

Comparison with GRI and Ministry of the Environment Guidelines

We referred to the "Sustainability Reporting Guidelines 2006 (Version 3.0)" (Global Reporting Initiative) and the "Environmental Reporting Guidelines (FY2007)" (Ministry of the Environment) for the editing of the Taisei CSR Report 2009.

| Article | Item "Sustainability Reporting Guidelines 2006 (Version 3.0)" | Item "Environmental Reporting Guidelines (FY2007)" | CSR Report 2009 (PDF) Corresponding items and pages | Taisei's Website Corresponding items and locations |
|---|---|---|--|--|
| Profile | | | | |
| 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. | BI-1 CEO's statement | Message from the President (pp. 7-8) | |
| 1.2 | Description of key impacts, risks, and opportunities. | | Message from the President (pp. 7-8) Key areas in which Taisei's operations contribute to society (p. 3) Feature Article (pp. 9-20) | CSR (Corporate Social Responsibility) > Our Basic Concept of CSR |
| Core Indicator | | | | |
| 2 Organizational Profile | | | | |
| 2.1 | Name of the organization. | BI-3 Summary of the organization's business | Corporate data (p. 5) | Profile > Corporate Data |
| 2.2 | Primary brands, products, and/or services. | BI-3 Summary of the organization's business | Corporate data (p. 5) | Profile > Business Activities (Japanese site only) |
| 2.3 | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. | BI-3 Summary of the organization's business | | Profile > Corporate Data > Corporate Profile, Facilities, Group Companies List (Japanese site only) |
| 2.4 | Location of organization's headquarters. | BI-3 Summary of the organization's business | Corporate data (p. 5) | Profile > Corporate Data |
| 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. | BI-3 Summary of the organization's business | | Profile > Corporate Data |
| 2.6 | Nature of ownership and legal form. | BI-3 Summary of the organization's business | Corporate data (p. 5) | Investor Relations > Financial Results |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | BI-3 Summary of the organization's business | | Investor Relations > Financial Results > Financial Reports (Japanese site only) |
| 2.8 | Scale of the reporting organization (Number of employees; Net sales or net revenues; Total capitalization broken down in terms of debt and equity; and Quantity of products or services provided). | BI-3 Summary of the organization's business, OP-5 Total amount of manufactured products or sales | Corporate data (p. 5) | Profile > Corporate Data Investor Relations > Financial Highlights (Japanese site only) |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | BI-3 Summary of the organization's business | No Match | No Match |
| 2.10 | Awards received in the reporting period. | | External Commendations and Independent Assurance (p. 47) | |
| 3 Report Parameters | | | | |
| Report Profile | | | | |
| 3.1 | Reporting period (e.g., fiscal/calendar year) for information provided. | BI-2-1 Organizations, periods and areas covered by the reporting | Editorial policy (p. 5) | |
| 3.2 | Date of most recent previous report (if any). | BI-2-1 Organizations, periods and areas covered by the reporting | | |
| 3.3 | Reporting cycle (annual, biennial, etc.) | | - | |
| 3.4 | Contact point for questions regarding the report or its contents. | BI-2-1 Organizations, periods and areas covered by the reporting | Inquiries (back page) | |
| Report Scope and Boundary | | | | |
| 3.5 | Process for defining report content (Determining materiality; Prioritizing topics within the report; and Identifying stakeholders the organization expects to use the report). | | Editorial policy (p. 5) | |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). | BI-2-1 Organizations, periods and areas covered by the reporting | Editorial policy (p. 5) Social responsibilities of the company and its major stakeholders (p. 3) | |
| 3.7 | State any specific limitations on the scope or boundary of the report. If boundary and scope do not address the full range of material economic, environmental, and social impacts of the organization, state the strategy and projected timeline for providing complete coverage. | BI-2-2 Boundary of the reporting organization and coverage of environmental impacts | Editorial policy (p. 5) Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| 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. | | Achievements and Goals of Taisei's Environmental Management Activities (pp. 21-22) Material Flow (p. 25) To Prevent Global Warming (p. 26) Promoting a recycling-based society (p. 27) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| 3.1 | 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). | | No Match | No Match |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | | No Match | No Match |
| GRI Content Index | | | | |
| 3.12 | Table identifying the location of the Standard Disclosures in the report. | | | CSR (Corporate Social Responsibility) > CSR Report |
| 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). | | Third-Party Comments (p. 48) Independent Assurance Report (p. 47) | |
| 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. | SPI: Social Performance Indicators 5) Information and indicators for corporate governance, corporate ethics, compliance and fair trade | Corporate Governance (p. 41) | CSR (Corporate Social Responsibility) > 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 organization's management and the reasons for this arrangement). | | | Profile > Directors, Officers |
| 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. | | Corporate Governance (p. 41) | Profile > Directors, Officers CSR (Corporate Social Responsibility) > Corporate Governance |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | | | |
| 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 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | | | CSR (Corporate Social Responsibility) > Corporate Policies > Code of Conduct for Officers and Employees |
| 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. | SPI: Social Performance Indicators 5) Information and indicators for corporate governance, corporate ethics, compliance and fair trade | CSR at Taisei Corporation, Charter of Corporate Conduct (p. 2) Achievements and Goals of Taisei's Environmental Management Activities (pp. 21-22) Charter of Group Conduct (p. 39) Track Record of CSR Promotion Activities and Challenges in FY 2008 (pp. 45-46) | CSR (Corporate Social Responsibility) > Corporate Ideals CSR (Corporate Social Responsibility) > Corporate Policies |
| 4.9 | Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | | | CSR (Corporate Social Responsibility) > Corporate Policies > Code of Conduct for Officers and Employees CSR (Corporate Social Responsibility) > Our Basic Concept of CSR > CSR promotion system |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | | | |
| Commitments to External Initiatives | | | | |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | No Match | Ensuring a healthy and safe work environment (pp. 33-34) Internal control, Risk management (pp. 41-42) | CSR (Corporate Social Responsibility) > Internal Controls CSR (Corporate Social Responsibility) > Risk Management |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | No Match | Joining the Eco-Patent Commons (p. 28) | CSR (Corporate Social Responsibility) > Corporate Policies |
| 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization. | No Match | | |
| Stakeholder Engagement | | | | |
| 4.14 | List of stakeholder groups engaged by the organization. | No Match | Social responsibilities of the company and its major stakeholders (p. 3) | CSR (Corporate Social Responsibility) > Our Basic Concept of CSR |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | No Match | | |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | MP-10 Status of environmental communication | Dialogue with Shareholders and Investors (p. 38) | Investor Relations > IR Calendar (Japanese site only) |
| 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. | No Match | Stakeholder Dialogue (pp. 35-38) | CSR (Corporate Social Responsibility) > CSR Report |
| 5 Management Approach and Performance Indicators | | | | |

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|--|---|--|---|--|
| Economic | | | | |
| Disclosure on Management Approach | | | | |
| | Goals and Performance | | | |
| | Policy | | | |
| | Additional Contextual Information | | | |
| 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. | SPI: Social Performance Indicators 8) Economic information and indicators for an organization's social aspects | | Investor Relations > Financial Results |
| EC2. | Financial implications and other risks and opportunities for the organization's activities due to climate change. | | | |
| EC3. | Coverage of the organization's defined benefit plan obligations. | | | |
| EC4. | Significant financial assistance received from government. | | No Match | No Match |
| Market Presence | | | | |
| EC5. | Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. | No Match | | |
| EC6. | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. | No Match | | |
| EC7. | Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation. | No Match | | |
| 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. | SPI: Social Performance Indicators 4) Information and indicators for contributions to local communities and society | Taisei's Contributions to Society (p. 29) | CSR (Corporate Social Responsibility) > Social Contribution |
| EC9. | Understanding and describing significant indirect economic impacts, including the extent of impacts. | | | Investor Relations > Medium-term Business Plan |
| Environmental | | | | |
| Disclosure on Management Approach | | | | |
| | Disclosure on Management Approach | MP-1-2 Status of environmental management systems | Environmental policies (p. 21) | |
| | Goals and Performance | MP-1-2 Status of environmental management systems | Achievements and goals of the Taisei Agenda (p. 22) | |
| | Policy | MP-1-2 Status of environmental management systems | Charter of Corporate Conduct (p. 2) Environmental policies (p. 21) Group policies (p. 39) | |
| | Organizational Responsibility | MP-1-2 Status of environmental management systems | Organization (p. 21) | |
| | Training and Awareness | MP-1-2 Status of environmental management systems | Guidebooks on environmental training (p. 28) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Action taken to prevent global warming > Eco-driving at construction sites |
| | Monitoring and Follow-Up | MP-1-2 Status of environmental management systems | Achievements and goals of the Taisei Agenda (p. 22) | |
| | Additional Contextual Information | MP-1-2 Status of environmental management systems | | |
| Materials | | | | |
| EN1. | Materials used by weight or volume. | OP-2 Total amount of material input and reduction measures | Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN2. | Percentage of materials used that are recycled input materials. | BI-5 Material balance of organizational activities, OP-2 Total amount of material input and reduction measures | Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| Energy | | | | |
| EN3. | Direct energy consumption by primary energy source. | BI-5 Material balance of organizational activities, OP-1 Total amount of energy input and reduction measures | Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN4. | Indirect energy consumption by primary source. | BI-5 Material balance of organizational activities, OP-1 Total amount of energy input and reduction measures | Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN5. | Energy saved due to conservation and efficiency improvements. | BI-5 Material balance of organizational activities, OP-1 Total amount of energy input and reduction measures | Material Flow (p. 25) | |
| EN6. | Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | MP-12 Status of products and services that contribute to the reduction of negative environmental impacts | Super Eco-buildings (p. 17-18) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Super Eco-building CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Action for local environments |
| EN7. | Initiatives to reduce indirect energy consumption and reductions achieved. | MP-12 Status of products and services that contribute to the reduction of negative environmental impacts | Super Eco-buildings (p. 17-18) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Super Eco-building |
| Water | | | | |
| EN8. | Total water withdrawal by source. | BI-5 Material balance of organizational activities, OP-3 Amount of water input and reduction measures | Material Flow (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN9. | Water sources significantly affected by withdrawal of water. | | | |
| EN10. | Percentage and total volume of water recycled and reused. | OP-4 Amount of materials recycled within an organization's operational area | | |
| 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. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | | |
| EN12. | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Studies of animal pathways and their results CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Creating an ecosystem in the waters along the Persian Gulf CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Protection of Hodgson's hawk eagles at Gandosawa Dam |
| EN13. | Habitats protected or restored. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | Sapporo Dome, Protection of fireflies (pp. 19-20) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Ecological planning - The first step starts in a northern land CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Initiatives at the Noritake Garden CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Effective use of resources and reducing construction waste - Recycling concrete lumps from demolished buildings into concrete aggregate |
| EN14. | Strategies, current actions, and future plans for managing impacts on biodiversity. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | Ecological Planning (pp. 19-20) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Ecological planning CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Technology development |
| EN15. | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Restoring a water environment using seeds buried in the ground |
| Emissions, Effluents, and Waste | | | | |
| EN16. | Total direct and indirect greenhouse gas emissions by weight. | BI-5 Material balance of organizational activities, OP-6 Amount of greenhouse gas emissions and reduction measures | CO2 OUTPUT DATA (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN17. | Other relevant indirect greenhouse gas emissions by weight. | MP-8 Status of environmentally friendly transportation MP-12 Status of products and services that contribute to the reduction of negative environmental impacts MP-8 Status of environmentally friendly transportation | Estimated amount of CO2 emissions during the use of buildings (p. 26) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data > Environmentally friendly building construction and operation |

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|--|---|--|--|---|
| EN18. | Initiatives to reduce greenhouse gas emissions and reductions achieved. | BI-5 Material balance of organizational activities, OP-6 Amount of greenhouse gas emissions and reduction measures | Super Eco-buildings (p. 17-18) Estimated amount of reduction of CO2 emissions (p. 26) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Super Eco-building CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Green power CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Action taken to prevent global warming |
| EN19. | Emissions of ozone-depleting substances by weight. | BI-5 Material balance of organizational activities, OP-6 Amount of greenhouse gas emissions and reduction measures | No Match | No Match |
| EN20. | NO, SO, and other significant air emissions by type and weight. | BI-5 Material balance of organizational activities, OP-7 Air pollution, its environmental impacts on the living environment, and reduction measures | CO2 OUTPUT DATA (p. 25) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN21. | Total water discharge by quality and destination. | BI-5 Material balance of organizational activities, OP-10 Total amount of water discharge and reduction measures | | |
| EN22. | Total weight of waste by type and disposal method. | BI-5 Material balance of organizational activities, OP-9 Total amount of waste generation and final disposal and reduction measures | Goals and Actual Results Regarding Waste and Recycling (p. 27) | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data |
| EN23. | Total number and volume of significant spills. | BI-5 Material balance of organizational activities, OP-8 Amount of release and transfer of chemical substances and reduction measures | No Match | No Match |
| 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. | BI-5 Material balance of organizational activities, OP-8 Amount of release and transfer of chemical substances and reduction measures OP-9 Total amount of waste generation and final disposal and reduction measures | No Match | No Match |
| 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. | MP-9 Status of biodiversity conservation and sustainable use of biological resources | | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Preservation of biodiversity - Restoring a water environment using seeds buried in the ground |
| Products and Services | | | | |
| EN26. | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | MP-7 Status of research and development of new environmental technologies and DfE MP-12 Status of products and services that contribute to the reduction of negative environmental impacts | Harmonica Tunneling Method (pp. 13-14) Super Eco-buildings (p. 17-18) | CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Activities in dealing with harmful chemical substances CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > CSR activities in Taisei's environmental business |
| EN27. | Percentage of products sold and their packaging materials that are reclaimed by category. | MP-12 Status of products and services that contribute to the reduction of negative environmental impacts | No Match | No Match |
| Compliance | | | | |
| EN28. | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. | MP-2 Status of compliance with environmental regulations | No Match | No Match |
| 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. | BI-5 Material balance of organizational activities, MP-8 Status of environmentally friendly transportation | | |
| Overall | | | | |
| EN30. | Total environmental protection expenditures and investments by type. | MP-3 Environmental accounting information | | CSR (Corporate Social Responsibility) > Environment Initiatives > Environmental data > Environmental accounting |
| Society | | | | |
| Labor Practices and Decent Work | | | | |
| Disclosure on Management Approach | | | | |
| | Goals and Performance | SPI: Social Performance Indicators | | |
| | Policy | SPI: Social Performance Indicators | Charter of Corporate Conduct (p. 2) Group ideal, Group vision, Charter of Group Conduct (p. 39) | CSR (Corporate Social Responsibility) > Corporate Policies > Code of Conduct for Officers and Employees |
| | Organizational Responsibility | SPI: Social Performance Indicators | | |
| | Training and Awareness | SPI: Social Performance Indicators | Ensuring a healthy and safe work environment (pp. 33-34) | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Monitoring and Follow-Up | SPI: Social Performance Indicators | Ensuring a healthy and safe work environment (pp. 33-34) | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Additional Contextual Information | SPI: Social Performance Indicators | | |
| Employment | | | | |
| LA1. | Total workforce by employment type, employment contract, and region. | SPI: Social Performance Indicators 2) Information and indicators for employment | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| LA2. | Total number and rate of employee turnover by age group, gender, and region. | SPI: Social Performance Indicators 2) Information and indicators for employment | | |
| LA3. | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | | | |
| Labor/Management Relations | | | | |
| LA4. | Percentage of employees covered by collective bargaining agreements. | SPI: Social Performance Indicators 2) Information and indicators for employment | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| LA5. | Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements. | SPI: Social Performance Indicators 2) Information and indicators for employment | | |
| 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. | | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| LA7. | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. | SPI: Social Performance Indicators 1) Information and indicators for occupational health and safety | Ensuring a healthy and safe work environment (pp. 33-34) | |
| LA8. | Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | SPI: Social Performance Indicators 1) Information and indicators for occupational health and safety | | CSR (Corporate Social Responsibility) > Cooperating with Employees CSR (Corporate Social Responsibility) > Risk Management |
| LA9. | Health and safety topics covered in formal agreements with trade unions. | | | |
| 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. | SPI: Social Performance Indicators 2) Information and indicators for employment | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| 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. | SPI: Social Performance Indicators 2) Information and indicators for employment | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| LA14. | Ratio of basic salary of men to women by employee category. | | | |
| Human Rights | | | | |
| Disclosure on Management Approach | | | | |
| | Goals and Performance | SPI: Social Performance Indicators 3) Information and indicators for human rights | | |
| | Policy | SPI: Social Performance Indicators 3) Information and indicators for human rights | Charter of Corporate Conduct (p. 2) Group ideal, Group vision, Charter of Group Conduct (p. 39) | CSR (Corporate Social Responsibility) > Corporate Policies CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Organizational Responsibility | SPI: Social Performance Indicators 3) Information and indicators for human rights | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Training and Awareness | SPI: Social Performance Indicators 3) Information and indicators for human rights | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Monitoring and Follow-Up | SPI: Social Performance Indicators 3) Information and indicators for human rights | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| | Additional Contextual Information | SPI: Social Performance Indicators 3) Information and indicators for human rights | | |
| Investment and Procurement Practices | | | | |
| HR1. | Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. | | | |
| HR2. | Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. | | | |
| 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. | SPI: Social Performance Indicators 3) Information and indicators for human rights | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| Non-discrimination | | | | |
| HR4. | Total number of incidents of discrimination and actions taken. | SPI: Social Performance Indicators 3) Information and indicators for human rights | | CSR (Corporate Social Responsibility) > Cooperating with Employees |
| Freedom of Association and Collective Bargaining Core | | | | |

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| HR5. | Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. | | | |
| Child Labor | | | | |
| HR6. | Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. | SPI: Social Performance Indicators 3) Information and indicators for human rights | | |
| 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. | SPI: Social Performance Indicators 3) Information and indicators for human rights | | |
| 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. | | | |
| Indigenous Rights | | | | |
| HR9. | Total number of incidents of violations involving rights of indigenous people and actions taken. | | | |
| Society | | | | |
| Disclosure on Management Approach | | | | |
| | Goals and Performance | SPI: Social Performance Indicators | Achievements and Goals of Taisei's Environmental Management Activities (pp. 21-22) Track Record of CSR Promotion Activities and Challenges in FY 2008 (pp. 45-46) | CSR (Corporate Social Responsibility) > Our Basic Concept of CSR > Track record of CSR promotion activities and challenges |
| | Policy | SPI: Social Performance Indicators | Charter of Corporate Conduct (p. 2) Group ideal, Group vision, Charter of Group Conduct (p. 39) | CSR (Corporate Social Responsibility) > Corporate Policies CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| | Organizational Responsibility | SPI: Social Performance Indicators | Corporate Governance (p. 41) Compliance (p. 43) | CSR (Corporate Social Responsibility) > Corporate Governance CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| | Training and Awareness | SPI: Social Performance Indicators | Compliance (pp. 43-44) | CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| | Monitoring and Follow-Up | SPI: Social Performance Indicators | Compliance (p. 44) | CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| | Additional Contextual Information | SPI: Social Performance Indicators | | |
| Community | | | | |
| 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. | | Ecological Planning (pp. 19-20) | CSR (Corporate Social Responsibility) > Social Contribution CSR (Corporate Social Responsibility) > Environment Initiatives > Case examples > Action for local environments |
| Corruption | | | | |
| SO2. | Percentage and total number of business units analyzed for risks related to corruption. | | | |
| SO3. | Percentage of employees trained in organization's anti-corruption policies and procedures. | | Compliance (p. 44) | CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| SO4. | Actions taken in response to incidents of corruption. | SPI: Social Performance Indicators 5) Information and indicators for corporate governance, corporate ethics, compliance and fair trade | Compliance (pp. 43-44) | CSR (Corporate Social Responsibility) > Corporate Ethics and Compliance |
| Public Policy | | | | |
| SO5. | Public policy positions and participation in public policy development and lobbying. | | | |
| SO6. | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. | | | |
| Anti-Competitive Behavior | | | | |
| SO7. | Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes. | SPI: Social Performance Indicators 5) Information and indicators for corporate governance, corporate ethics, compliance and fair trade | Compliance (p. 44) | |
| Compliance | | | | |
| SO8. | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations. | SPI: Social Performance Indicators 5) Information and indicators for corporate governance, corporate ethics, compliance and fair trade | | |
| Product Responsibility | | | | |
| Disclosure on Management Approach | | | | |
| | Goals and Performance | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | |
| | Policy | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | Profile > CSR Report > Corporate Policies > Quality Policies (Japanese site only) |
| | Organizational Responsibility | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | |
| | Training and Awareness | | | |
| | Monitoring and Follow-Up | | | |
| | Additional Contextual Information | | | |
| 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. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | The Ensuring of Quality and the Improvement of Technology (pp. 9-10) | Profile > CSR Report > Corporate Policies > Quality Policies (Japanese site only) |
| 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. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | Compliance (p. 44) | |
| 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. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | |
| PR4. | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | Compliance (p. 44) | |
| PR5. | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. | | | |
| Marketing Communications | | | | |
| PR6. | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. | | | |
| 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. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | |
| Customer Privacy | | | | |
| PR8. | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | | | |
| Compliance | | | | |
| PR9. | Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. | SPI: Social Performance Indicators 7) Information and indicators for the broad range of consumer protection and product safety | | |