

ESG Data

Category/Item	Scope			FY2016	FY2017	FY2018
	HTS	Domestic group	Overseas group			
Environment						
Environmental Management						
Coverage of environmental management system (ISO14001) (percentage of certification acquisition)	●	●		Head office acquired "Eco Stage 2" (equivalent to ISO14001) and implemented it in domestic group companies		
Number of non-compliance with environmental laws and regulations (environmental compliance)	●			0	0	0
Attendance rate of environmental e-learning courses	●	●		99.4%	99.8%	99.8%
Reduction of Environmental Load by Products and Services						
Eco-friendly vehicle ownership ratio	●	●		100%	100%	100%
Greenhouse Gas (GHG)						
Reduction target for CO ₂ emission intensity (increase vehicle fuel efficiency)	●	●		Compared to FY2014: -2%	Compared to FY2014: -3%	Compared to FY2014: -4%
Results of reduction in CO ₂ emission intensity (increase vehicle fuel efficiency)	●	●		Compared to FY2014: +1.1%	Compared to FY2014: +2.5%	Compared to FY2014: +3.2%
CO ₂ reduction by modal shift (t-CO ₂)*1	●	●		Modal shift to railway transport for precision instruments from Aichi Prefecture to other areas in Japan 25.4t (Comparison with truck transport: -86%)*4	Modal shift to sea transport for recycled resources waste from Kanto area to Hokkaido and Kyushu 320t (Comparison with truck transport: -50%)*4	Modal shift to railway transport for household medicine from Toyama area to other areas in Japan 45.8t (Comparison with truck transport: -79%)*4
CO ₂ emissions suppressed with LED lighting fixtures (t-CO ₂)	●	●		227	1,300	2,730
Total GHG emissions (Scope 1) (t-CO ₂)	●	●		46,891	44,290	43,906
Total GHG emissions (Scope 1&2) (t-CO ₂)	●	●		135,690	132,122	129,261
Total GHG emissions (Scope 3) (t-CO ₂)	●	●	●	563,622 (partial tally)	Please refer to page 31 for details.	Currently tallying
Air/Chemicals						
Emissions of NOx, SOx and other significant air emissions	●	●		Since 1992, we purchased only the vehicles equipped with measures against NOx and SOx to comply with emission regulations		
Energy						
Target related to energy (reduce "electricity consumption per floor space" of "building")	●	●		Compared to FY2014: -2%	Compared to FY2014: -3%	Compared to FY2014: -4%
Results related to energy (reduce "electricity consumption per floor space" of "building")	●	●		Compared to FY2014: -0.7%	Compared to FY2014: -1.0%	Compared to FY2014: +0.9%
Total energy input/consumption (amount used) (Gj)	●	●		2,417,036	2,454,703	2,462,590
Waste/Recycling						
Total waste emissions (t)	●	●		34,564	33,304	30,527
Waste emission reduction target (reduce copying paper consumption)	●	●		YoY: -1%	YoY: -1%	YoY: -1%
Results of waste emission reduction (reduce copying paper consumption)	●	●		YoY: -2.9%	YoY: -2.4%	YoY: -2.4%
Emissions of hazardous waste (total volume) (t)	●	●		Although we do not keep track of the exact amount of PCB, other waste oil and polluted mud because their amount is low, we manage them properly in accordance with laws.		
Amount of non-recycled waste (t)	●	●		206	133	121
Amount of recycled waste (recycled amount: total) (t)	●	●		34,358	33,171	30,406
Green Purchasing						
Green purchasing rate	●	●		88.3%	90.0%	88.3%
Water						
Input of water resources (m ³)	●	●		337,765	333,803	340,129
Social						
Employee Basic Data						
Number of employees	●	●		1,886	1,781	1,571
Male	●	●		1,602	1,498	1,309
Female	●	●		284	283	262
Total personnel**4/senior employees, part-time or temporary employees	●	●	●	47,939/22,665	47,784/22,710	46,295/22,156
Domestic	●	●		29,513	29,669	29,440
Overseas		●		18,426	18,115	16,855
Average age (years)	●			40.5	41.1	41.6
Service years (average service years per full-time employee) (years)	●			16.9	17.3	17.6
Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●			43	32	41
Diversity						
Number of female new graduates hired (persons)	●			Joined on April 1, 2017: 9	Joined on April 1, 2018: 10	Joined on April 1, 2019: 11
Ratio of female new graduates hired	●			Joined on April 1, 2017: 33.3%	Joined on April 1, 2018: 33.3%	Joined on April 1, 2019: 47.8%
Number of female experienced workers hired (persons)	●			5	9	9
Number of female managers (persons)	●			19	19	26
Number of foreign employees (persons)	●			31	38	48
Number of foreign managers (persons)	●			1	1	3
Ratio of persons with disabilities hired (as of June each year)	●	●		2.30%	2.35%	2.46%
Re-employment of the elderly**5	●			100%	100%	100%

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Social						
Job Creation						
Number of new graduates hired (persons)	●			Joined on April 1, 2017: 29	Joined on April 1, 2018: 34	Joined on April 1, 2019: 24
Retention status of new graduates hired (persons)	●			Joined on April 1, 2014: 56 Remained as of April 1, 2017: 51	Joined on April 1, 2015: 51 Remained as of April 1, 2018: 47	Joined on April 1, 2016: 38 Remained as of April 1, 2019: 35
Retention rate of new graduates hired	●			91.1%	92.2%	92.1%
Number of experienced workers hired (persons)	●			10	19	20
Work-life Balance						
Number of those who took maternity leave (persons)	●			4	12	11
Number of those who took childcare leave (persons)	●			9	16	14
Of those, number of male employees	●			4	3	4
Ratio of those who returned to work after childcare leave	●			100%	94.4%	100%
Number of those who took nursing care leave (persons)	●			1	0	2
Number of paid leave taken (days)	●			17.4	17.4	18.5
Rate of paid leave taken	●			72.5%	72.5%	78.0%
Employees' overtime hours (hours/months)	●			32.8	32.2	30.2
Occupational Health and Safety						
Frequency rate of workplace accidents	●			0.0	0.0	0.0
Severity rate of workplace accidents	●			0.0	0.0	0.0
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents)	●	●	●	1	1	0
Social Contribution						
Total expenditure for social contribution (millions of yen) *7	●			12.0	9.0	18.0
Open Innovation						
Number of visitors to R&D Center (persons)	●			150*8	1,336	573
Governance						
Corporate Governance						
Number of directors/female (persons)	●			8/1	8/2	8/2
Outside Director	●			6/1	6/2	6/2
Independent Officer	●			4/1	4/2	4/2
Number of executive officers/female (persons)	●			18/0	16/0	15/0
Compliance						
Number of compliance training conducted **9	●	●		39(1)	25(3)	24(9)
Number of compliance meeting held	●	●	●	4	4	8
Number of whistle-blowing reports/consultations (cases)	●	●	●	19	17	42
Risk Management						
Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●		Total of Tokyo, Kansai, Chugoku, Kyushu area: 55*10	Kyushu area: 22 Saitama area: 20	Kansai area: 31
Overseas sites which conducted BCP Caravan and number of attendees (persons)*11			●	—	China area: 6 Thailand area: 8	Indonesia area: 23*10
Information Security						
Number of participants of information security education program (persons)	●	●	●	35,581	36,508	37,497
Rate of targeted threat emails for simulation trainings opened	●	●		4.3%	8.0%	0.7%
Number of sites which obtained third-party certifications for information security	●	●		ISO27001: 34 departments and locations Privacy mark: 13 group companies	ISMS: 35 departments and locations Privacy mark: 13 group companies	ISMS: 36 departments and locations Privacy mark: 13 group companies
Number of sites which conducted information security audit	●	●		798	767	782
Intellectual Properties						
Number of patent applications	●	●	●	19	15	17
Number of patents held	●	●	●	28	27	31

*1 Specific case *2 Please refer to page 26 of Annual Report 2017 for details. *3 Please refer to page 28 of Annual Report 2018 for details. *4 Excluding employees of associates accounted for using the equity method. *5 Only those who requested *6 Covers 8 group companies (excluding YANTEC Group): Hitachi Transport System East Japan Co., Ltd., Hitachi Transport System Kanto Co., Ltd., Hitachi Transport System Metropolitan Co., Ltd., Hitachi Transport System South Kanto Co., Ltd., Hitachi Transport System Central Japan Co., Ltd., Hitachi Transport System West Japan Co., Ltd., Hitachi Transport System Kyushu Co., Ltd., and Hitachi Transport System Direx Co., Ltd. *7 Includes donation and matching gifts *8 From July 2016 to March 2017 *9 Includes e-learning for all employees of domestic group companies: number shown in () *10 Includes attendees via video conference system *11 Started from FY2017