

GRI Guidelines – Comparative Table (2006)

Our Corporate Social Responsibility Report 2008 has been compiled with reference to the 2006 Sustainability Reporting Guidelines published as part of the Global Reporting Initiative (GRI), the aim of which is to serve as a set of international guidelines for sustainability reports. The guidelines set out a series of standard levels (GRI application levels) based on the regulations outlined therein to enable companies compiling reports to state that their reports are compliant with GRI. We believe that our Corporate Social Responsibility Report 2008 meets GRI application level B.



See the G3 Guidelines section of the Japanese GRI website for further details of GRI application levels (G3_AL_JAP.pdf).
Japanese GRI website: www.globalreporting.org/Home/LanguageBar/JapaneseLanguagePage.htm

As a corporate member of the International Council on Mining and Metals (ICMM), we operate and compile reports in accordance with the ICMM's set of ten principles for sustainable development. By the time we publish our Corporate Social Responsibility Report 2010 in two year's time, we plan to obtain a third party guarantee with regard to compliance with the GRI guidelines. For further details on the ICMM's ten principles, please refer to the Framework for Sustainable Development, which is available via the ICMM's website (www.icmm.com/our-work/sustainable-development-framework/10-principles).

Guidelines			Pages in this report, other references, or website
1. Strategy and Analysis			
1.1	Statement from the most senior decisionmaker about the relevance of sustainability to the organization and its strategy.		P5-6
1.2	Description of key impacts, risks, and opportunities.		P9-10
2. Organizational Profile			
2.1	Name of the organization.		P3
2.2	Primary brands, products, and/or services.		P3, P11-18
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		P21-22, Annual report
2.4	Location of organization's headquarters.		P3
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.		P3
2.6	Nature of ownership and legal form.		Annual report
2.7	Markets served.		P3-4
2.8	Scale of the reporting organization.		P3-4
2.9	Significant changes during the reporting period regarding size, structure, or ownership.		P1
2.10	Awards received in the reporting period.		P58
3. Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.		P1
3.2	Date of most recent previous report (if any).		P1
3.3	Reporting cycle (annual, biennial, etc.)		P1
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.		P9-10
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).		P1
3.7	State any specific limitations on the scope or boundary of the report.		P1
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.		P1
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.		P36
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.		P1
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		P1
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.		P59-60
3.13	Policy and current practice with regard to seeking external assurance for the report.		P59
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.		P21-22
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.		P21-22
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.		P21-22
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		P21-22
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance.		Annual report
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		P21
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.		P21
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.		P20
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.		P5-6, P13, P22
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		P21-22
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		P25-26
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.		P6, P13, P40
4.13	Memberships in associations and/or national/international advocacy organizations.		P6, P13
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.		P53-54
4.15	Basis for identification and selection of stakeholders with whom to engage.		P53-54
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		P9, P19-20, P53-57
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.		P53-56
5. Management Approach and Performance Indicators			
Economic			
Disclosure on Management Approach			
Goals and Performance			P7
Policy			P7-8
Additional Contextual Information			P7-8
Economic Performance			
EC1	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
Market Presence			
EC5	EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		Web (Japanese only)
EC6	EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		P51
Indirect Economic Impacts			
EC8	EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		P42
Environmental			
Disclosure on Management Approach			
Goals and Performance			P39
Policy			P35
Organizational responsibility			P35, Web, Fact Sheet
Training and awareness			P36
Monitoring and Follow-Up			P51
Additional Contextual Information			P45-46
Materials			
EN1	Materials used by weight or volume.		P43-44
EN2	Percentage of materials used that are recycled input materials.		P43-44

Guidelines		Pages in this report, other references, or website
Energy		
EN3	Direct energy consumption by primary energy source.	P43
EN4	Indirect energy consumption by primary source.	P43
EN5	Energy saved due to conservation and efficiency improvements.	P39-40
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	P45
Water		
EN8	Total water withdrawal by source.	P43
Biodiversity		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	P37, P42
EN13	Habitats protected or restored.	P37, P42
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	P37, P42
Emissions, Effluents, and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	P39
EN17	Other relevant indirect greenhouse gas emissions by weight.	P39
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P39-40
EN20	NO, SO, and other significant air emissions by type and weight.	P44
EN22	Total weight of waste by type and disposal method.	P44
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.	P37
Products and Services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	P9-10, P45-46
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	P31-32
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.	P40
Overall		
EN30	Total environmental protection expenditures and investments by type.	P36
Labor Practices and Decent Work		
Disclosure on Management Approach		
Goals and Performance		P47-51
Policy		P47-51
Organizational responsibility		Web, Fact Sheet
Training and awareness		P47-49
Monitoring and Follow-Up		P51
Additional Contextual Information		P51
Employment		
LA1	Total workforce by employment type, employment contract, and region.	Annual report
LA2	Total number and rate of employee turnover by age group, gender, and region.	P48
Labor/Management Relations		
LA4	Percentage of employees covered by collective bargaining agreements.	Annual report
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.	P48
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	P49
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	P50
Training and Education		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	P48
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.	P48
Human Rights		
Disclosure on Management Approach		
Goals and Performance		P13, P20, P47
Policy		P20, P47
Organizational responsibility		Web, Fact Sheet
Training and awareness		P47
Monitoring and Follow-Up		P51
Additional Contextual Information		P51
Investment and Procurement Practices		
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.	P47
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken.	P48
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.	P51
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.	P51
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.	P51
Society		
Disclosure on Management Approach		
Goals and Performance		P5-6, P10, P19-20
Policy		P20
Organizational responsibility		Web, Fact Sheet
Training and awareness		P23
Monitoring and Follow-Up		P51
Additional Contextual Information		P10
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.	P18, P37, P51
Corruption		
S02	Percentage and total number of business units analyzed for risks related to corruption.	P21-22, P25-26
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	P23
S04	Actions taken in response to incidents of corruption.	P23-24
Compliance		
S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	P24
Product Responsibility		
Disclosure on Management Approach		
Goals and Performance		P45
Policy		P45
Organizational responsibility		Web, Fact Sheet
Training and awareness		P45
Monitoring and Follow-Up		P51
Additional Contextual Information		P45-46
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.	P52
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.	P52
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P57
Compliance		
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	P24