

GRI Guideline Comparison List

Comparison Chart of "GRI Sustainability Reporting Guidelines (G3.1)" and "United Nations Global Compact Principles"		Corresponding Global Compact Principle	Relevant page(s) in the Detailed version (PDF) of the CSR Report 2013
1. Strategy and Analysis			
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.	-	3-11 (Dialogue)
1.2	Description of key impacts, risks, and opportunities.	-	3-11 (Dialogue) 12-14 (CSR of the MHI Group) 37-42 (CSR Action Plans) 91-97 (Targets and Progress)
2. Organizational Profile			
2.1	Name of the organization.	-	43-52 (Company Profile)
2.2	Primary brands, products, and/or services.	-	43-52 (Company Profile)
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	-	-
2.4	Location of organization's headquarters.	-	43-52 (Company Profile)
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.	-	43-52 (Company Profile)
2.6	Nature of ownership and legal form.	-	43-52 (Company Profile)
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	-	43-52 (Company Profile)
2.8	Scale of the reporting organization.	-	43-52 (Company Profile)
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	-	-
2.10	Awards received in the reporting period.	-	168-173 (Recognition from Society)
3. Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	-	1 (Editorial Policy)
3.2	Date of most recent previous report (if any).	-	1 (Editorial Policy)
3.3	Reporting cycle (annual, biennial, etc.)	-	1 (Editorial Policy)
3.4	Contact point for questions regarding the report or its contents.	-	(Back Cover)
Report Scope and Boundary			
3.5	Process for defining report content	-	1 (Editorial Policy)
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	-	1 (Editorial Policy)
3.7	State any specific limitations on the scope or boundary of the report.	-	1 (Editorial Policy)
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.	-	-
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.	-	1 (Editorial Policy) 99 (Environmental Accounting) 110 (CO ₂ Reductions with MHI Product Usage (FY2012))
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).	-	-
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.	-	(GRI Guideline Comparison List)
Assurance			
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).	-	53 (Third-Party Opinions, Acting on Third-Party Opinions)

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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.	-	55-58 (Current Status of Corporate Governance and Internal Controls) 60-62 (Promoting Comprehensive and Strategic CSR Activities) 63-67 (Activities of Major Related Committees in Fiscal 2012)
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).	-	55-58 (Current Status of Corporate Governance and Internal Controls)
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.	-	55-58 (Current Status of Corporate Governance and Internal Controls)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	-	55-58 (Current Status of Corporate Governance and Internal Controls) 148-153 (Building a Better Working Environment)
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).	-	(MHI Website : Securities report, Quarterly report)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	-	-
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	-	-
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.	-	1 (Creed) 12-14 (CSR of the MHI Group) 37-42 (CSR Action Plans) 71-73 (Improving Compliance Principles/Guidelines) 78-80 (Environmental Management Promotion System) 91-97 (Targets and Progress) 138 (Fair Dealing) 139-141 (Promoting CSR Procurement) 155 (Fulfilling our Policy on Social Contribution Activities)
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. Include frequency with which the highest governance body assesses sustainability performance.	-	3-11 (Dialogue) 12-14 (CSR of the MHI Group) 55-58 (Current Status of Corporate Governance and Internal Controls) 60-62 (Promoting Comprehensive and Strategic CSR Activities) 63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 78-80 (Environmental Management Promotion System)
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	-	-

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Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	-	3-11 (Dialogue) 59 (Risk Management) 60-62 (Promoting Comprehensive and Strategic CSR Activities) 63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 71-73 (Improving Compliance Principles/Guidelines) 87 (Controlling and Improving Response to Potential Environmental Impact Risks) 127-130 (Enhancing Product Safety) 138 (Fair Dealing) 139-141 (Promoting CSR Procurement)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	-	1 (Editorial Policy) 3-11 (Dialogue) 12-14 (CSR of the MHI Group)
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	-	-
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.	-	12-14 (CSR of the MHI Group)
4.15	Basis for identification and selection of stakeholders with whom to engage.	-	12-14 (CSR of the MHI Group)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	-	3-11 (Dialogue) 33-34 (Dialogues with Stakeholders) 60-62 (Promoting Comprehensive and Strategic CSR Activities) 127-130 (Enhancing Product Safety) 131-133 (Enhancing Customer Satisfaction (CS)) 135-136 (Disclosure Principles and IR Activities) 139-141 (Promoting CSR Procurement) 148-153 (Building a Better Working Environment) 154 (Forum 35) 156-162 (Achievements Made through Social Contribution Activities (FY2012))
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.	-	12-14 (CSR of the MHI Group) 37-42 (CSR Action Plans)
5. Management Approach and Performance Indicators			
Economic			
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.	-	12-14 (CSR of the MHI Group) 156-162 (Achievements Made through Social Contribution Activities (FY2012)) 189-192 (CSR-Related Data)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	-	3-11 (Dialogue) 12-14 (CSR of the MHI Group) 15-24 (Special Feature) 25-32 (Employees Introduce Our CSR Activities) 37-42 (CSR Action Plans) 91-97 (Targets and Progress) 99 (Environmental Accounting) 110 (CO ₂ Reductions with MHI Product Usage (FY2012)) 122-125 (Main Products and Technologies in 2012)
EC3	Coverage of the organization's defined benefit plan obligations.	-	-
EC4	Significant financial assistance received from government.	-	-

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Market Presence			
EC5	Range of ratios of standard entry level wage by gender 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.	-	-
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	-	-
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.	-	3-11 (Dialogue) 15-24 (Special Feature) 25-32 (Employees Introduce Our CSR Activities) 110 (CO ₂ Reductions with MHI Product Usage (FY2012)) 122-125 (Main Products and Technologies in 2012) 156-162 (Achievements Made through Social Contribution Activities (FY2012))
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	-	139-141 (Promoting CSR Procurement) 148-153 (Building a Better Working Environment)
Environmental			
Materials			
EN1	Materials used by weight or volume.	Principle 8	-
EN2	Percentage of materials used that are recycled input materials.	Principle 8, Principle 9	-
Energy			
EN3	Direct energy consumption by primary energy source.	Principle 8	98 (Material Balance)
EN4	Indirect energy consumption by primary source.	Principle 8	98 (Material Balance) 101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures)
EN5	Energy saved due to conservation and efficiency improvements.	Principle 8, Principle 9	101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures) 107-108 (Measures to Curb CO ₂ Emissions in Transport)
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Principle 8, Principle 9	3-11 (Dialogue) 15-24 (Special Feature) 91-97 (Targets and Progress) 110 (CO ₂ Reductions with MHI Product Usage (FY2012)) 122-125 (Main Products and Technologies in 2012)
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Principle 8, Principle 9	-
Water			
EN8	Total water withdrawal by source.	Principle 8	98 (Material Balance) 116-117 (Protecting Water Resources)
EN9	Water sources significantly affected by withdrawal of water.	Principle 8	-
EN10	Percentage and total volume of water recycled and reused.	Principle 8, Principle 9	116-117 (Protecting Water Resources)
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.	Principle 8	-
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Principle 8	-
EN13	Habitats protected or restored.	Principle 8	82-86 (Initiatives to Preserve Biodiversity)
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Principle 8	82-86 (Initiatives to Preserve Biodiversity) 91-97 (Targets and Progress)
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Principle 8	-

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Emissions, Effluents, and Waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Principle 8	91-97 (Targets and Progress) 98 (Material Balance) 101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures) 107-108 (Measures to Curb CO ₂ Emissions in Transport)
EN17	Other relevant indirect greenhouse gas emissions by weight.	Principle 8	98 (Material Balance) 101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures)
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Principle 7, Principle 8, Principle 9	91-97 (Targets and Progress) 101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures) 107-108 (Measures to Curb CO ₂ Emissions in Transport)
EN19	Emissions of ozone-depleting substances by weight.	Principle 8	91-97 (Targets and Progress) 98 (Material Balance) 101-106 (Promotion of Energy-saving and CO ₂ Emission Control Measures)
EN20	NO, SO, and other significant air emissions by type and weight.	Principle 8	98 (Material Balance) 118-121 (Curbing the Use and Emissions of Chemical Substances through Proper Management and Use of Alternatives)
EN21	Total water discharge by quality and destination.	Principle 8	98 (Material Balance) 116-117 (Protecting Water Resources)
EN22	Total weight of waste by type and disposal method.	Principle 8	98 (Material Balance) 112-114 (Curbing Waste Generation, Release and Disposal) 115 (Using Electronic Manifests (e-manifests))
EN23	Total number and volume of significant spills.	Principle 8	-
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.	Principle 8	-
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.	Principle 8	-
Products and Services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Principle 7, Principle 8, Principle 9	3-11 (Dialogue) 12-14 (CSR of the MHI Group) 15-24 (Special Feature) 25-32 (Employees Introduce Our CSR Activities) 91-97 (Targets and Progress) 110 (CO ₂ Reductions with MHI Product Usage (FY2012)) 122-125 (Main Products and Technologies in 2012)
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Principle 8, Principle 9	-
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Principle 8	-
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.	Principle 8	91-97 (Targets and Progress) 107-108 (Measures to Curb CO ₂ Emissions in Transport)
Overall			
EN30	Total environmental protection expenditures and investments by type.	Principle 7, Principle 8, Principle 9	99 (Environmental Accounting)
Social			
Labor Practices and Decent Work			

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Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	-	43-52 (Company Profile) 143-147 (Utilizing and Cultivating Diverse Human Resources) 189-192 (CSR-Related Data)
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Principle 6	189-192 (CSR-Related Data)
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	-	-
LA15	Return to work and retention rates after parental leave, by gender.	-	-
Labor/Management Relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Principle 1, Principle 3	148-153 (Building a Better Working Environment) 189-192 (CSR-Related Data)
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	Principle 3	-
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.	Principle 1	189-192 (CSR-Related Data)
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Principle 1	148-153 (Building a Better Working Environment) 189-192 (CSR-Related Data)
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Principle 1	148-153 (Building a Better Working Environment)
LA9	Health and safety topics covered in formal agreements with trade unions.	Principle 1	-
Training and Education			
LA10	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.	-	143-147 (Utilizing and Cultivating Diverse Human Resources)
LA12	Percentage of employees receiving regular performance and career development reviews.	-	143-147 (Utilizing and Cultivating Diverse Human Resources)
Diversity and Equal Opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Principle 1, Principle 6	143-147 (Utilizing and Cultivating Diverse Human Resources) 189-192 (CSR-Related Data)
LA14	Ratio of basic salary of men to women by employee category.	Principle 1, Principle 6	189-192 (CSR-Related Data)
Human Rights			
Investment and Procurement Practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Principle 1, Principle 2, Principle 3, Principle 4, Principle 5, Principle 6	-
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Principle 1, Principle 2, Principle 3, Principle 4, Principle 5, Principle 6	139-141 (Promoting CSR Procurement)
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.	Principle 1, Principle 2, Principle 3, Principle 4, Principle 5, Principle 6	148-153 (Building a Better Working Environment)
Non-discrimination			
HR4	Total number of incidents of discrimination and actions taken.	Principle 1, Principle 2, Principle 6	-

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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.	Principle 1, Principle 2, Principle 3	-
Child Labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Principle 1, Principle 2, Principle 5	63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 139-141 (Promoting CSR Procurement)
Forced and Compulsory Labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Principle 1, Principle 2, Principle 4	63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 139-141 (Promoting CSR Procurement)
Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Principle 1, Principle 2	-
Indigenous Rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Principle 1, Principle 2	-
Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Principle 1, Principle 2, Principle 4, Principle 5, Principle 6	-
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Principle 1, Principle 2, Principle 4, Principle 5, Principle 6	-
Society			
Community			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	-	-
SO9	Operations with significant potential or actual negative impacts on local communities.	-	-
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	-	-
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Principle 10	59 (Risk Management) 63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 74 (Compliance Training and Increasing Awareness)
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Principle 10	59 (Risk Management) 63-67 (Activities of Major Related Committees in Fiscal 2012) 68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 71-73 (Improving Compliance Principles/Guidelines) 74 (Compliance Training and Increasing Awareness)
SO4	Actions taken in response to incidents of corruption.	Principle 10	-

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Public Policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Principle 1, Principle 2, Principle 3, Principle 4, Principle 5, Principle 6, Principle 7, Principle 8, Principle 9, Principle 10	-
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Principle 10	-
Anti-Competitive Behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	-	68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group)
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	-	68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group)
Product Responsibility			
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.	Principle 1	127-130 (Enhancing Product Safety)
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.	Principle 1	68-70 (Organizing a Structure to Promote Compliance that Encompasses the Entire Group) 127-130 (Enhancing Product Safety)
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.	Principle 8	-
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Principle 8	131-133 (Enhancing Customer Satisfaction (CS))
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	-	131-133 (Enhancing Customer Satisfaction (CS))
Marketing Communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	-	131-133 (Enhancing Customer Satisfaction (CS))
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.	Principle 1	-
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	-	-