

【Comparative Table with GRI Guidelines】

The DNP Group CSR Report 2013 conforms with the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines G3.1. We self-evaluate our conformance with these guidelines to be at Level B.

Disclosure	Description	Disclosure Location <small>*Available only in Japanese</small>
1. Strategy & Profile		
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	CSR Report (Top Message) http://www.dnp.co.jp/csr/2013e/13_003-004.pdf
1.2	Description of key impacts, risks, and opportunities.	CSR Report (Top Message) http://www.dnp.co.jp/csr/2013e/13_003-004.pdf CSR Report (CSR at DNP) http://www.dnp.co.jp/csr/2013e/13_005-008.pdf CSR Report (DNP's Growth Strategy) http://www.dnp.co.jp/csr/2013e/13_009-014.pdf CSR Report (2012 CSR Management Report) http://www.dnp.co.jp/csr/2013e/13_015-020.pdf http://www.dnp.co.jp/csr/2013e/13_021-024.pdf
2. Organizational Profile		
2.1	Name of the organization.	Corporate Site (Corporate Profile) http://www.dnp.co.jp/eng/corporate/
2.2	Primary brands, products, and/or services.	Corporate Site (Products and Services) http://www.dnp.co.jp/eng/works/
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
2.4	Location of organization's headquarters.	Corporate Site (Corporate Profile) http://www.dnp.co.jp/eng/corporate/
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Corporate Site (Corporate Profile) http://www.dnp.co.jp/eng/corporate/
2.6	Nature of ownership and legal form.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
2.8	Scale of the reporting organization, including: * Number of employees	Corporate Site (Corporate Profile) http://www.dnp.co.jp/eng/corporate/
	Scale of the reporting organization, including: * Net sales (for private sector organizations) or net revenues (for public sector organizations)	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
	Scale of the reporting organization, including: * Total capitalization broken down in terms of debt and equity (for private sector organizations)	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
	Scale of the reporting organization, including: * Quantity of products or services provided.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: * The location of, or changes in operations, including facility openings, closings, and expansions.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
	Significant changes during the reporting period regarding size, structure, or ownership including: * Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
2.10	Awards received in the reporting period.	Corporate Site (Corporate Profile)* http://www.dnp.co.jp/about/back.html http://www.dnp.co.jp/csr/index03.html
3. Report Parameters		
REPORT PROFILE		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	CSR Report (Editorial Policy) http://www.dnp.co.jp/csr/2013e/13_001-002.pdf

3.2	Date of most recent previous report (if any).	Corporate Site (Topics) http://www.dnp.co.jp/eng/csr/corporate.html
3.3	Reporting cycle (annual, biennial, etc.)	CSR Report (Issuing Department / Contact Point) http://www.dnp.co.jp/csr/2013e/dnp_csr2013e.pdf
3.4	Contact point for questions regarding the report or its contents.	CSR Report (Issuing Department / Contact Point) http://www.dnp.co.jp/csr/2013e/dnp_csr2013e.pdf
REPORT SCOPE AND BOUNDARY		
3.5	Process for defining report content, including: * Determining materiality. * Prioritizing topics within the report. * Identifying stakeholders the organization expects to use the report.	CSR Report (CSR at DNP) http://www.dnp.co.jp/csr/2013e/13_005-008.pdf
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	CSR Report (Editorial Policy) http://www.dnp.co.jp/csr/2013e/13_001-002.pdf
3.7	State any specific limitations on the scope or boundary of the report	CSR Report (Editorial Policy) http://www.dnp.co.jp/csr/2013e/13_001-002.pdf
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	CSR Report (P23: Scope 3 Calculation) (P24: Greenhouse Gas Emissions Calculation) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf Environmental Report (P03: ROA, ROE) (P16: Environmental Efficiency) (P17: Solvent Usage Ratio) (P19: Greenhouse Gas Emissions Volume) (P21: Per-Unit Fuel Use for Transport) (P22: Scope 3 Calculation) (P27: Waste per Unit of Production, Zero Emissions) (P28: Waste Paper Collection Rate) (P43: CO ₂ Emissions Volume at Overseas Sites) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	CSR Report (P24: Environmental Activity Achievements in FY2012) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf Environmental Report (P19: Greenhouse Gas Emissions Calculation) (P45-46: Domestic Manufacturing Sites to Which Disclosure Applies) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	—
GRI CONTENT INDEX		
3.12	Table identifying the location of the Standard Disclosures in the report.	This chart
ASUURANCE		
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	Environmental Report (P47: Independent Review Report Comments by an Independent Institution) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
4. Governance, Commitments, and Engagement		
GOVERNANCE		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf

4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Corporate Site (Compliance with the Law and Social Ethics)* http://www.dnp.co.jp/csr/ethics/index.html
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Corporate Site (DNP Group Code of Conduct) http://www.dnp.co.jp/eng/concept/ CSR Report (DNP's Growth Strategy) http://www.dnp.co.jp/csr/2013e/13_009-014.pdf CSR Report (2012 CSR Management Report) http://www.dnp.co.jp/csr/2013e/13_015-020.pdf http://www.dnp.co.jp/csr/2013e/13_021-024.pdf
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	CSR Report (CSR at DNP) http://www.dnp.co.jp/csr/2013e/13_005-008.pdf Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
COMMITMENTS TO EXTERNAL INITIATIVES		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Environmental Report (P12: Status of Legal Compliance) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Development of a System for Business Continuity)* http://www.dnp.co.jp/csr/development/index.html Corporate Site (Compliance with the Law and Social Ethics)* http://www.dnp.co.jp/csr/ethics/index.html
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	CSR Report (CSR at DNP) http://www.dnp.co.jp/csr/2013e/13_005-008.pdf Environmental Report (P7: Promotion Partner of the Nippon Keidanren's 2009 Declaration on Biodiversity (P32: Participation in Development of National CFP Project) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Participation in Development of Color Universal Design Management System)* http://www.dnp.co.jp/csr/universal/efforts002.html
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies.	—
	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Participates in projects or committees.	Environmental Report (P32: CFP Efforts) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Intellectual Property Activities Contributing to a Wide Range of Business Activities)* http://www.dnp.co.jp/csr/contribution/intellectual/ Corporate Site (Ensuring Information Security)* http://www.dnp.co.jp/csr/security/index.html

	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Provides substantive funding beyond routine membership dues.	—
	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Views membership as strategic.	—
STAKEHOLDER ENGAGEMENT		
4.14	List of stakeholder groups engaged by the organization.	—
4.15	Basis for identification and selection of stakeholders with whom to engage.	—
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	CSR Report (Supporting Fairtrade) http://www.dnp.co.jp/csr/2013e/13_029-032.pdf
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	CSR Report (CSR at DNP) http://www.dnp.co.jp/csr/2013e/13_005-008.pdf CSR Report (2012 CSR Management Report) http://www.dnp.co.jp/csr/2013e/13_015-020.pdf
5. Management Approach and Performance Indicators (○: Core indicators)		
Economic		
MANAGEMENT APPROACH		
	Management Approach	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf
ECONOMIC PERFORMANCE		
○EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Annual Report http://www.dnp.co.jp/ir/pdf/annual/2013e/dnp_annual2013e.pdf Environmental Report (P38-42: Environmental Accounting) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
○EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Environmental Report (P38-42: Environmental Accounting) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
○EC3	Coverage of the organization's defined benefit plan obligations.	—
○EC4	Significant financial assistance received from government.	—
MARKET PRESENCE		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	—
○EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	CSR Report (Top Message) (Response against Conflict Minerals) http://www.dnp.co.jp/csr/2013e/13_003-004.pdf Corporate Site (Procurement) http://www.dnp.co.jp/eng/procurement/ Corporate Site (Promoting Social Responsibility through the Supply Chain)* http://www.dnp.co.jp/csr/supply/index.html
○EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Corporate Site (DNP Group Employee Composition)* http://www.dnp.co.jp/csr/databook/summary/theme04a.html
INDIRECT ECONOMIC IMPACTS		
○EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	CSR Report (Social Contribution Activities) http://www.dnp.co.jp/csr/2013/dnp_csr2013_8.pdf Corporate Site (Social Contribution as a Good Corporate Citizen)* http://www.dnp.co.jp/csr/ex/2013/index.html
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Environmental Report (P38-42: Environmental Accounting) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
Environmental		
MANAGEMENT APPROACH		

	Management Approach	Environmental Report http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Environmental Conservation and the Realization of a Sustainable Society)* http://www.dnp.co.jp/csr/environment/index.html
MATERIALS		
○EN1	Materials used by weight or volume.	Environmental Report (P17: Current Status of Environmental Impact) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
○EN2	Percentage of materials used that are recycled input materials.	—
ENERGY		
○EN3	Direct energy consumption by primary energy source.	Environmental Report (P17: Current Status of Environmental Impact) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
○EN4	Indirect energy consumption by primary source.	Environmental Report (P17: Current Status of Environmental Impact) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
EN5	Energy saved due to conservation and efficiency improvements.	Environmental Report (P20: Fuel Composition) (P21: Fuel Use and per Unit-Use for Transport) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Environmental Report (P29-31: Development and Sales of Environmentally Conscious Products) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Environmental Report (P29: Green Purchasing) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
WATER		
○EN8	Total water withdrawal by source.	Environmental Report (P17: Current Status of Environmental Impact) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
EN9	Water sources significantly affected by withdrawal of water.	—
EN10	Percentage and total volume of water recycled and reused.	Environmental Report (P17: Current Status of Environmental Impact) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
BIODIVERSITY		
○EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	—
○EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	CSR Report (Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf Environmental Report (P29-31: Environmentally Conscious Products and Services) (P34-37: Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Protecting Biodiversity)* http://www.dnp.co.jp/csr/environment/theme11h.html
EN13	Habitats protected or restored.	CSR Report (Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf Environmental Report (P29-31: Environmentally Conscious Products and Services) (P34-37: Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf Corporate Site (Protecting Biodiversity)* http://www.dnp.co.jp/csr/environment/theme11h.html

EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	<p>CSR Report (Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf</p> <p>Environmental Report (P29-31: Environmentally Conscious Products and Services) (P34-37: Protecting Biodiversity) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p> <p>Corporate Site (Protecting Biodiversity)* http://www.dnp.co.jp/csr/environment/theme11h.html</p>
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	—
EMISSIONS, EFFLUENTS, AND WASTE		
○EN16	Total direct and indirect greenhouse gas emissions by weight.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P19-22: Achieving a Low-Carbon Society) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN17	Other relevant indirect greenhouse gas emissions by weight.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P19-22: Achieving a Low-Carbon Society) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P19-22: Achieving a Low-Carbon Society) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN19	Emissions of ozone-depleting substances by weight.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P23: Reduction of Environmental Pollutants) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN20	NOx, SOx, and other significant air emissions by type and weight.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P23: Reduction of Environmental Pollutants) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN21	Total water discharge by quality and destination.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P24: Reduction of Environmental Pollutants) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN22	Total weight of waste by type and disposal method.	<p>Environmental Report (P17: Current Status of Environmental Impact) (P26-27: Reducing Undesired Material in Manufacturing Processes) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN23	Total number and volume of significant spills.	<p>Environmental Report (P12: Status of Legal Compliance) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	<p>Corporate Site (PRTR Data by Site) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data2_e.pdf</p>
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	—
PRODUCTS AND SERVICES		
○EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<p>Environmental Report (P29-31: Environmentally Conscious Products and Services) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
○EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	—
COMPLIANCE		
○EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	<p>Environmental Report (P12: Status of Legal Compliance) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf</p>
TRANSPORT		

EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	CSR Report (Scope 3 Calculation) http://www.dnp.co.jp/csr/2013e/13_021-024.pdf Environmental Report (P12: Status of Legal Compliance) (P22: Scope 3 Calculation) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
OVERALL		
EN30	Total environmental protection expenditures and investments by type.	Environmental Report (P38-42: Environmental Accounting) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
Labor Practices and Decent Work		
MANAGEMENT APPROACH		
	Management Approach	Corporate Site (Realization of a Safe and Vibrant Workplace)* http://www.dnp.co.jp/csr/safety/index.html
EMPLOYMENT		
OLA1	Total workforce by employment type, employment contract, and region.	Corporate Site (DNP Employee Composition, Employment Data)* http://www.dnp.co.jp/csr/databook/summary/theme04a.html
OLA2	Total number and rate of employee turnover by age group, gender, and region	Corporate Site (DNP Employee Composition, Employment Data)* http://www.dnp.co.jp/csr/databook/summary/theme04a.html
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	—
OLA15	Return to work and retention rates after parental leave, by gender.	Corporate Site (Parental Leave)* http://www.dnp.co.jp/csr/databook/summary/theme04b.html
LABOR/MANAGEMENT RELATIONS		
OLA4	Percentage of employees covered by collective bargaining agreements.	Securities Report* http://www.dnp.co.jp/ir/index_report.html
OLA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	—
OCCUPATIONAL HEALTH AND SAFETY		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	—
OLA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of workrelated fatalities by region.	Corporate Site (Work-Related Accident Prevention Activities)* http://www.dnp.co.jp/csr/safety/theme05d.html
OLA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Corporate Site (Health Maintenance Promotion Activities)* http://www.dnp.co.jp/csr/safety/theme05f.html
OLA9	Health and safety topics covered in formal agreements with trade unions.	Corporate Site (Work-Related Accident Prevention Activities)* http://www.dnp.co.jp/csr/safety/theme05d.html
TRAINING AND EDUCATION		
OLA10	Average hours of training per year per employee by employee category.	—
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Corporate Site (Training Programs)* http://www.dnp.co.jp/csr/databook/summary/theme05b.html Corporate Site (Personnel Development, Education System)* http://www.dnp.co.jp/csr/databook/summary/theme05a.html Corporate Site (Individual Life Plan Support)* http://www.dnp.co.jp/csr/databook/summary/theme04b.html
LA12	Percentage of employees receiving regular performance and career development reviews.	—
DIVERSITY AND EQUAL OPPORTUNITY		
OLA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Corporate Site (DNP Employee Composition, Employment Data)* http://www.dnp.co.jp/csr/databook/summary/theme04a.html

OLA14	Ratio of basic salary of men to women by employee category.	—
Human Rights		
MANAGEMENT APPROACH		
	Management Approach	<p>Corporate Site (DNP Group Code of Conduct) http://www.dnp.co.jp/eng/concept/</p> <p>Corporate Site (CSR Procurement Criteria) http://www.dnp.co.jp/eng/procurement/csr.html</p> <p>Corporate Site (Respect for Human Dignity and Diversity)* http://www.dnp.co.jp/csr/dignity/index.html</p>
INVESTMENT AND PROCUREMENT PRACTICES		
○HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	—
○HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	<p>Corporate Site (CSR Procurement Criteria) http://www.dnp.co.jp/eng/procurement/csr.html</p> <p>Corporate Site (Promoting Social Responsibility through the Supply Chain)* http://www.dnp.co.jp/csr/supply/index.html</p>
○HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	—
NON-DISCRIMINATION		
○HR4	Total number of incidents of discrimination and actions taken.	—
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
○HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	—
CHILD LABOR		
○HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	<p>Corporate Site (CSR Procurement Criteria) http://www.dnp.co.jp/eng/procurement/csr.html</p> <p>Corporate Site (Promoting Social Responsibility through the Supply Chain)* http://www.dnp.co.jp/csr/supply/index.html</p>
FORCED AND COMPULSORY LABOR		
○HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	<p>Corporate Site (CSR Procurement Criteria) http://www.dnp.co.jp/eng/procurement/csr.html</p> <p>Corporate Site (Promoting Social Responsibility through the Supply Chain)* http://www.dnp.co.jp/csr/supply/index.html</p>
SECURITY PRACTICE		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	—
INDIGENOUS RIGHTS		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	—
ASSESSMENT		
○HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	—
REMEDATION		
○HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	—
Society		
MANAGEMENT APPROACH		
	Management Approach	<p>Corporate Site (DNP Group Code of Conduct) http://www.dnp.co.jp/eng/concept/</p> <p>Corporate Site (DNP Group Social Contribution Policy)* http://www.dnp.co.jp/csr/citizen/theme10.html</p>
COMMUNITY		

○S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	—
○S09	Operations with significant potential or actual negative impacts on local communities.	Environmental Report (P12: Status of Legal Compliance) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
○S010	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Environmental Report (P12: Status of Legal Compliance) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
CORRUPTION		
○S02	Percentage and total number of business units analyzed for risks related to corruption.	Corporate Site (Compliance with the Law and Social Ethics)* http://www.dnp.co.jp/csr/ethics/index.html
○S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Corporate Site (Compliance with the Law and Social Ethics)* http://www.dnp.co.jp/csr/ethics/index.html
○S04	Actions taken in response to incidents of corruption.	—
PUBLIC POLICY		
○S05	Public policy positions and participation in public policy development and lobbying.	—
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	—
ANTI-COMPETITIVE BEHAVIOR		
○S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—
COMPLIANCE		
○S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	—
Product Responsibility		
MANAGEMENT APPROACH		
	Management Approach	Corporate Site (Ensuring the Safety and Quality of Our Products and Services)* http://www.dnp.co.jp/csr/quality/index.html
CUSTOMER HEALTH AND SAFETY		
○PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Corporate Site (Ensuring the Safety and Quality of Our Products and Services)* http://www.dnp.co.jp/csr/quality/index.html
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	—
PRODUCT AND SERVICE LABELING		
○PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Environmental Report (P29-31: Environmentally Conscious Products and Services) http://www.dnp.co.jp/csr/2013e/dnp_csr2013data_e.pdf
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	—
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	—
MARKETING COMMUNICATIONS		
○PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Corporate Site (DNP Group Code of Conduct) http://www.dnp.co.jp/eng/concept/
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	—
CUSTOMER PRIVACY		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	—
COMPLIANCE		

○PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	-
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