety and health-related laws and regulations, we aim to establish a management framework that will ensure a higher level of safety and health.
3. By continually updating the technologies we have accumulated and establishing more sophisticated safety know-how, we promote the intrinsic safety of facilities and equipment.
4. Through day-to-day communication and activities to raise awareness of any close calls in working environments, we bring to the surface safety and health-related problems that are lurking in the workplace and work on improvements.
5. We are committed to actively providing opportunities and environments that enable our employees to manage their physical and mental health and engage in activities to preserve and enhance their health.
6. We operate our occupational safety and health management system in order to continually reach higher levels.
7. We engage in activities to enhance our safety and health management framework not only for Unipres but also for the entire Group.

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. The Central Environment/Safety and Health Committee is chaired by Executive Vice President and Representative Director responsible for the plants and production departments.

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



Priority Activities to Eliminate Occupational Accidents: FY 2020 Targets and Results

We conduct the activities shown below in order to urge our plants in Japan and overseas to autonomously manage safety as part of our efforts to achieve zero occupational accidents.

Description	Target	Result
Number of safety management assessments conducted	14	14
Number of safety observations conducted	14	14
Number of offices/plants that conduct facility safety checks	19	19

*The safety management assessment quantitatively assesses how safety is managed so that necessary measures are taken to achieve a higher level of safety management in order to eliminate factors that may lead to occupational accidents. We provide training in safety management assessment at our offices and plants across the globe.

Past Occupational Accidents

We set the global goal of zero occupational accidents for the 10 years from 2017 to 2026, and are working to come as close to the figure as possible. In fiscal 2020, we aimed for the maximum of two accidents in Japan and turned out to have six, one of which was a lost time accident. At overseas offices and plants, we aimed for the maximum of 113 accidents and had 73, none of which led to impairment or death.

We investigated the cause and wrote a report immediately following each of these occupational accidents, and disclosed the report on our intranet. We also reported each accident at a Safety and Health Committee meeting held at the office in order to share information and alert the staff in order to prevent any recurrence.

The lost time accident in Japan happened because the afflicted employee touched equipment in operation. To prevent the recurrence of the same accident, safety fences have been installed around the moving part of the machine.

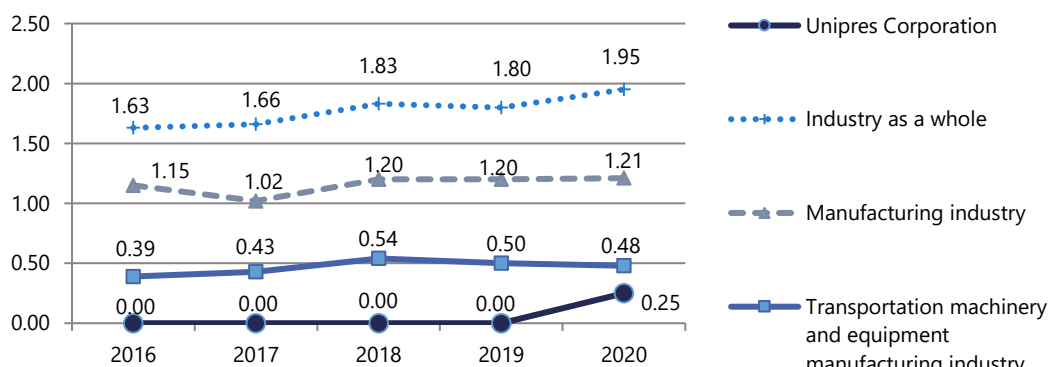
We will continue to work toward the goal of zero occupational accidents at our offices and plants across the globe. We are committed to creating workplaces where our employees, contractors, and others who work for us feel completely safe.

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 better than the industry average. We will redouble our efforts going forward to further enhance our performance.

<Industrial Accident Frequency Rate>

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



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

Our Actions When an Occupational Accident Occurs

When any accident occurs, we provide protection and first aid to the afflicted employee and take him/her to a hospital or call an ambulance as necessary in accordance with Chapter 9 of the Unipres Occupational Safety and Health Rules.

The operation that has caused the accident is suspended and the machine used for the operation is turned off. Then we identify the cause of the accident as soon as possible to explore and draw up permanent measures to prevent any recurrence. The department that had the accident submits an accident report to the Secretariat of the Central Committee. The Secretariat adds its observations to the report before it is delivered to all committee members.

If a Unipres Group employee has an unfortunate accident on the job or on the way to work, the company offers non-statutory special compensation for the employee or the bereaved family.

Safety Supervisor System

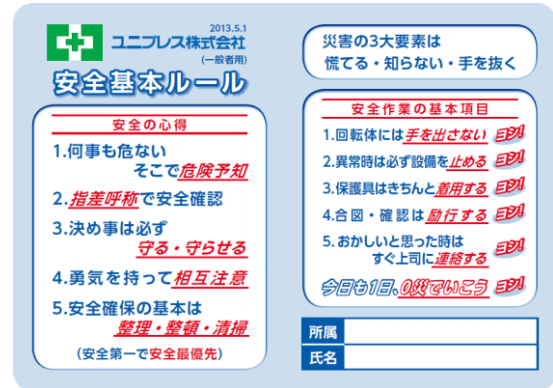
In April 2013 Unipres reinforced the safety arrangements at its plants by inaugurating the safety supervisor system. Safety supervisors are responsible for assisting plant managers with their duties relating to safety and health and upgrading management of safety and health in the workplace. We are aiming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

Ensuring the Safety of Contractors and Other External Personnel

Unipres applies its safety and health policy to contractors and other external personnel who are not Unipres employees. Our staff provides safety training for them to avoid accidents and injuries.

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 not only for existing facilities but also for new facilities, 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.

Hands-on Education at Safety Dojo

Unipres Kyushu has set up a Safety Dojo where personnel can experience simulated dangers. They can experience where and what dangers exist when handling production equipment, so that they can work with high safety awareness. The Dojo is aimed at creating a workplace where people can work with peace of mind and reducing the number of occupational accidents.



Safety Dojo of Unipres

Traffic Safety Measures

In addition to enacting measures to prevent traffic accidents at all our operating sites, we conduct health and safety workshops as a companywide initiative. As a company engaged in the manufacture of automotive parts, we are promoting activities aimed at eradicating traffic accidents. All employees are required to submit a hazard prediction map. By creating a map of the commuting route between home and workplace and clearly indicating dangerous locations on it, the employees will have an opportunity to think about danger prediction on their own. The map is revised every year.

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.

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.



<<Contribute to Society>>

Principles for Community Investing

The Unipres Group promotes community service activities that aim to develop a sustainable society, with a focus on environmental conservation, and social welfare and contributions to local communities that center on support for future generations.

As a company in the automobile industry, we consider environmental conservation to be a particularly important issue.

Supporting Charities in Conjunction with Our Shareholders (Environmental Conservation and Cultivating the Next Generations)

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 FY2020 we donated a total of 1,909,000 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: [Stock Information](#)

Neighborhood and Beach Cleanups for Environmental Conservation

Unipres cleans up the areas around its plants. In December 2020, volunteers from our head office cleaned Miura Beach in Kanagawa Prefecture. The employees picked up cigarette butts, plastic bags, rusty nails, and a lot of other trash at the beach that looked clean at a glance.

Donation of Ruined or Unused Postcards to Support Future Generations

We asked employees to donate ruined or unused postcards if they had any at home. A total of 388 postcards were collected across our offices and plants. These postcards were exchanged for postage stamps, which we donated to Plan International, an organization that provides aid for children in developing countries.

Plant Tours for Children to Support Future Generations

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. Although the event was cancelled in FY2020 in consideration of COVID-19 pandemic, we will continue to provide opportunities for future generations to learn about manufacturing.



Present a message of appreciation.(a family plant)

<<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.

Endorsement of F. Marinos Sports Club to Support Future Generations

In FY2020, endorsing F.Marinos Sports Club's ideas to "create a sustainable local community through sports" and "offer training for children to become world-class athletes," we became a supporting member of the Sports Club as our small contribution to future generations.



< Main Sponsorships in FY2020 >

- Supporting members of General Incorporated Association F. Marinos Sports Club
- 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)*
- Fuji Festival, Fuji, Shizuoka Prefecture*

* These programs were cancelled in FY2020 due to the COVID-19.



One of "u-life21"'s social welfare activities
Puppet show performance for children

<<Initiatives by Group Companies>>

Unipres Group companies in Japan and overseas are also engaged in a range of initiatives.

* Some of the initiatives are listed as implemented in FY2019.

◆Safety Training for Interns from Abroad [Unipres Kyushu]

Unipres Kyushu provides safety training for interns from abroad on their first day at work. At the session, police officers give a lecture on basic rules the interns need to know in their day-to-day life in Japan, including traffic rules for bicycles and crime prevention. In fiscal 2020, 20 interns received the training.



◆Activities to Support Elementary Schools [PT. Unipres Indonesia]

As part of community contribution activities, we donate stationery to local elementary schools in collaboration with Japanese companies in the KBI industrial park, where Unipres Indonesia is located. We have been taking part in the donation for more than 10 years, and we will continue this initiative to contribute to the regional development.



◆Training Technical Interns at Training Academy [Unipres (UK) Limited]

We have established a Training Academy in 2017, which accepts about 50 apprentices a year who aim to become technical personnel in the automotive field.

The Academy's practical training program is aimed at not only gaining specialized knowledge but also learning at actual production sites.



◆Christmas Donations

[Unipres Mexicana, S.A. de C.V.]

Every year, Unipres Mexicana donates gifts to children in low-income families at Christmas time. In December 2020, the company gave Christmas presents to children at Cuitláhuac Kindergarten in the local town, as in other years.



Environmental Report

<Related SDGs>



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.

<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

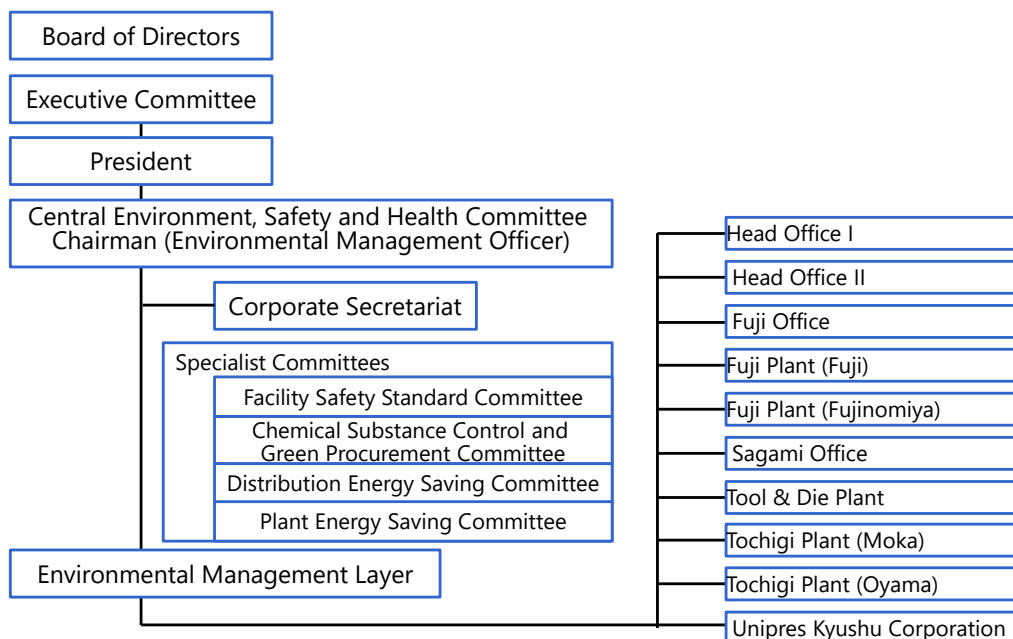
Since 2004 the Unipres Group has been working to earn certifications under the ISO 14001 international standards for environmental management systems. We are operating our environmental management system and pursuing measures to reduce the impact on the environment of our corporate activities.

< ISO 14001 Certification Status >

Head Office I	Fuji Office	Fuji Plant (Fujinomiya)
Head Office II	Tochigi Plant (Moka)	Tool & Die Plant
Unipres R & D Co., Ltd	Tochigi Plant (Oyama)	Unipres Kyushu Corporation
Sagami Office	Fuji Plant (Fuji)	Unipres Mold Corporation
Unipres Southeast U.S.A., Inc.	Unipres (China) Corporation	Unipres Precision Corporation
Unipres Mexicana, S.A. de C.V.	Unipres Guangzhou Corporation	Unipres Precision Guangzhou Corporation
Unipres (UK) Limited	Unipres Zhengzhou 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.

Our Policy and Stance on Climate Change

In June 2021, Unipres expressed its support for the Task Force on Climate-Related Financial Disclosures (TCFD). We are part of Japan Climate Initiative (JCI), which is a broad network of companies and organizations actively working to stop climate change. We also set targets for reductions in greenhouse gases, using as a reference the Environmental Voluntary Action Plan provided by the Japan Auto Parts Industries Association.

☆Online link: [Supporters list of TCFD](#)

☆Online link: [Japan Climate Initiative \(JCI\)](#)

☆Online link: [The Environmental Voluntary Action Plan provided by the Japan Auto Parts Industries Association \(in Japanese\)](#)

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 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, and REACH Regulations), we have established the Chemical Substance Control and Green Procurement Committee to share information and consider countermeasures as needed.

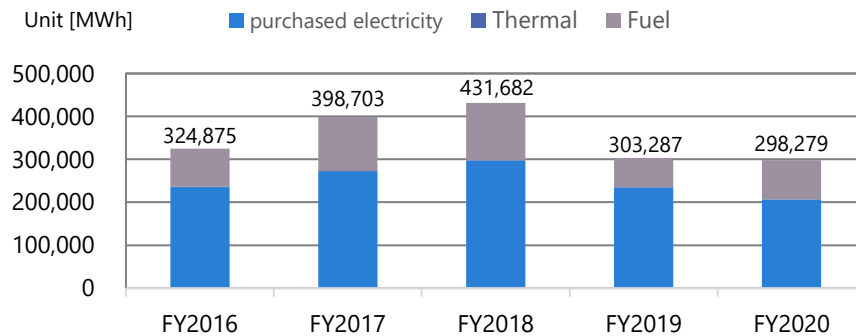
Production Efforts

< Energy Usage >

[Energy Use Across the Globe]

Our energy use across the globe in FY2020 dropped 1.7 percent from FY2019.

The major cause of the decrease was a decline in capacity utilization because of the COVID-19 pandemic.



	Unit [MWh]				
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total use	324,875	398,703	431,682	303,287	298,279
Purchased electricity	235,368	272,512	297,469	234,999	206,583
Thermal	474	485	485	592	608
Fuel	89,033	125,706	133,728	67,696	91,088

*The system boundary in the above table (aggregates of non-renewable energy) corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

Please note that Unipres Service, Unipres North America, Unipres (China), Unipres Wuhan, and Unipres (Thailand) are excluded.

*Data from UM Corporation have been added to the aggregate data since FY2020.

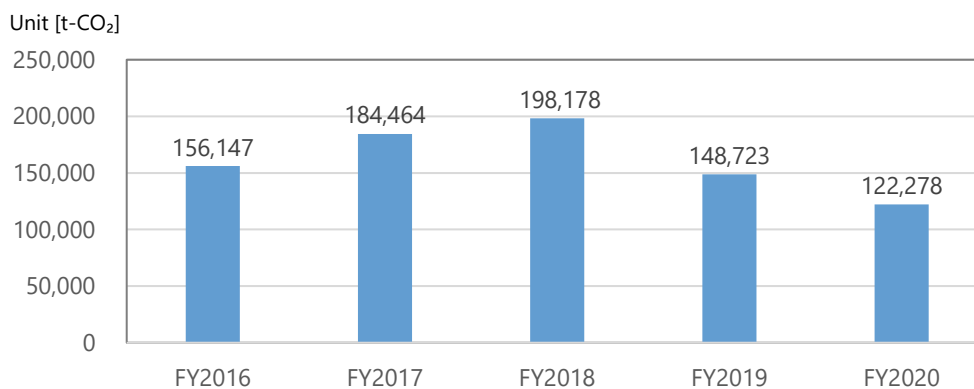
*The data for FY2018 that had been published elsewhere contained errors. The data shown in this table are the correct ones.

< Initiatives to Reduce Greenhouse Gas Emissions >

[Greenhouse Gas Emissions Across the Globe]

The data below show our greenhouse gas emissions across the globe each year.

Emissions in FY2020 dropped compared to FY2019 because capacity utilization declined due to the COVID-19 pandemic and the CO₂ emission factor for purchased electricity per unit was updated.



	Global Warming Potential	Unit [t-CO ₂]				
		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total emissions	-	156,147	184,464	198,178	148,723	122,278
Carbon dioxide (CO ₂)	1	156,115	184,369	198,138	148,705	122,256
Methane (CH ₄)	25	16	20	27	12	14
Nitrous oxide (N ₂ O)	298	16	75	13	6	8

*The system boundary in the above table (aggregates of non-renewable energy) corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

Please note that Unipres Service, Unipres North America, Unipres (China), Unipres Wuhan, and Unipres (Thailand) are excluded.

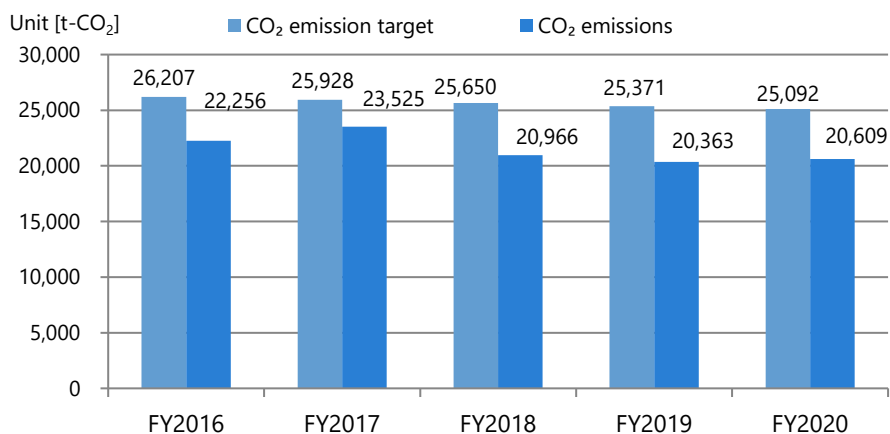
*Data from UM Corporation have been added to the aggregate data since FY2020.

*The data for FY2018 that had been published elsewhere contained errors. The data shown in this table are the correct ones.

*PFCs and SF₆ are not emitted from Unipres' operations.

< Unipres' Efforts to Reduce Greenhouse Gas Emissions >

Unipres works to reduce its greenhouse gas emissions. The medium- to long-term goal we set was a 10-percent reduction over the years between FY2010 and FY2020. In FY2020 (the year we aimed to achieve the 10-percent reduction from FY2010), although our capacity utilization dropped due to the COVID-19 pandemic and we worked to save energy and switch to better energy sources, our emissions slightly increased from FY2019 owing to the installation of new air conditioners. Nevertheless, we achieved the goal.



*The data shown in the chart above are those of energy-derived CO₂ (Scope 1 + Scope 2).

*The greenhouse gas system boundary corresponds to Unipres and Unipres R&D.

*Greenhouse gas emissions have been calculated using the GHG Emissions Accounting and Reporting Manual, which is based on the Act on Promotion of Global Warming Countermeasures.

*The emission factor for electricity is 0.561t-CO₂/1,000 kWh.

[Direct Greenhouse Gas Emissions (Scope 1)]

	Unit [t-CO ₂]				
	FY2016	FY2017	FY2018	FY2019	FY2020
Energy-derived CO ₂	5,435	6,186	4,166	4,290	4,147
Other GHGs	226	190	98	99	124
Non-energy sources CO ₂	126	110	90	89	74
Methane (CH ₄)	4	4	5	5	6
Dinitrogen monoxide (N ₂ O)	2	2	2	3	3
Leaked fluorocarbons	94	74	1	2	41

* System boundaries in Scope 1 are for Unipres and Unipres R & D Co., Ltd. .

* Amount of Leaked fluorocarbons is calculated based on the calculated leakage reporting system based on "Act on Rational Use and Proper Management of Fluorocarbons JAPAN".

[Indirect Greenhouse Gas Emissions (Scope 2)]

	Unit [t-CO ₂]				
	FY2016	FY2017	FY2018	FY2019	FY2020
Energy-derived CO ₂	16,821	17,339	16,800	16,073	16,462

* System boundaries in Scope 2 are for Unipres and Unipres R & D Co., Ltd. .

[Indirect Greenhouse Gas Emissions in the Supply Chain (Scope 3)]

	boundary	Unit [t-CO ₂]
Category 1 (Purchased product)	Unipres Corporation, 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 Guangzhou Corporation, Unipres Zhengzhou Corporation, Unipres Precision Guangzhou Corporation, Unipres India Private Limited, PT. Unipres Indonesia	FY2019 1,514,567
Category 2 (Capital goods)		103,669
Category 4 (Outsourced logistics)	Unipres Corporation	1,768
Category 5 (Waste)	Unipres Corporation, Unipres Kyushu Corporation	348
Category 6 (Employees' business trips)	Unipres Corporation	2,725
Category 7 (Employees' commuting)	Unipres Corporation	736

* Calculations in scope 3 are based on the Emissions Unit Database for Calculating an Organization's Greenhouse Gas Emissions Throughout the Supply Chain (ver. 3.2) issued by the Ministry of the Environment.

* Category 2 of Scope 3 in this report has changed the system boundaries of its calculation from the 2019 report.

* Since system boundaries are different, comparison cannot be made straightforwardly.

<Energy conservation activities>

[Introduction of energy-efficient transformers]



We install transformers with less energy losses when we need a new transformer or replace an old one in an effort to save energy. Currently, our Tochigi Plant in Mooka and Fuji Plant in Fujinomiya have these energy-efficient transformers.

[Use of a gas heat pump for air conditioning]



Our Tochigi Plant in Mooka has replaced its boiler for indoor heating with a gas heat pump (GHP) that uses municipal gas. Since the GHP is designed to recover exhaust heat, which was conventionally discarded, we hope that the use of it will help us save more energy.

[Introduction of cogeneration system]



The Sagami Office introduced a cogeneration system using city gas as fuel. By switching from a conventional heavy-oil-fired hot-air boiler, it has become possible to recover exhaust heat and achieve an energy reduction of about 14%. In addition, as the system uses city gas as a fuel, which is considered to be disaster-tolerant, we can expect early recovery from damage caused by an earthquake or other disturbance.

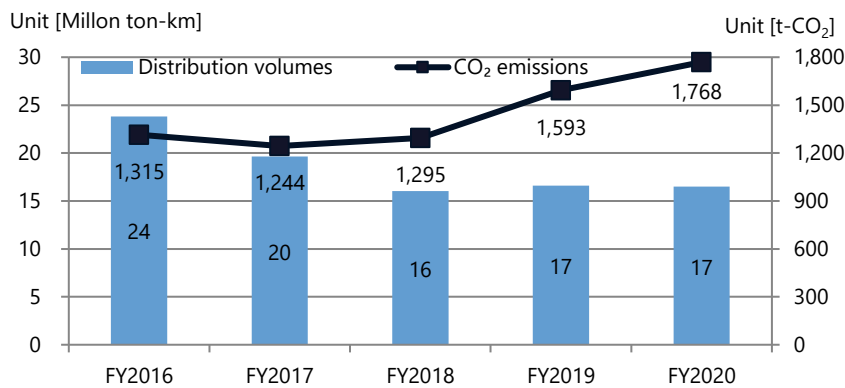
Distribution Efforts

< 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 FY2020 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 >

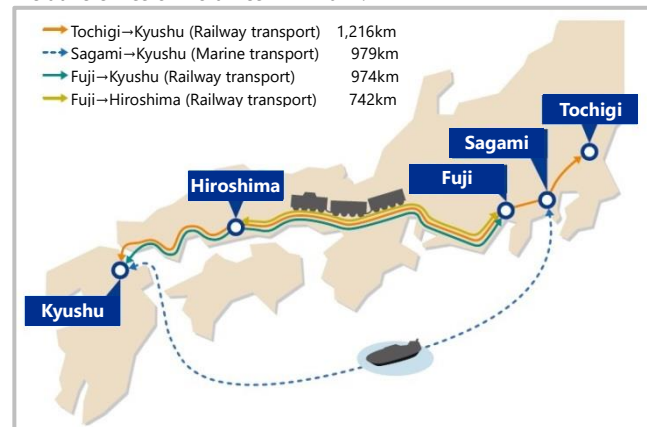
We have switched from truck-based transportation to rail freight and ferry transportation to mitigate impact on the environment through reduction of CO₂ emissions, and through other means such as alleviating traffic congestion to prevent air pollution.

According to Japan's Ministry of Land, Infrastructure, Transport and Tourism, CO₂ emission per transportation unit for rail freight and ferry transportation is approximately one-eleventh of the emission for commercial truck-based transportation. *

Unipres' rail freight and ferry transportation in FY2020 amounted to 9,290,000 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 1,017 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 FY2017.



<Certified as Eco-Rail Mark Company>

Unipres has been certified as an Eco-Rail Mark company by the Eco-Rail Mark Management and Certification Committee set up by the Ministry of Land, Infrastructure and Transport. The Mark certifies products and companies that use rail freight transportation with low CO2 emissions achieved through a modal shift in product logistics. As of FY2020, 91 companies are certified. We will continue to promote modal shifts actively and work to reduce environmental impact.



< 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 FY2020 included increasing the container filling rate, and as a result we exceeded our CO2 reduction target by 128%.

[CO2 Emissions Reduction in FY2020]

CO2 reduction target	CO2 reduction achieved	Rate of achievement
21.9t-CO2	28.1t-CO2	128%

Office and Plant Efforts

<3R initiatives>

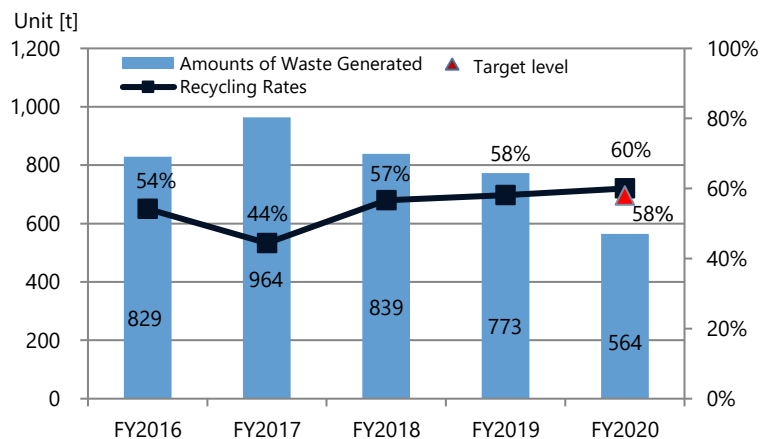
We are working on 3R (reduce, reuse, and recycle) activities to use limited resources effectively.

[Changes in the Amount of Waste Generation and Recycling Rate]

As part of its efforts toward the effective use of resources, Unipres has continually worked to control the amount of industrial waste generated from its operations and to increase the rate of recycled industrial waste.

Our products delivered to our customers are packed in returnable containers that can be repeatedly used. We also reuse packaging materials in an effort to reduce waste. Any materials unfit for reuse are recycled wherever possible.

We set the goal of recycling 58% of the industrial waste from our operations for FY2020. We eventually achieved 60%, reaching the goal.



[Effective Use of Resources]

◆ Recycling Steel Materials

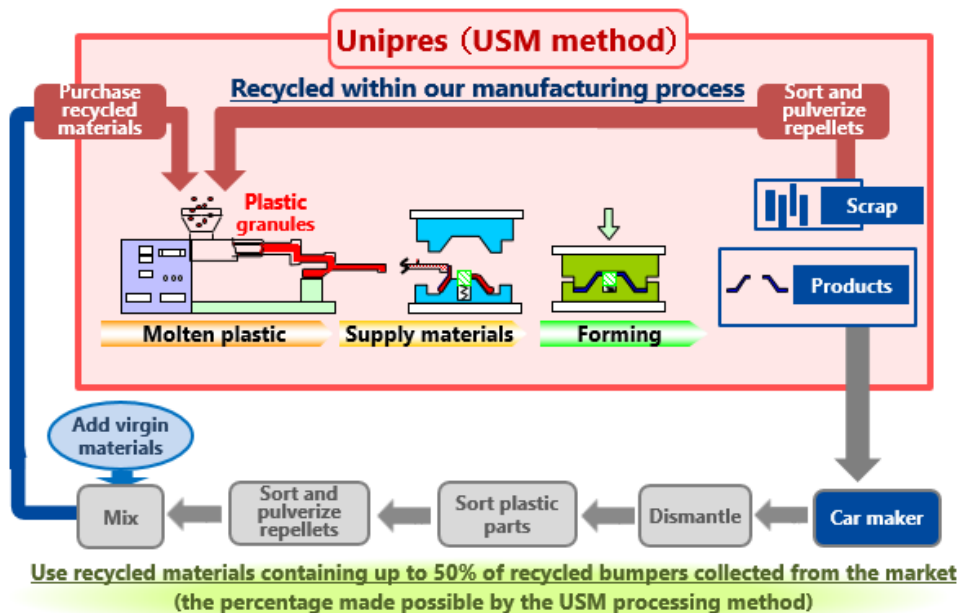
Unipres' flagship products are auto body parts and transmission parts, which are mostly made of steel. Steel scrap from the manufacturing processes is recycled to be used as materials for other iron products.

◆ Recycling System in the USM Processing Method for Plastic

As one of our green initiatives, we have established a recycling system for plastic. We use recycled materials for our plastic-pressed products in accordance with the environmental action plan for automobile manufacturers. These materials contain up to 50 percent of a material made of recycled bumpers collected from the market. The USM processing method*, our proprietary plastic press technology, has made this percentage possible. Moreover, all scrap from the manufacturing process of plastic products pressed with the USM method is recycled internally.

The use of recycle materials contributes to environmental protection and has helped us cut costs of parts in order to offer more competitively priced products.

* The USM (Unipres Stamping Molding) processing method is a technology to press molten plastic poured into a die for molding.



< Measures to Prevent Pollution >

[Protection of Air and Water Quality]

Unipres works toward the medium- to long-term goal of zero violations of regulatory standards related to air and water quality. In fiscal 2020, we achieved zero violations of Japanese regulatory standards.

[Sulfur Oxides (SOx) Emissions Per Year]

	Unit [t]		
	FY 2018	FY 2019	FY 2020
Sulfur oxide (SOx) emissions per year	1.954	1.163	0.924

*The system boundary in the above table corresponds to Unipres, Unipres R&D, and Unipres Kyushu.

*The figures have been calculated in accordance with the "Environmental Reporting Guidelines 2018."

[Nitrogen Oxides (NOx) Emissions Per Year]

	Unit [t]		
	FY 2018	FY 2019	FY 2020
Nitrogen oxide (NOx) emissions per year	5.32	4.91	6.96

*The system boundary in the above table corresponds to Unipres, Unipres R&D, and Unipres Kyushu.

*The figures have been calculated in accordance with the "Environmental Reporting Guidelines 2018."

< Disposal of Hazardous Wastes >

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

	Unit [kg]				
Type	FY2016	FY2017	FY2018	FY2019	FY2020
Waste containing high-concentration PCBs	220	—	—	541	198*
Waste containing low-concentration (or negligible) PCBs	—	41,845	9,016	—	—

* Due to the convenience of the detoxification facility for PCBs, it was disposed of in May 2021.

< Management of Environmentally Hazardous Substances >

[Trends in the Amount of Specified Chemical Substances Transferred]

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

Chemical	Unit [kg]				
	FY2016	FY2017	FY2018	FY2019	FY2020
Toluene	0.7	0.8	0.9	0.5	—
Xylene	—	0.1	0.1	—	—
Normal hexane	—	—	2.8	—	—
Methylnaphthalene	41	49	10	—	—

* Above system boundary is for Unipres.

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

[Changes in Volatile Organic Compounds (VOCs) Emissions]

The table below shows changes in volatile organic compounds (VOCs) emissions.

Chemical	Unit [kg]		
	FY 2018	FY 2019	FY 2020
Toluene	0.9	0.5	0.3
Xylene	0.1	0.1	0.0
Normal hexane	2.8	1.5	0.7
Benzene	0.2	0.1	0.1
Ethylbenzene	0.0	0.0	0.0

* The system boundary in the above table corresponds to Unipres.

* The "0.0" in the table is the result of calculations rounded to two decimal places.

< Reducing the Amount of Water Used >

[Global Volumes of Water Resources Used]

	Unit [ML]		
Chemical	FY 2018	FY 2019	FY 2020
Total volume of water taken from resources	1650.54	1537.38	1191.17
Total volume of effluent	931.97	973.06	765.84
Total consumption	1650.54	1537.38	1191.17

*The system boundary in the above table corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

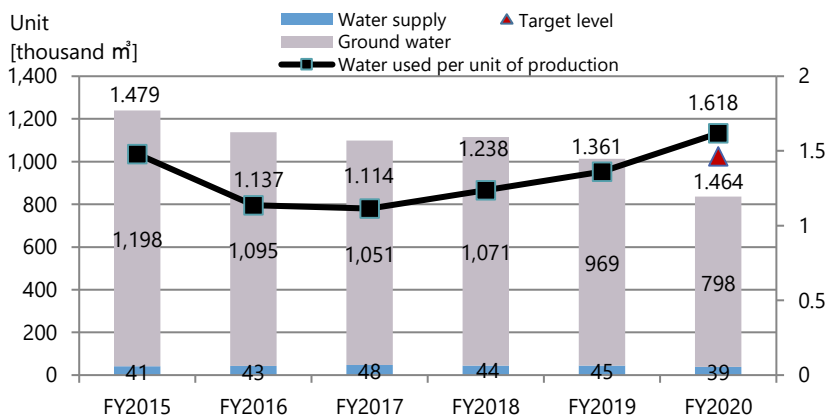
Please note that Unipres Mold, Unipres Butsuryu, Unipres Service, Unipres North America, Unipres (China), Unipres Wuhan, and Unipres (Thailand) are excluded.

*Data from UM Corporation have been added to the aggregate data since FY2020.

[Volumes of Water Resources Used]

Unipres take measures to save water, considering it to be a valuable resource. In FY2020, we are targeting 1% improvement in the unit requirement from FY2015, and each business office is working to use water resources effectively by circulating cooling water and conducting secondary use of cooling water.

In FY2020, in addition to the above initiatives, we conducted activities to reduce inefficient use of water resources by implementing water leakage patrols. Although we proceeded with our activities, we failed to achieve our target due to 10% worsening against our target.



* The water resources system boundary corresponds to Unipres Corporation and Unipres R & D Co., Ltd.

[Quality of Effluent]

The table below shows the substances discharged from our operations into local waters.

	Unit [t]						
	Chemical Oxygen Demand (COD)	n-Hexane Extract	Suspended Solids (SS)	Zinc Content	Soluble Iron Content	Ammonium Compound, Nitrous Acid, Nitrate	Nickel Content
FY 2018	0.692	0.212	0.251	0.0666	0.0707	0.800	0.071
FY 2019	0.384	0.302	0.302	0.0264	0.0302	0.596	0.030
FY 2020	0.776	0.297	0.345	0.0615	0.0359	0.665	0.030

*The system boundary in the above table corresponds to Unipres' Fuji Office.

*The "local waters" mentioned above refer to rivers and the ocean.

*The wastewater is processed at an effluent treatment facility until it meets the effluent standards set by the national government and the government of Shizuoka Prefecture before it is discharged into the waters.

< 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 in Japan, our Fuji Office, our Fuji plants in Fuji and Fujinomiya, and our Tochigi plants in Oyama and Moka, and overseas in Mexico and the United Kingdom in 2020, 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 FY2020, Unipres as a whole generated 170,007 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 44 kl, as a consequence of which annual CO₂ emissions were cut by some 80 tons. This is equivalent to the amount of CO₂ absorbed by 5,642 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)

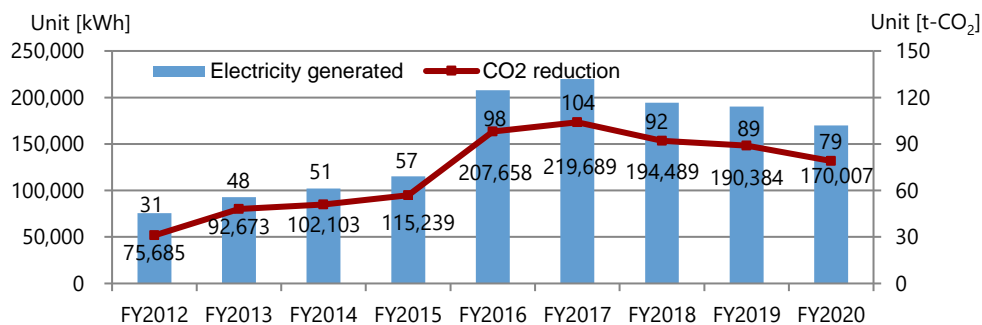


Fuji Plant (Fujinomiya)



Unipres Mexicana, S.A. de C.V.

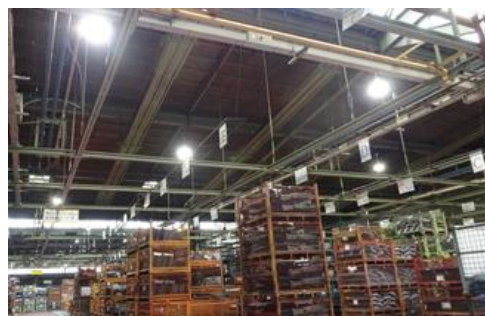
[Volumes of Electricity Generated by Photovoltaic Systems and CO₂ Reductions]



* The electricity generated shown in the graph above are for domestic bases only, as the amount of power generated by bases in Mexico and the United Kingdom will not be reflected until FY2021.

< 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 FY2018 we had replaced all ceiling lights at our plants in Oyama, Moka, 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.



< 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 for Biodiversity >

We defined FY2019 as the kickoff year of our initiatives to protect biodiversity and ecosystems, and selected our research project.

[Objectives of the Research and Our Basic Stance]

- (1) To avoid or minimize the effects of business activities on biodiversity that must be conserved
- (2) To engage in preventive initiatives to conserve biodiversity as well as initiatives that have incorporated the results of monitoring
- (3) To be committed to the conservation of biodiversity from a long-term perspective

[Selected Research Project]

According to the Report of Comprehensive Assessment of Biodiversity and Ecosystem Services in Japan (Japan Biodiversity Outlook 2) published in March 2016 by the Ministry of the Environment, the biodiversity outlook continues "a declining trend over a long period." The Report says that one of the major drivers of the decline is the "Second Crisis (reduction in use/management of Satochi-Satoyama [woodlands and mountains near populated areas])." We reviewed the environments surrounding our bases in Japan and selected Unipres Kyushu as the project location in FY2019. Then we defined the location in terms of environmental protection and conducted field research.



Kingfishers and other wildlife were sighted during the field research at Unipres Kyushu

Supplementary Materials

Employee Data

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

		Unit	FY2018	FY2019	FY2020
Employees		No.	2,426	2,550	2,585
	Men	No.	2,216	2,335	2,366
	Women		210	215	219
Average age		Years	41.3	41.6	41.8
	Men	Years	41.6	41.9	42.1
	Women		38.4	38.6	38.6
Average years employed		Years	17.9	17.6	17.7
	Men	Years	18.6	18.1	18.2
	Women		13.0	13.1	13.3
Employees who left the company		%	4.3	3.8	2.2
	For personal reasons (%)	%	4.3	3.8	2.2
	For Company reasons (%)		0	0	0
Employee retention rate (three years after recruitment of new graduates)		%	89.5	92.8	88.4
Average annual salary		Thousand yen	6,128	6,211	5,882
Disabled people in workforce		%	2.24	2.28	2.53
Employees taking childcare leave		No.	7	17	32
	Men	No.	1	14	24
		%	1.4	28.0	61.5
	Women	No.	6	3	8
		%	100	100	100
Employees returning after childcare leave		%	100	100	100
	Men	%	100	100	100
	Women		100	100	100
Employees taking nursing care leave		No.	0	0	0
	Men	No.	0	0	0
	Women		0	0	0
Employees taking maternity leave		No.	6	3	10
Days of annual leave taken		Days	13.8	16.2	13.8
Annual leave taken		%	73.8	87.5	73.6
Average hours of overtime		Hours/month	24.3	21.2	18.3
Total union members		No.	1,768	1,750	1,737
Female managers		No.	5	5	6
	Female (%)	%	1.6	1.6	1.9
Female directors		No.	1	1	1
	Female (%)	%	12.5	11.1	11.1
Female outside directors		No.	1	1	1
	Female (%)	%	33.3	33.3	33.3
Non-Japanese employees		No.	20	20	22
	Men	No.	10	11	13
	Women		10	9	9
New graduates hired		No.	69	82	51
	Men	No.	61	71	40
	Women		8	11	11
Mid-career hired		No.	47	40	8
	Men	No.	39	32	5
	Women		8	8	3
Percentage of women hired		%	13.8	17.6	23.7

Employee Data (Global)

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan and overseas)

*Female managers and Disabled people in workforce do not include the number of people in UM Corporation, SAS.

			FY2018	FY2019	FY2020
No. of employees (Unipres Group)		No.	11,557	11,398	10,175
Japan			3,467	3,531	3,418
Overseas			8,090	7,867	6,757
Female managers					
Japan		No.	-	-	8
Female (%)		%	-	-	2.0
Overseas		No.	-	-	90
Female (%)		%	-	-	20.5
Disabled people in workforce					
Japan		No.	-	-	53
Overseas		No.	-	-	26

Safety and Health Data

[Accidents That Require Time off from Work]

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

		Unit	FY2018	FY2019	FY2020
Lost work-time incidents	No. of serious accidents	No.	0	0	0
	Industrial accident frequency rate	-	0.000	0.000	0.247
	Severity rate of accidents causing absence from work	-	0.000	0.000	0.003

[Safety and Health Training and Number of Employees Receiving Training]

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan and overseas)

* Excluding UM Corporation, SAS.

Training	No. of participants in 2020 *Total number of attendees
Safety and health training for new employees *Mostly in Japan and China	450
Training for managers and supervisors *Mostly in Japan and China	28
Traffic safety training *Mostly in Japan and China	762
Fire drill *Mostly in Britain, Mexico, and China	2,076
Training to prevent the transmission of the new coronavirus *Mostly in China	1,684
Workshop on life-saving procedures and other	5,027

Environmental Data

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

	Unit	FY2018	FY2019	FY2020
Power usage	MWh	35,521	35,092	29,388
Water consumption (water supply and groundwater)	Thousand m ³	1,115	1,014	837
Energy usage	MWh	54,646	55,265	54,069
Renewable energy generation	kWh	194,498	190,384	170,007
Greenhouse gas emissions (scopes 1 and 2) * See page 55 for scope 3, which has different criteria	t-CO ₂	21,066	20,633	18,180
Waste emissions (general waste + industrial waste) * Excludes valuables that have been sold.	t	1,039	949	697
Emissions of substances subject to the PRTR law	kg	13.8	0.5	—

- * Emissions from mobile sources is not added to the system boundary of Energy usage and Greenhouse gas emissions.
- * The data on waste emissions for fiscal 2018 contained errors. The data shown in this table are the correct ones.
- * In FY2020, the amount of substances subject to the PRTR law handled was less than that subject to notification, so no emissions were reported.

[Targets and Results for Basic Unit of Energy Consumption]

	FY2016	FY2017	FY2018	FY2019	FY2020
Target(Year-on-year changes)	99.0%				
Result(Year-on-year changes)		94.7%	107.9%	115.3%	110.0%
Average yearly change in energy intensity over a five-fiscal-year period					106.7%

- * The system boundary in the above table corresponds to Unipres Corporation and Unipres R & D Co., Ltd.
- * Energy use is calculated according to the Act on the Rational Use of Energy.
- * The average yearly change in energy intensity over a five-fiscal-year period is the geometric mean of the year-on-year changes of the four consecutive years including the fiscal year of reporting.

Environmental Data (Global)

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan and overseas)

* Excluding Unipres North America, Inc., Unipres Wuhan Corporation and Unipres (Thailand) Co., LTD.

	Unit	FY2018	FY2019	FY2020
Power usage	MWh	297,469	234,999	206,583
Water consumption (water supply and groundwater)	Thousand m ³	1,651	1,622	1,305
Energy usage	MWh	431,682	303,286	298,279
Renewable energy generation	kWh	194,498	190,384	170,007
Greenhouse gas emissions (scopes 1 and 2) * See page 55 for scope 3, which has different criteria	t-CO ₂	198,178	148,724	122,234
Waste emissions (general waste + industrial waste) * The system boundary corresponds to Unipres Corporation, Unipres R & D Co., Ltd, Unipres Kyushu Corporation. * Excludes valuables that have been sold.	t	1,516	1,353	892

- *In regard to UM Corporation, only the data on power usage and renewable energy have been added to the aggregate data since fiscal 2020.
- *The data on emissions from mobile sources (mostly vehicles traveling on public roads) for fiscal 2018 do not include data from some offices.(Offices excluded: Unipres Mold, Unipres U.S.A., Unipres Mexicana, Unipres (UK), Unipres Guangzhou, Unipres Zhengzhou, Unipres Precision Guangzhou, Unipres India, and PT. Unipres Indonesia)
- *The data on emissions from mobile sources (mostly vehicles traveling on public roads) for fiscal 2019 do not include data from some offices.(Offices excluded: Unipres Mold, Unipres Alabama, Unipres (UK), Unipres Guangzhou, Unipres Precision Guangzhou, Unipres India, and PT. Unipres Indonesia)
- *The data on emissions from mobile sources (mostly vehicles traveling on public roads) for fiscal 2020 do not include data from some offices.(Offices excluded: Unipres Mold, Unipres Alabama, Unipres Mexicana, Unipres (China), Unipres Guangzhou, Unipres Precision Guangzhou, Unipres India, and PT. Unipres Indonesia)
- *The data from Unipres Mold used to calculate the water consumption during fiscal 2018 was an estimate. Moreover, the figure for the year shown above does not include Unipres (UK)'s consumption.
- *The data from Unipres Mold and Unipres U.S.A. used to calculate the water consumption during fiscal 2020 were estimates.

Others (Social Contributions, Compliance)

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan)

	FY 2020
Total amount of spending on community service activities (millions of yen)	2.3
Political contributions; spending on lobbying and other activities (millions of yen)	0.4
Disclosed fines, monetary penalties, or settlement money related to corruption (millions of yen)	0
Total amount of fines and penalties related to the environment during the fiscal year (millions of yen)	0

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	
GRI 102: General Disclosures 2016	102-1 *	a. Name of the organization.	3
	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.	3,4
	102-3 *	a. Location of the organization's headquarters.	3
	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.	3
	102-5 *	a. Nature of ownership and legal form.	3
	102-6 *	a. Markets served, including: ▪ geographic locations where products and services are offered; ▪ sectors served; ▪ types of customers and beneficiaries.	3,4
	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.	3,4,5, Annual Securities Reports (in Japanese)
	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.	63,64
	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.	12,26,27,28
	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.	15	
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.	18,49,50	
102-13 *	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	3,12	

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: 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.	7
	102-15	a. A description of key impacts, risks, and opportunities.	13,14
	102-16 *	a. A description of the organization's values, principles, standards, and norms of behavior.	16
	102-17	a. A description of internal and external mechanisms for: <ul style="list-style-type: none"> ▪ seeking advice about ethical and lawful behavior, and organizational integrity; ▪ reporting concerns about unethical or unlawful behavior, and organizational integrity. 	16,17
	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.	13
	102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	13
	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.	13,37,50
	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: <ul style="list-style-type: none"> ▪ 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. 	13, Annual Securities Reports (in Japanese)
	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.	13, Annual Securities Reports (in Japanese)
	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: <ul style="list-style-type: none"> ▪ stakeholders (including shareholders) are involved; ▪ diversity is considered; ▪ independence is considered; ▪ expertise and experience relating to economic, environmental, and social topics are considered. 	13
	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 (in Japanese) , Annual Securities Reports (in Japanese)
	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.	8,9,18,26,29,41,49

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: 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 (in Japanese)
	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.	13, 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.	13, 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.	8,9
	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 (in Japanese) Annual Securities Reports (in Japanese) Shareholders' Meeting Notices
	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 (in Japanese) Annual Securities Reports (in Japanese) Shareholders' Meeting Notices
	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.	12
	102-41 *	a. Percentage of total employees covered by collective bargaining agreements.	30

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-42 *	a. The basis for identifying and selecting stakeholders with whom to engage.	12
	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.	12
	102-44 *	a. Key topics and concerns that have been raised through stakeholder engagement, including: <ul style="list-style-type: none"> • 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.	2, Annual Securities Reports (in Japanese)
	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.	8,9
	102-47 *	a. A list of the material topics identified in the process for defining report content.	9
	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.	2
	102-51 *	a. If applicable, the date of the most recent previous report.	CSR Report
	102-52 *	a. Reporting cycle.	2
	102-53 *	a. The contact point for questions regarding the report or its contents.	2
	102-54 *	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ul style="list-style-type: none"> • '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'. 	2,66
	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: <ul style="list-style-type: none"> • 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. 	66-69
	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: <ul style="list-style-type: none"> • 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;8,9 GRI302·303·305·306·307; 49 GRI401·403·405;29,41
	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 	GRI302·303·305·306·307; 49 GRI401·403·405;29,41
	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.	GRI302·303·305·306·307; 50-62,65 GRI401·403·405; 34,41,63,64
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.	Annual Securities Reports (in Japanese)
	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.	Annual Securities Reports (in Japanese)

Topic	Disclosure		Page no. / document.
	No.	Title	
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>	35
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>	-

Topic	Disclosure		Page no. / document.
	No.	Title	
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>	16,17,27
	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>	65
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.	55,56
	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>	55
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>	50
	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>	53

Topic	Disclosure		Page no. / document.
	No.	Title	
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.	52
	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.	50
	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.	53
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.	59
	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.	59
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 km ² (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).	61

Topic	Disclosure		Page no. / document.
	No.	Title	
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>	61
	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>	52,64
	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>	52,64

Topic	Disclosure		Page no. / document.
	No.	Title	
GRI 305 : Emissions 2016★	305-3	<p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the 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. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. 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>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	53,54
	305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	-
	305-5	<p>a. GHG emissions reduced as a direct result of reduction initiatives, 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. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	52
	305-6	<p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	N/A
	305-7	<p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <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 <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>	57
GRI 306 : Effluents and Waste 2016★	306-1	<p>a. Total volume of planned and unplanned water discharges by:</p> <ul style="list-style-type: none"> • destination; • quality of the water, including treatment method; • whether the water was reused by another organization. <p>b. Standards, methodologies, and assumptions used.</p>	59

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GRI 306 : Effluents and Waste 2016★	306-2	<p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <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) <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <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) <p>c. How the waste disposal method has been determined:</p> <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 	55
	306-3	<p>a. Total number and total volume of recorded significant spills.</p> <p>b. The following additional information for each spill that was reported in the organization's financial statements:</p> <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). <p>c. Impacts of significant spills.</p>	N/A
	306-4	<p>a. Total weight for each of the following:</p> <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated <p>b. Percentage of hazardous waste shipped internationally.</p> <p>c. Standards, methodologies, and assumptions used.</p>	57
	306-5	<p>a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:</p> <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	<p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations 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 environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>
GRI 308 : Supplier Environmental Assessment 2016	308-1	<p>a. Percentage of new suppliers that were screened using environmental criteria.</p>	27

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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.	62
	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.	62
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.	30
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.	41
	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.	41
	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.	41
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.	32

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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.	32,33
	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.	-
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).	30,34,63
	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'.	30
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: <ul style="list-style-type: none"> • 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.	31
	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: <ul style="list-style-type: none"> • 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.	65
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	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: <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. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	-
GRI 417 : Marketing and Labeling 2016	417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: <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). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	-
	417-2	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: <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. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	-
	417-3	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: <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. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	-
GRI 418 : Customer Privacy 2016	418-1	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: <ul style="list-style-type: none"> • complaints received from outside parties and substantiated by the organization; • complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. <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	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area 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 laws and/or regulations, a brief statement of this fact is sufficient. <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	-