Compari Principle	son Chart of "GRI Sustainability Reporting Guidelines (G3)" and "United Nations Global Compact s"	Corresponding Global Compact Principle	Relevant page(s) in CSR Report 2010
1 Strat	egy and Analysis		
1.1	Statement from the most senior decision maker of the organization (e.g., CEO, chair, or equivalent senior position) about	-	3–7 (Dialogue)
1.0	the relevance of sustainability to the organization and its strategy.		2-7 (Dielegue)
1.2	Description of key impacts, risks, and opportunities.	-	3−7 (Dialogue) 11−12 (CSR of the MHI Group)
			25–26 (CSR Action Plans)
2 Organ	l nizational Profile		
2.01 gai	Name of the organization.	-	9 (Overview of the MHI Group)
2.2	Primary brands, products, and/or services.	-	10 (Overview of the MHI Group)
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	-	27 (Management)
2.4	Location of organization's headquarters.	_	9 (Overview of the MHI Group)
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are	-	10 (Overview of the MHI Group)
	specifically relevant to the sustainability issues covered in the report.		
2.6 2.7	Nature of ownership and legal form. Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	-	9 (Overview of the MHI Group) 10 (Overview of the MHI Group)
2.7	Scale of the reporting organization.	-	9 (Overview of the MHI Group)
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	-	29 (New Organizations and Measures Concerning Business and Management Inclusively)
2.10	Awards received in the reporting period.	-	62 (Recognition from Society)
	ort Parameters		
Report Pr			
3.1 3.2	Reporting period (e.g., fiscal/calendar year) for information provided. Date of most recent previous report (if any).	-	1 (Editorial Policy) 1 (Editorial Policy)
3.2 3.3	Reporting cycle (annual, biennial, etc.)	-	1 (Editorial Policy) 1 (Editorial Policy)
3.4	Contact point for questions regarding the report or its contents.		65
	ope and Boundary		
3.5 3.6	Process for defining report content Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI	-	1 (Editorial Policy) 1 (Editorial Policy)
3.0	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.		
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	-	-
3.9	significantly affect comparability from period to period and/or between organizations. Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations	_	42 (Environmental Accounting)
	applied to the compilation of the Indicators and other information in the report.		
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	-	-
GRI Conte	report.		
3.12	Table identifying the location of the Standard Disclosures in the report.	-	This table
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).	-	64 (Third-Party Opinions)
	ernance, Commitments, and Engagement		
Governand			
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.	-	28 (Corporate Governance)
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the	-	28 (Corporate Governance)
	organization's management and the reasons for this arrangement).		
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.	-	28 (Corporate Governance)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	-	28 (Corporate Governance) 57 (Promoting communication between management and labor)
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).	-	-
4.6 4.7	Processes in place for the highest governance body to ensure conflicts of interest are avoided. Process for determining the qualifications and expertise of the members of the highest governance body for guiding the	-	28 (Corporate Governance) 28 (Corporate Governance)
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.	-	28 (Corporate Governance) 25–26 (CSR Action Plans) 31–32 (Activities of Major Related Committees in Fiscal 2009)
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic,	-	11-12 (CSR of the MHI Group)
4.9	environmental, and social performance and the status of their implementation. Procedures of the highest governance body for overseeing the organization's identification and management of economic,	_	25-26 (CSR Action Plans) 28 (Corporate Governance)
4.9	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.		26 (Corporate Governance)
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic,	-	-
	environmental, and social performance.		
Commitme 4.11	ents to External Initiatives Explanation of whether and how the precautionary approach or principle is addressed by the organization.	-	30 (Promotion of CSR) 31–32 (Activities of Major Related Committees in Fiscal 2009)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	-	3-7 (Dialogue)
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	-	
	er Engagement		
4.14	List of stakeholder groups engaged by the organization.	-	11-12 (CSR of the MHI Group)
			49 (Commitment to People and Society)
4.15	Basis for identification and selection of stakeholders with whom to engage.	-	11-12 (CSR of the MHI Group)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	-	24 (A bridge to the next Generation)
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.	-	13–15 (Close ties with the Earth) 17–19 (Close ties with Society) 21–24 (A bridge to the next
	to those key topics and concerns, including through its reporting.		17−19 (Close ties with Society) 21−24 (A bridge to the next Generation)

5. Mar	agement Approach and Performance Indicators		
Econor			
	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.	-	11–12 (CSR of the MHI Group) 58 (Contributions to Society)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	-	13–15 (Close ties with the Earth) 42 (Environmental Accounting)
EC3	Coverage of the organization's defined benefit plan obligations.	-	-
EC4	Significant financial assistance received from government.	-	-
Market Pr EC5	esence 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.	-	53–54 (Commitment to Our Business Partners (Suppliers))
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	-	-
Indirect Ed EC8	conomic Impacts Development and impact of infrastructure investments and services provided primarily for public benefit through	-	58-61 (Contributions to Society)
	commercial, in kind, or pro bono engagement.		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	_	42 (Environmental Accounting)
	imental		
Materials EN1	Materials used by weight or volume.	Principle 8	37 (Commitment to the Global
EN2		Principle 8, Principle 9	Environment)
EN2 Energy	Percentage of materials used that are recycled input materials.	Frinciple o, Principle 9	
EN3	Direct energy consumption by primary energy source.	Principle 8	37 (Commitment to the Global Environment) 43 (Countermeasures against Global
EN4	Indirect energy consumption by primary source.	Principle 8	Warming) 37 (Commitment to the Global Environment) 43 (Countermeasures against Global
EN5	Energy saved due to conservation and efficiency improvements.	Principle 8, Principle 9	Warming) 43 (Countermeasures against Global Warming) 47–48 (Products and Technologies that Reduce Environmental Impact)
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	43 (Countermeasures against Global Warming) 47–48 (Products and Technologies that Reduce Environmental Impact)
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	-	13–15 (Close ties with the Earth) 43 (Countermeasures against Global Warming)
Water EN8	Total water withdrawal by source.	Principle 8	45 (Resource Conservation and Waste
EN9	Water sources significantly affected by withdrawal of water.		Management)
EN10	Percentage and total volume of water recycled and reused.	Principle 8, Principle 9	45 (Resource Conservation and Waste Management)
Biodiversi <sup>.</sup> EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	Principle 8	-
EN12	outside protected areas. Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high	Principle 8	-
	biodiversity value outside protected areas.	Deinsints 0	49 (Due e en sin en Die die se weiter)
EN13 EN14	Habitats protected or restored. Strategies, current actions, and future plans for managing impacts on biodiversity.	Principle 8 Principle 8	42 (Preserving Biodiversity)
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	-
	Effluents, and Waste	Principle 8	43 (Countermeasures creitet Olabel
EN16 EN17	Total direct and indirect greenhouse gas emissions by weight. Other relevant indirect greenhouse gas emissions by weight.	Principle 8 Principle 8	43 (Countermeasures against Global Warming) 43 (Countermeasures against Global
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Principle 7, Principle 8,	Warming) 13–15 (Close ties with the Earth)
		Principle 9	43 (Countermeasures against Global Warming) 47–48 (Products and Technologies that Reduce Environmental Impact)
EN19	Emissions of ozone-depleting substances by weight.	Principle 8	46 (Management of Chemical Substances)
EN20	NO, SO, and other significant air emissions by type and weight.	Principle 8	37 (Commitment to the Global Environment)
EN21	Total water discharge by quality and destination.	Principle 8	45 (Resource Conservation and Waste Management)
EN22	Total weight of waste by type and disposal method.	Principle 8	45 (Resource Conservation and Waste Management)
	Total number and volume of significant spills.	Principle 8	39 (Controlling and Improving Response to Potential Environmental Impact
EN23			Risks)
EN23 EN24 EN25	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. Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the	Principle 8 Principle 8	

Bits   Proof Sec.   Proof Sec. <th>Due due te a</th> <th></th> <th></th> <th></th>	Due due te a			
Combinities   Perspect				42 (Environmental Accounting) 43 (Countermeasures against Global Warming) 47–48 (Products and Technologies that
Content   Content   Particle   <	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Principle 8, Principle 9	-
Income of even				
BNB generat enromes of inputs of source of a source o			Principle 8	39 (State of environmentalrelated accidents and noncompliance with laws)
BMD   End universent is indexide equation and investment by trans   Process P   ProcesP   ProcesP   ProcesP	EN29		Principle 8	44 (Countermeasures against Global Warming)
Product Responsibility   Product Set Set Set Set Set Set Set Set Set Se		Total environmental protection expenditures and investments by type.		42 (Environmental Accounting)
Continuer Mathematical States   Interpretation of States	Social			
Filt   In syste stages in which health are cafely mouth of poolstate and services and possessed for monovement, and performance of international devices and possessed for monovement, and performance of the service adjusted to adjust possessed for monovement, and performance of the service adjusted to adjust posses of possesses of the service adjust performance of the service of the service adjust performance of the service adjusted to adjust posses of possesses of the service adjust performance of the service adjusted to adjust performance of the service adjusted to adjust performance of the service adjusted to adjust performance of the service of the service adjust performance of the service o	Product	Responsibility		
procenting of significant products and service analysis of a big model and setty model.   Final Products and service and service and service and settings of significant and setty model.   Final Products and service a		lealth and Safety		
Berls and a decision of advance shaft with "Brack by type of decisions.   Percent of Security Control of Control of Security Control of Security Control of Security Control of Security Control of C		percentage of significant products and services categories subject to such procedures.		50 (Enhancing Product Safety)
FIG   Type of product of a variable information required by productions and providing or digital product and service   Process of a variable of provide a variable or provide a variable of p			Principle 1	-
PRM   Total number of maintains of non-compliance with negatations and solutionty codes concentry particular and sources   Principle 8   -     PRM   Total number of maintains of non-compliance with negatations and solutionty codes concentry solution and sources   Principle 8   -     PRM   Total number of maintains of non-compliance with and solutionty codes concentring standards. Including and solutionty codes concentration in solution and solutionty codes concentration in solution and solutionty codes concentration and solutionts of solutions. Total number of maintains of monocompliance with and solutionts pole concentration. Including and solutions of pole concentration.   -   -     PRM   Total number of maintains of monocomplex on the law and regulations concentration and solution of pole.   -   -   -     Principle and the solution to pole pole concentration.   Principle and and solution.   -   -   -     Principle and the solution to pole pole concentration.   Principle and and concentration.   Principle and andintee andintee of pole pole concentration.   Princi	PR3	Type of product and service information required by procedures, and percentage of significant products and services	Principle 8	-
PR5   Planting values or waiting tools. Including results of surveys exactions relations.   Stability of the survey o	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service	Principle 8	-
Image: Second			-	51 (Enhancing Customer Satisfaction
PRegene for adverters to besc, standards, put voluntary codes created to markening communications, including advertering provides of non-compliance with regulations and voluntary codes community methoding communications, including advertering provides and economic by they of autoance provides and provides and provides of they of autoance provides and provide provides and provides and provides and provides an				
elevertains   Image: Provide and advances   Image: Provide advance	_		_	-
Instaluting advertising promotion, and sponsarials by type of outcomes.   Instalution     Press   Feat number of subtainities compliants regarding breaches of sustainer privacy and losses of custamer data.   Principle 1   38 (Compliance)     Press   Product and excises.   Principle 1   38 (Compliance)     Product and excises.   Principle 1   38 (Compliance)   Principle 1     Call or Practices and Decent Work   Principle 1   Principle 3   Principle 3     Call or observations of engineers to get and region.   Principle 8   35 (Commitment to Our Engineers)     Call or Practices and Decent Work   Principle 1   Si (Commitment to Our Engineers)     Call or observations of engineers to make the are not provided to temporary or part time engineers to the main and rate of engineers to make the set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to set of the main and rate of engineers end to the main and rate of the main and rate of the main and rate of the main a				
PRB   Total number of substantiated complaints ingurring breaches of customer privacy and losses of customer data.   Principle 1   38 (Compliance)     Correlations   -   -   -   -     Labor Practices and Decort Work   -   -   -     Labor Practices and Decort Work   -   -   -     LAI   Total workforce by encloyment contract, and region.   -   -   -     LAI   Total workforce by encloyment contract, and region.   -   -   -     LAI   Total workforce by encloyment contract, and region.   -   -   -   -     LAI   Total workforce by encloyment contract, and region.   -   -   -   -   -     LAI   Total workforce by encloyment contract, and region.   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -		including advertising, promotion, and sponsorship by type of outcomes.	-	-
PHB Monitary value of significant fines for non-compliance with laws and regulations concerning the provision and use of produces and Decent Work - -   Labor Practices and Decent Work - - -   Endowment - - -   LAI Total workforce by employment type, employment contract, and region. - - -   LAI Total number and rate of employee turnover by age group, gender, and region. Principle 6 S5 (Commitment to Our Employee turnover by age group, gender, and region.   LAB Benefits provided to full time employees that are not provided to temporary or part-time employees. by major operations. S5-57 (Commitment to Our Employee turnover by age group, gender, and region.   LAB Benefits provided to full time employees covered by collective bargaining agreements. Principle 1 -   AM Principle 3 - - -   Coopcational Health and Safety Principle 1 - - -   LAB Principle 1 - - - - -   LAB Minitum notice period. Regree and advace on oncoungational diseases, lost days, and absentations, and darkery concentration and advace on oncoungational diseases. Principle 1 - - - -			Principle 1	36 (Compliance)
Labor Practices and Decent Work   International Contract, and region.   Principle 5   Stice Commitment to Our Employee     LA2   Total number and rate of employee turnover by age group, gender, and region.   Principle 5   Stice Commitment to Our Employee     LA3   Benefica provided to full-time employees that are not provided to temporary or part-time employees, by major operations.   Principle 1. Principle 3   -   Stice Commitment to Our Employee     LA4   Percentage of employees covered by collective bargaining agreements.   Principle 1. Principle 3   -   -   Constraining of employees covered by collective bargaining agreements.   Principle 1. Principle 3   -   -   Constraining of total workforce oppresention dranges, including whether it is specified in collective agreements.   Principle 1   -   -   Constraining of total workforce oppresention dranges, including whether it is specified in collective agreements.   Principle 1   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   <	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of	-	-
Employment Image: Complexity of the MHI Group) 10 (Overview of the MHI Group)   LA1 Total workforce by employment type, employment contract, and region. Principle 5 55 (Commitment to Our Employer   LA2 Total number and rate of employee turnover by age group, gender, and region. Principle 5 55 (Commitment to Our Employee   LA3 Brendits provided to full time employees that are not provided to temporary or part time employees, by major operations - 85-67 (Commitment to Our Employee   LA4 Percentage of employees covered by collective bargening agreements. Principle 3 -   LA4 Percentage of total onteffore represented in formal pilott transgement-worker health and aafety committees that help Principle 1 -   LA6 Minimum notice penidely inclusion, and number of work related fatalities by region Principle 1 57 (Building a Better Working Environment)   LA7 Rates of injury. Occupational diseases. Data addity topics covered in formal generational chasses. Principle 1 57 (Building a Better Working Environment)   LA9 Rates of injury. Occupational diseases. Data addity topics covered in formal generation addity covers covered in formal genemployee catagory. - - <td></td> <td></td> <td></td> <td></td>				
LA1 Total workforce by employment type, employment contract, and region. - 10 (Dearview of the MHI Group) S5 (Commitment to Our Employer.   LA2 Total number and rate of employee turnover by ass group, gender, and region. Principle 6 S5 Commitment to Our Employee.   LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by migor operations. - S5-57 (Commitment to Our Employee.   LA4 Processage of transports covered by collective bargaining agroements. Principle 1, Principle 3 -   LA4 Processage of transports covered by collective bargaining agroements. Principle 1, Principle 3 -   LA6 Processage of transports covered by collective bargaining agroements. Principle 1 - -   LA6 Processage of transports covered by collective bargaining agroements. Principle 1 - -   LA6 Processage of transport covered by and absentacion, and number of work-related fatalities by region. Principle 1 57 (Building a Better Working Environment)   LA7 Rates of liquity, coccupational decesses. Frinciple 1 57 (Building a Better Working Environment) 57 (Building a Better Working Environment)   LA8 Education, training per yearing serious abseases. Principle 1 57 (Building a Better Working Environm				
LA2   Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.   -   55-57 (Commitment to Our Employee)     Libor/Management Relations   -   55-57 (Commitment to Our Employee)   -   55-57 (Commitment to Our Employee)     Libor/Management Relations   -   -   55-57 (Commitment to Our Employee)   -     Libor/Management Relations   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   -   - <td></td> <td></td> <td>-</td> <td>10 (Overview of the MHI Group) 55 (Commitment to Our Employees)</td>			-	10 (Overview of the MHI Group) 55 (Commitment to Our Employees)
Labor /Vanagement. Reliations   Inclusion     LA4   Percentage of employees overed by collective bargaining agreements.   Principle 1. Principle 3   -     LA5   Minimum notice period(s) regarding operational changes, including whether it is opeolified in collective agreements.   Principle 3   -     Concestional Heakth and Safety programs.   Principle 1   -   -     LA6   Minimum notice period(s) regarding operational changes, including whether it is opeolified in collective agreements.   Principle 1   -     LA6   Percentage of total workfrore persented in formal joint management-worker health and safety programs.   Principle 1   -     LA7   Rates of injury, occupational diseases, lost days, and absenteeiam, and number of work-related fatalities by region.   Principle 1   57 (Building a Better Working Environment)     LA8   Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families.   Principle 1   57 (Building a Better Working Environment)     LA9   Health and safety topics covered in formal agreements with trade unions.   Principle 1   57 (Building a Better Working Environment)     LA10   Average hours of training per year per employee bateport   Principle 1   57 (Building a Better Working Environment)	LA2	Total number and rate of employee turnover by age group, gender, and region.	Principle 6	55 (Commitment to Our Employees)
L44 Percentage of employees covered by collective bargaining agreements. Principle 1, Principle 3 -   LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements. Principle 3 -   Cocupational Heath and Safety Principle 3 -   LA6 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements. Principle 3 -   LA7 Rates of injury, occupational diseases, lost days, and absenteelism, and number of work-related fatalities by region. Principle 1 57 (Building a Better Working Environment)   LA8 Education, training, courseling, provention, and rake-control programs in place to assist workforce members, their families, principle 1 57 (Building a Better Working Environment)   LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 (Building a Detter Working Environment)   Training and Education - - - -   LN10 Average hours of training per year per employee to exploy on the continued employability of employees and assist them in managing career endings. - -   LN11 Precentage of employees receiving regular performance and career development reviews. - - -   LN12 Percentage of tot	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	_	55–57 (Commitment to Our Employees)
LA5 Minimum notice period(a) regarding operational charges, including whether it is specified in collective agreements. Principle 3 -   LA6 Minimum notice period(a) regarding operational charges, including whether it is specified in collective agreements. Principle 1 -   LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees that help Principle 1 -   LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. Principle 1 57 (Building a Better Working Environment)   LA8 Education, training, ocursaling, prevention, and risk-control programs in place to assist workforce members, their families. Principle 1 57 (Building a Better Working Environment)   LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 (Building a Better Working Environment)   LA0 Average hours of training per year per employee category. - - -   LA10 Average hours of training per year per employee spectroge and assist them in managing career endings. - -   LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. - -   LA13 Composition of governance botis and b	Labor/Man	agement Relations		
Occupational Health and Safety   Principle 1   Principle 1   Principle 1     LA8   Percentage of total workforce represented in formal joint management—worker health and safety committees that help monter and advise on occupational health and safety programs.   Principle 1   Principle 1   Principle 1     LA7   Rates of injury, occupational diseases, lost days, and absenteeims, and number of work—related fatalities by region.   Principle 1   S7 (Building a Better Working Environment)     LA8   Education, training, counseling, prevention, and risk—control programs in place to assist workforce members, their families.   Principle 1   S7 (Building a Better Working Environment)     LA9   Health and safety topics covered in formal agreements with trade unions.   Principle 1   S7 (Building a Better Working Environment)     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.   -   -     LA12   Parcentage of employees reaciving regular performance and career davelopment reviews.   -   -     LA11   Programs for skills calase and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	LA4	Percentage of employees covered by collective bargaining agreements.	Principle 1, Principle 3	-
LA8   Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and device on occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.   Principle 1   57 (Building a Better Working Environment)     LA8   Education, training, courseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.   Principle 1   57 (Building a Better Working Environment)     LA9   Health and safety topics covered in formal agreements with trade unions.   Principle 1   57 (Building a Better Working Environment)     LA10   Average hours of training per year per employee by employee category.   -   -     LA11   Procentage of mployees receiving regular performance and career development reviews.   -   -     LV21   Percentage of and other indicators of diversity.   -   -   -     LV12   Percentage of and other indicators of diversity.   -   -   -     LV21   Percentage of and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.   -   -     LV311   Ratio of basic salary of men to women by employee category.   Principle 1, Principle 6   -     HM			Principle 3	-
monitor and advise on occupational health and safety programs. Principle 1 57 Guilding a Better Working Environment)   LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. Principle 1 57 Guilding a Better Working Environment)   LA8 Education, training, coupational diseases. Principle 1 57 Guilding a Better Working Environment)   LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 Guilding a Better Working Environment)   LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 Guilding a Better Working Environment)   Training and Education Image: Coverains for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. - -   LA11 Precentage of employees receiving regular performance and career development reviews. - - -   LA12 Percentage of employees and brakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. Principle 1, Principle 6 -   LA13 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 - -   HWman Rights Image: Coveranic diversity. <	-			
LAB   Environment)     LAB   Education, training, counseling, prevention, and rick-control programs in place to assist workforce members, their families.   Principle 1   57 (Building a Better Working Environment)     LA9   Health and safety topics covered in formal agreements with trade unions.   Principle 1   57 (Building a Better Working Environment)     LA9   Health and safety topics covered in formal agreements with trade unions.   Principle 1   57 (Building a Better Working Environment)     LA10   Average hours of training per year per employee by employee category.   -   -     LA11   Procentage of employees receiving regular performance and career development reviews.   -   -     Diversity and Equal Opportunity   Environmenty   Frinciple 1. Principle 6   5-56 (Utilizing and Cutivating Di Human Resources)     LA13   Conversance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.   Principle 1. Principle 6   -     LA14   Ratio of basic salary of men to women by employee category.   Principle 1. Principle 6   -     Investment And Procument Practices   Investment and Procument Practices   -   -     HR1   Precentage of significant suppliers and contractors tha			Principle 1	_
LA8 Education, training, counsaling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. Principle 1 57 (Building a Better Working Environment)   LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 (Building a Better Working Environment)   Training and Education Principle 1 57 (Building a Better Working Environment)   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 the min managing career endings. - -   LA12 Percentage of employees receiving regular performance and career development reviews. - - -   Diversity and Equal Opportunity Image and Cultivating Diversity and Equal Opportunity Principle 1. Principle 6 -   LA12 Ratio of basic salary of men to women by employee category. Principle 1. Principle 6 -   Human Rights Investment Practices Principle 1. Principle 6 -   Investment and Procurement Practices Principle 1. Principle 2. Principle 3. Principle 4. Principle 6. Principle 6.	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Principle 1	
LA9 Health and safety topics covered in formal agreements with trade unions. Principle 1 57 (Building a Better Working Environment)   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. - -   LA12 Percentage of employees receiving regular performance and career development reviews. - - -   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 -   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 - -   Here Procentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 1, Principle 2, Principle 6 -   HR1 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. Principle 1, Principle 2, Principle 6 -			Principle 1	57 (Building a Better Working
Image: Constraint of the second se			Principle 1	57 (Building a Better Working
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. - 55-56 (Utilizing and Cultivating Di Human Resources)   LA12 Percentage of employees receiving regular performance and career development reviews. - -   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 55-56 (Utilizing and Cultivating Di Human Resources)   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 -   Human Rights - - - -   Investment and Procurement Practices - - -   HR1 Percentage of significant investment agreements that include human rights clauses or that have undergone screening on human rights and actions taken. Principle 1, Principle 2, Principle 4, Principle 5, Principle 6 -   HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights that are relevant to operations, including the percentage of employees trained. Principle 6				
LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. - 55-56 (Utilizing and Cultivating Di Human Resources)   LA12 Percentage of employees receiving regular performance and career development reviews. - -   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 -   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 -   Human Rights Investment and refore the indicators of significant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 1, Principle 2, Principle 6, Princip	_		-	-
Diversity and Equal Opportunity Finciple 1, Principle 6   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   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 -   Human Rights Investment and Procurement Practices 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. Principle 1, Principle 2, Principle 4, Principle 5, Principle 4, Principle 5, Principle 6 -   HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights that are relevant to operations, including the percentage of employees trained. Principle 1, Principle 2, Principle 4, Principle 5, Principle 6 -   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. 25-26 (CSR Action Plans) 21-26 (CSR Action Plans)	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist	_	55–56 (Utilizing and Cultivating Diverse Human Resources)
Diversity and Equal Opportunity Image: 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 55–56 (Utilizing and Cultivating Di Human Resources)   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 -   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 -   Human Rights Impose the transformation of ginificant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 1, Principle 2, Principle 4, Principle 3, Principle 4, Principle 5, Principle 4, Principle 5, Principle 6 -   HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights that are relevant to operations, including the percentage of employees trained. Principle 1, Principle 2, Principle 4, Principle 3, Principle 4, Principle 5, Principle 4, Principle 6, Principle 6, Principle 4, Principle 6, P	LA12	Percentage of employees receiving regular performance and career development reviews.	-	-
group membership, and other indicators of diversity. Human Resources)   LA14 Ratio of basic salary of men to women by employee category. Principle 1, Principle 6 -   Human Rights Important and Procurement Practices Important and Procurement Practices Important and Procurement Practices   HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 3, Principle 4, Principle 6, Princi				
Human Rights Image: Comment Practices Image: Comment Practices Image: Comment Practices   HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 1, Principle 2, Principle 6, Principle 6, 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 6, Principle 6, Principle 6, Principle 5, Principle 6 -   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 3, Principle 4, Principle 4, Principle 6,			Principle 1, Principle 6	55–56 (Utilizing and Cultivating Diverse Human Resources)
Investment and Procurement Practices Investment agreements that include human rights clauses or that have Principle 1, Principle 2, Principle 4, Principle 6   HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have Principle 3, Principle 4, Principle 6 -   HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. Principle 3, Principle 4, Principle 6 -   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 5, Principle 6, Principle 4, Principle 5, Principle 6, Principle 5, Principle 6 -   Non-discrimination Non-discrimination Investment of employee training on policies and procedures concerning aspects of human rights that are relevant to Principle 1, Principle 2, Principle 4, Principle 6, Prin	LA14	Ratio of basic salary of men to women by employee category.	Principle 1, Principle 6	-
Investment and Procurement Practices Image: Comparison of the procurement Practices Image: Comparison of the procurement Practices   HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. Principle 1, Principle 2, Principle 6, Principle 6, Principle 6, Principle 6, Principle 5, Principle 6, Pr	Human	Rights		
undergone human rights screening. 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 6   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 3, Principle 4, Principle 5, Principle 6   Non-discrimination Image: Committees in Fiscal 2009 Image: Committees in Fiscal 2009				
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. Principle 1, Principle 2, Principle 4, Principle 5, Principle 4, Principle 5, Principle 6 -   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 5, Principle 6, Principle 6, Principle 6, Principle 6, Principle 6, Principle 5, Principle 6, Principle 6, Principle 5, Principle 6, Principle 6, Principle 6, Principle 6, Principle 5, Principle 6, Princi			Principle 3, Principle 4,	-
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 25-26 (CSR Action Plans)   Non-discrimination Non-discrimination Principle 5, Principle 6 Principle 6 Principle 6 Principle 7, 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 1, Principle 2, Principle 3, Principle 4,	31-32 (Activities of Major Related
HDA Total number of insidents of disprimination and estimately and				
HR4 Total number of incidents of discrimination and actions taken. Principle 1, Principle 2, Principle 6	HR4	Total number of incidents of discrimination and actions taken.	Principle 1, Principle 2, Principle 6	-

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 La	bor		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Principle 1, Principle 2, Principle 5	
Forced a	nd 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.	Principle 1, Principle 2, Principle 4	
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	-
Indigeno	us Rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Principle 1, Principle 2	-
Societ	Σ <b>γ</b>		
Commun	ity		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	-	-
Corrupti	on		
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Principle 10	33-36 (Compliance)
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Principle 10	33–36 (Compliance)
SO4	Actions taken in response to incidents of corruption.	Principle 10	34 (Compliance)
Public P	- Dicy		
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	43 (Countermeasures against Global Warming)
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Principle 10	-
Anti-Coi	npetitive Behavior		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	-	34 (Compliance)
Compliar			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	-	34 (Compliance)