

FTSE ESG Theme	Indicator	Indicator Text	Source Text	Source 1	Sourc	Source	Additional Evidence
Anti-Corruption	GAC - 1	Policy or commitment statement addresses: a) Countering Bribery b) at least 2 different forms of bribery related activities					(5)政治・行政との透明な関係・・ Code of Conduct JP, Page No. 4 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf
Anti-Corruption	GAC - 2	Policy or commitment statement addresses: a) anti-corruption b) specific forms of corruption [including but not limited to money laundering, embezzlement, obstruction of justice]					(5)政治・行政との透明な関係、(6)反社会的行為の根絶、(7)企業会計の適正性確保・・ Code of Conduct JP, Page No. 4 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf
Anti-Corruption	GAC - 3	Board has oversight of anti-corruption policy a) Covers elements of corruption including bribery b) Covers anti-corruption specifically					6.違背する事態が発生した場合・・ Code of Conduct JP, Page No. 5 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf
Anti-Corruption	GAC - 4	Due diligence of new business partners addresses corruption a) Covers elements of corruption including bribery b) Covers anti-corruption specifically					
Anti-Corruption	GAC - 5	Confidential or anonymous whistle-blowing mechanism for staff a) Covers elements of corruption including bribery b) Covers anti-corruption specifically					従業員等が匿名でも通報できる通報窓口(企業倫理ホットライン)を社内外に設け、啓発用カードの配布などを通じて制度を周知し、積極的な活用を促しています。 CSR Report 2015 JP, Page No. 26 http://www.kajima.co.jp/csr/report/2015/pdf/csr_all.pdf
Anti-Corruption	GAC - 7	Communication of anti-corruption policy to all employees a) Covers elements of corruption including bribery b) Covers anti-corruption specifically					「鹿島グループ企業行動規範」の理解と定着のため、コンプライアンス・マニュアル「鹿島グループ企業行動規範実践の手引き」を作成、全役員・社員に配付しています。 「鹿島グループ企業行動規範」のより一層の理解と定着を図るため全社員を対象としたe-ラーニングによる研修を2008年度より継続的に行っています。また、この研修は、グループ各社の全役員・社員にも展開しています。 http://www.kajima.co.jp/csr/compliance/index-j.html
Anti-Corruption	GAC - 8	Training for staff on the anti-corruption policy a) Covers elements of corruption including bribery b) Covers anti-corruption specifically					「鹿島グループ企業行動規範」のより一層の理解と定着を図るため全社員を対象としたe-ラーニングによる研修を2008年度より継続的に行っています。また、この研修は、グループ各社の全役員・社員にも展開しています。 http://www.kajima.co.jp/csr/compliance/index-j.html

Anti-Corruption	GAC - 9	Corruption risk assessment for company operations a) Covers elements of corruption including bribery b) Covers anti-corruption specifically			新規事業、開発投資等の「事業リスク」に関しては、経営会議、専門委員会が、事業に係るリスクの把握と対策について審議を行っています。 法令違反等の「業務リスク」に関しては、毎年3月に開催するリスク管理委員会(委員長:代表取締役社長)で「全社的に管理すべき重大リスク」を選定し、リスク意識の高揚とPDCAサイクルによるリスク管理活動の定着を図っています。国内外グループ会社においても、鹿島に準じた体制を整備し、自立的なリスク管理活動を実施しています。 http://www.kaiima.co.jp/csr/compliance/index-i.html
Anti-Corruption	GAC - 10	Procedures are in place to address corruption in operations that are assessed to be 'high risk' a) Covers elements of corruption including bribery			
Anti-Corruption	GAC - 11	Process for intermediaries (including contractors, agents, or joint ventures): a) corruption risk assessment or procedures to address corruption for intermediaries b) anti-corruption policy is communicated to intermediaries			
Anti-Corruption	GAC -	Political contributions made			
Anti-Corruption	GAC - 13	Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies			
Anti-Corruption	GAC - 14	Cost of fines, penalties or settlements in relation to corruption			
Climate Change	ECC - 1	Policy or commitment statement on climate change impact including CO2/GHG emissions to: a) address the issue b) improve efficiency, reduce or avoid the impact	建設現場では、資材や作業の無駄をなくしたり、燃料の消費を抑えるなどの工夫で、施工段階のCO2排出量削減に取り組んでいます	CSR Report 2015 JP, Page No. 30	
Climate Change	ECC - 2	Recognition of climate change as: a) A significant issue b) A material issue for their business			We have set "Provide Leading-Edge Technologies and Services" in the management strategy and positioned the environment business as one of the important areas. We have focused mainly on the following trends. -Demands of society on energy saving of buildings -Long-term development plan of large disaster prevention infrastructure of involvement with climate change -Long-term energy mix (renewable energy, nuclear component ratio) Related matters above which have deep relationship with our business and social trends are compiled at the Global Environmental Chamber and transferred to the management layer
Climate Change	ECC - 3	Demonstrating support to mitigating climate change through: a) Membership of business associations b) Company position on public policy and regulation			Japan Federation of Construction Contractors have developed the "Commitment to a Low Carbon Society". We are involved in the development of the commitment as a member of working Group of Global warming countermeasure.

Climate Change	ECC - 5	Climate change initiatives includes adaptation a) company mentions addressing adaptation b) company explains specific actions taken			The frequent occurrence of extreme weather events are increasing the risk of a construction site by the torrential rain and strong winds damaged. We have strengthened the pre-disaster prevention measures including utilization of early information services. As for heat stroke prevention, we set the correspondence procedure at the time of the weather conditions that could occur to bring our concern and stimulate awareness about the danger in the campaign etc.
Climate Change	ECC - 8	Board oversight of climate change including: a) Committee reporting into a board, or clear board oversight over the issue b) Named individual/position responsible at Board Level	社長を委員長とする全社環境委員会のもと、土木、建築、環境エンジニアリング、エンジニアリング、研究開発、海外事業の6部門で推進し、部門横断的な課題については、環境マネジメント、施工環境、グリーン調達、生物多様性の4つの部会で活動しています。	CSR Report 2015 JP, Page No. 30	
Climate Change	ECC - 10	Independent verification of operational GHG emissions or energy consumption reduction data a) Independent Verification by third party b) International assurance standard used and level of assurance declared	温室効果ガス排出量検証報告書等機構は、「ISO14064-3」に準拠して検証を実施した(…)保証水準は「限定的保証水準」	Environmental Data JP, Page No. 4	
Climate Change	ECC - 12	Intensity of operational GHG emissions is: a) measured and disclosed b) reduced			CO2排出量原単位 Environmental Data JP, Page No. 2 http://www.kajima.co.jp/csr/environment/data/pdf/data_report.pdf
Climate Change	ECC - 13	Financial quantification of: a) Costs associated with climate change b) Investment in R&D on climate change			Cost: 380 million yen R&D: 1.06 billion yen
Climate Change	ECC - 14	Three years of total operational GHG emissions data	スコープ別CO ₂ 排出量 ※対象範囲: 国内の施工現場とオフィス	Environmental Data JP, Page No. 2	
Climate Change	ECC - 15	Three years of total energy consumption data	エネルギー消費量と購入電力量 ※対象範囲: 国内の施工現場とオフィス ※対象範囲、第三者認証範囲は同上	Environmental Data JP, Page No. 2	

Climate Change	ECC - 31	Policy or commitment statement on energy use to: a) address the issue b) reduce or avoid the impact			<p>2050年80%削減という先進国の温暖化ガス削減目標に対応するため、再生可能エネルギーの導入とともに社会の省エネルギー化が急務である。</p> <p>なかでも建築物の省エネ化は削減効果とともに費用対効果、対応の容易さの点からも優先度の高い施策として位置づけられており、ゼロエネルギービルへの取組みを中心に建設業への期待は大きい。</p> <p>鹿島環境ビジョン_weblink http://www.kajima.co.jp/csr/environment/target/index-j.html</p> <p>-----</p> <p>We make efforts to reduce CO2 emitted during construction by measures such as eliminating redundant materials and operation, and reducing fuel consumption. "Genba de Eco" developed by Kajima enables site staffs to select various reduction menus according to the construction size on the intranet to incorporate CO2 reduction into the plan easily. The phase with the largest CO2 emissions is the building operation. Kajima designs environmental-friendly and energy efficient buildings. Especially towards prevalence of ZEB (Zero Energy Building), we make a demonstration by technology development and use of own facilities.</p>
Climate Change	ECC - 36	Targets to reduce energy consumption: a) unquantified, process targets; b) quantified targets			<p>We have set the quantitative targets of CO2 emissions equivalent.</p> <p>Reduce CO2 emissions per unit of sales by 35% of 1990 level *Equivalent to a 65% reduction of total emissions.</p>
Climate Change	ECC - 37	Disclosure of results measured against previously disclosed targets to reduce energy consumption: a) unquantified progress; b) quantified progress			<p>At the same time we also manage performance progress converted into the amount of CO2 emissions.</p> <p>Reduce CO2 emissions per unit of sales during construction operations by 14% of 1990 level (19.2% when fixing power factor at the pre-quake level).</p>
Climate Change	ECC - 38	Short term (up to 5 years) quantitative targets to reduce operational GHG emissions: a) unquantified, process targets; b) quantified targets	新3カ年(2015～2017年度)目標 【施工】 施工時CO2原単位1990年度比17%削減(電力係数の影響除外)	CSR Report 2015 JP, Page No. 31	
Climate Change	ECC - 39	Long term (more than 5 years) quantitative targets to reduce operational GHG emissions: a) unquantified, process targets; b) quantified targets	トリプルZero2050 Zero Carbon 自社の事業活動に起因するものだけでなく、提供する建造物から排出される温室効果ガスも含めた“Zero Carbon”を目指す。	CSR Report 2015 JP, Page No. 30	
			ターゲット2030 (施工) 排出原単位1990年度比35%削減 ※総量では65%削減に相当		

Climate Change	ECC - 40	Disclosure of results measured against previously disclosed targets to reduce GHG emissions: a) unquantified progress; b) quantified progress	3力年(2012 ~2014年度)目標 【施工】 施工時CO2原単位1990年度比18%削減 実績:14.0% (電力係数を震災前に固定:19.2%)	CSR Report 2015 JP, Page No. 31	
Corporate Governance	GCG - 1	Separate Chairman and CEO a) Separate Chairman and CEO, where Chairman is not independent b) Separate Chairman and CEO, where Chairman is independent	代表取締役会長 中村満義	Securities Report 2015 JP, Page No. 29	
Corporate Governance	GCG - 2	Disclosure of details about Directors: a) Expertise b) Other Directorships	代表取締役会長 中村満義 (...) 同17年6月 当社代表取締役社長兼社長執行役員 同27年6月 当社代表取締役会長(現任)	Securities Report 2015 JP, Page No. 29	
Corporate Governance	GCG - 3	Number of Board Directors	取締役の員数は当報告書の提出日現在、社外取締役3名を含む14名であり、任期は2年としている。	Securities Report 2015 JP, Page No. 33	
Corporate Governance	GCG - 4	Number of independent Directors on the Board	社外取締役3名、社外監査役3名については、いずれもこの要件を満たしており、6名全員を当社が上場している東京証券取引所及び名古屋証券取引所に独立役員として届け出しています。	CSR Report 2015 JP, Page No. 25	
Corporate Governance	GCG - 5	Number of women on the Board	【役員の状況】 男性18名 女性1名(役員のうち女性の比率5.3%) 取締役 齋藤 聖美	Securities Report 2015 JP, Page No. 29, 31	
Corporate Governance	GCG - 6	Commitment to diversity on the Board: a) A mention in passing b) Clear proactive statement of support			コーポレート・ガバナンス報告書2-2:業務執行、監査・監督、指名、報酬決定等の機能に係る事項(現状のコーポレート・ガバナンス体制の概要)・・ Corporate Governance Report JP, Page No.6 http://www.kajima.co.jp/prof/governance/pdf/governance.pdf ----- Under our Corporate Philosophy, for our group to advance and develop through out the future sustainably, we elect and appoint candidates with business experience gained in each area and ability to make use of knowledge including that of finance and technologies, after the deliberation at the Board considering the balance of knowledge, experience and ability as the whole Board.
Corporate Governance	GCG - 7	Board addresses: a) conflicts of interest b) abuse in related party transactions			会社との関係(1)(2)・・ Corporate Governance Report JP, Page No.3 http://www.kajima.co.jp/prof/governance/pdf/governance.pdf ----- We oversee in order not to impair interests of our company and our shareholders by having a policy to place the matter on transactions between our company and related parties of the Board members and executive officers before the Board.

Corporate Governance	GCG - 8	Periodic evaluation of Board effectiveness: a) Review with no clear timeframe b) Evaluation with a clear timeframe (e.g. annually)			(コーポレート・ガバナンス報告書2-2:業務執行、監査・監督、指名、報酬決定等の機能に係る事項(現状のコーポレート・ガバナンス体制の概要)、補充原則4-11-3)・・ Corporate Governance Report JP, Page No.2,6 http://www.kajima.co.jp/prof/governance/pdf/governance.pdf ----- We ameliorate Board effectiveness in an appropriate manner by Chair of the Board (Chairman) preparing opportunities receive advices on Board effectiveness and management from outside directors and external auditors and by Board Secretariat and the Audit Department conducting interviews periodically.
Corporate Governance	GCG - 9	Disclosure of: a) Board Committees b) their terms of reference or equivalent			コーポレートガバナンス報告書P13体制図 Corporate Governance Report JP, Page No.13 http://www.kajima.co.jp/prof/governance/pdf/governance.pdf ----- With the Corporate Conduct Committee which the President performs as the chair, we make efforts to establish corporate governance and go far in compliance. Having the President as the chair, the Risk Management Committee is set up to decide on risk management systems and policies, and evaluate and give guidance about risk management system of each department. Internal Control Evaluation Committee on Financial Reporting is also in place to evaluate and deliberate effectiveness of internal control.
Corporate Governance	GCG - 10	Disclosure of number of times each Committee has met per annum: a) the Board b) each Sub-committees	常勤監査役 中村金郎 当期開催の取締役会15回、監査役会15回の全てに出席し、主に金融・財務の観点から、必要に応じて発言を行っております。	AGM Notice, Page No. 16	
Corporate Governance	GCG - 11	Disclosure of the attendance rate for: a) some individual board/subcommittee member attendance rates, or an average attendance rates b) all individual committee member's attendance rate at board and sub committee level	常勤監査役 中村金郎 当期開催の取締役会15回、監査役会15回の全てに出席し、主に金融・財務の観点から、必要に応じて発言を行っております。	AGM Notice, Page No. 16	Attendance rate of Outside Audit & Supervisory Board Member at the Board of Directors: 95% Attendance rate of Outside Audit & Supervisory Board Member at the Board of Corporate Auditors: 95%
Corporate Governance	GCG - 12	There is a Board Committee for remuneration: a) with an independent Chair b) with at least half independent members			As for determination on remuneration for top management and the Board members, the discussion by independent Outside Directors, the Chair and the President takes place beforehand, and advices and proposals are taken into consideration.
Corporate Governance	GCG - 13	There is a charter or equivalent that discloses the process to determine remuneration a) details are provided via a public document b) details provided in an official	役員の報酬等の額の決定に関する方針 当社は役員の報酬等の額の決定に関する方針を定めており、その内容及び決定方法は下記のとおりである。(…)	Securities Report 2015 JP, Page No. 38	

Corporate Governance	GCG - 14	Disclosure of fixed and variable remuneration for: a) Executive board members b) Non-executive board members			役員の報酬等 Securities Report 2015 JP, Page No. 38 http://www.kajima.co.jp/ir/yuho/pdf/118.pdf ----- Board of Directors 10 members (remuneration) 390 million yen, bonus 0 yen Corporate Auditors (excluding external auditors) 2 members (remuneration) 56 million yen, bonus 0 yen Outside Directors 4 members (remuneration) 50 million yen, bonus 0 yen Total 16 members (remuneration) 497 million yen, bonus 0 yen
Corporate Governance	GCG - 16	There is a Board Audit Committee: a) with an independent Chair b) with at least half independent members	監査役会は、当報告書の提出日現在、社外監査役3名を含む5名で構成されている。社外監査役は、中村金郎、須藤秀一郎及び町田幸雄の3名である。 ----- 社外取締役3名、社外監査役3名については、いずれもこの要件を満たしており、6名全員を当社が上場している東京証券取引所及び名古屋証券取引所に独立役員として届け出しています。	Securities Report 2015 JP, Page No. 34	
Corporate Governance	GCG - 17	Disclosure of fees paid to the auditor a) non-audit fees b) audit fees	【監査公認会計士等に対する報酬の内容】 監査証明業務に基づく報酬(百万円) 非監査業務に基づく報酬(百万円)	Securities Report 2015 JP, Page No. 41	
Corporate Governance	GCG - 18	Disclosure of accounts in relevant languages (local language and English) a) ----- b) if company is registered/listed in non-English countries and has an English report as well	Financial Results 2015 EN	Financial Results 2015 EN	
Corporate Governance	GCG - 19	Number of working days before the Annual General Meeting that the agenda is published	第118期定時株主総会招集御通知(平成27年6月3日) 日 時 平成27年6月25日(木曜日) 午前10時	AGM Notice, Page No. 1	
Corporate Governance	GCG - 21	Shareholders have the right to vote on executive remuneration: a) evidence of shareholders voting in the AGM b) the right to vote annually is explicitly covered in a company policy			月例報酬の合計額は、月額6000万円以下とする。(平成17年6月29日第108期提示株主総会にて決議) Securities Report 2015 JP, Page No. 38 http://www.kajima.co.jp/ir/yuho/pdf/118.pdf ----- The total amount of monthly remuneration shall be 60 million yen or below (adopted at the 108th Ordinary Stockholders' Meeting on June 29th, 2005) The total amount of bonus shall be 160 million yen or below a year (adopted at the 110th Ordinary Stockholders' Meeting on June 28th, 2007)

Corporate Governance	GCG - 22	Shareholders have the right to vote on Director appointments and dismissals: a) evidence of shareholders voting in the AGM b) the right to vote annually is explicitly covered in a company policy	第3号議案 取締役7名選任の件	AGM Notice, Page No. 1	Shareholders have the right to vote on Director appointments at the Ordinary Stockholders' Meeting held in June every year.
Corporate Governance	GCG - 24	For any share issues in last three years the company has: a) issued shares at fair value (no more than 5% discount) b) provided explanations for seeking new capital and reported on the capital raised	発行済株式総数(株) 平成25年3月 1,057,312 平成26年3月 1,057,312 平成27年3月 1,057,312	Securities Report 2015 JP, Page No. 3	
Corporate Governance	GCG - 25	Provisions to protect minority shareholder rights where there is a blockholder (over 30% ownership) a) over 30%, and limited provisions in place b) over 30%, and provisions in place across all issues	【大株主の状況】 発行済株式総数に対する所有株式数の割合(%) 日本マスタートラスト信託銀行株式会社(信託口) 5.49	Securities Report 2015 JP, Page No. 25	
Corporate Governance	GCG - 26	Disclosure of voting results a) in a limited format (eg. Webcasts) b) in an official document	決議事項 賛成(個) 反対(個) 棄権(個)	AGM Report, Page No. 3	
Corporate Governance	GCG - 27	Remuneration for executive members: a) includes long-term incentives or mechanisms such as clawbacks b) incorporates ESG performance			
Corporate Governance	GCG - 40	Claw-back or malus provision exists for remuneration (a) Applies to CEO (b) Applies to CEO and to one or more other executives			
Health & Safety	SHS - 1	Policy or commitment statement on health and safety to: a) address the issue as relevant and important b) apply to contractors or other external stakeholders	安全は企業の能力と良心を示すバロメーターであるとの理念に基づき、管理能力の高い協力会社と連携して建設工事に伴う災害・事故の撲滅を図り、もって社会基盤整備を担う建設業の信頼確保と会社の持続的な発展を目指す。	CSR Report 2015 JP, Page No. 28	
Health & Safety	SHS - 2	Company statement to address global health issues including: a) HIV/AIDS b) Tuberculosis c) Malaria			
Health & Safety	SHS - 3	Board oversight of health and safety: a) Committee reporting into a board, or clear board oversight over the issue b) Named individual/position responsible at Board Level			「労働災害・事故の撲滅に向けて」体制図 Safety - weblink http://www.kajima.co.jp/csr/boast/safety/index-j.html
Health & Safety	SHS - 4	Risk Assessment regarding health and safety for: a) Potential new operations or projects (= due diligence) b) Existing operations or projects	鹿島では、特に工事入手時検討会後の、施工計画書作成時や施工準備委員会、鉄骨建方等の施工前検討会などでリスクアセスメントを実施しており、それ以外に本支店が行う安全衛生パトロールなども該当します。	Safety - weblink	

Health & Safety	SHS - 5	Employee involvement in health and safety improvements: a) Initiatives for employees to participate such as health and safety committees b) Included in discussions with worker representatives or trade unions	社員が健康であることは、家族のためにも重要です。鹿島では、長時間労働対策を大きな課題と捉え、健康管理体制の強化を図っています。人事部と社員組合が共同で実施するワーク・ライフ・バランス推進、時短キャンペーン、確実な休日消化・休暇取得推進のほか、必要に応じて、産業医による面接指導や特定保健指導を実施しています。	Employee - weblink	
Health & Safety	SHS - 8	Performance monitoring and management of health and safety: a) Performance and progress against targets b) Benchmarking against industry standards			
Health & Safety	SHS - 10	Independent verification of H&S data: a) Independent Verification by third party b) International assurance standard used and level of assurance declared			
Health & Safety	SHS - 11	Programme regarding prevention and control of at least one global health issue applies to: a) community, including employee family b) employees			
Health & Safety	SHS - 12	Percentage of sites with OHSAS 18001 certification	ISO認証登録リスト	ISO List - weblink	
Health & Safety	SHS - 13	Number of staff trained on health and safety standards within the last two years			
Health & Safety	SHS - 15	Lost-time incident rate, over last 3 years	安全成績の推移 度数率(休業1日以上) 度数率: 100万延実労働時間当たりの労働災害による死傷者数をもって、災害発生の頻度を表したもの(休業1日以上は2012年度から統計化)	CSR Report 2015 JP, Page No. 29	
Health & Safety	SHS - 37	Accidents or incidents leading to injuries or fatalities: a) Investigations and findings of reported incidents b) Actions following reported incidents			
Health & Safety	SHS - 38	Number of work-related employee fatalities, over last 3 years	安全成績の推移 死亡者数	CSR Report 2015 JP, Page No. 29	
Health & Safety	SHS - 39	Policy or commitment statement to reduce health and safety impact through: a) commitment to continuous improvement b) targets to reduce incidents	安全は企業の能力と良心を示すバロメーターであるとの理念に基づき、管理能力の高い協力会社と連携して建設工事に伴う災害・事故の撲滅を図り、もって社会基盤整備を担う建設業の信頼確保と会社の永続的な発展を目指す。	CSR Report 2015 JP, Page No. 28	
Health & Safety	SHS - 40	Number of work-related contractor fatalities, over last 3 years			

Human Rights & Community	SHR - 1	Statement of support for one of UN International Bill of Rights, UDHR, UN Int. Covenant on Civil and Political Rights or UN Int. Covenant on Economic, Social and Cultural Rights a) A mention in passing b) Clear proactive statement of support			We understand and support the importance of human rights discussed by global opinion including principles and guidelines of recognized international institutions.
Human Rights & Community	SHR - 2	Commitment to apply the UN Guiding Principles on Business and Human Rights a) Statement addressing issue b) Policy/Principles/Code			We focus on preventive measures against human rights abuse together with our business partners in addition to conducting human rights education as a member of global society, containing the principles of human respect in "Kajima Group Code of Conduct" in the light of international rules and opinions based on the importance of "Guiding Principles on Business and Human Rights."
Human Rights & Community	SHR - 3	Statement of principles or process by which community investments are made a) company describes what investments are being made b) Community investment linked to business strategy	鹿島は企業市民として学術・文化・芸術活動を積極的に支援しています。特に5つの財団の事業を通じて長年学術や文化振興に寄与しています。	CSR Report 2015 JP, Page No. 32	
Human Rights & Community	SHR - 4	Policy addresses children's rights, other than child labour through: a) Evidence of support for children's rights in company operations or through programmes b) Policy or commitment statement on children's rights, such as commitment to the Children's Rights and Business Principles	次世代教育支援 建設現場を実際に見ることで、建設業や鹿島の存在・取組みなどを次世代に知ってもらい、若年層のキャリア教育の一翼を担うと同時に将来の選択肢のひとつになればと考え、現場見学会や職業体験などを受け入れています。	CSR Report 2015 JP, Page No. 32	We contribute to child-rearing through our businesses considering the healthy development of children of next generation in the Code of Conduct, understanding the spirit of the Children's Rights and Business Principles.
Human Rights & Community	SHR - 5	Commitment to local employment and/or sourcing a) comment on local employment/sourcing b) clear commitment	鹿島は、日本国内の本支店・現場に加えて、ヨーロッパ・アジア・アメリカなど各地に現地法人を構えており、それぞれ多様な国籍のローカルスタッフを採用しています。それぞれが各所で活躍することにより、鹿島グループと地元企業や取引先との信頼を構築し、地元根差した事業展開が可能になっています。	CSR Report 2015 JP, Page No. 23	
Human Rights & Community	SHR - 10	Human rights risk assessment for: a) Potential new projects b) Existing company operations			
Human Rights & Community	SHR - 11	Stakeholder engagement to verify the human rights risks and impacts a) Evidence of consultation taking place b) Documented meetings and reports of how results have been used			We make efforts to understand and adjust the problems through raising awareness of human rights issues by conducting new employees trainings, manager trainings, trainings for harassment prevention, supervisor seminars and dialogues with their participants.

Human Rights & Community	SHR - 12	Grievance mechanisms in place for individuals impacted by business activities: a) Plan outlined to implement a grievance mechanism b) Grievance mechanism			本社ならびに各支店にセクシュアルハラスメント相談窓口を設けているほか、社外の専門業者に電話での相談をすることができます。 働きやすい企業風土の確立- weblink http://www.kajima.co.jp/csr/boast/office/index-j.html ----- Our contact information is available in both Japanese and English on our website to receive claims and opinions of customers and community residents impacted by our business. It is available 24 hours a day, 365 days a year.
Human Rights & Community	SHR - 13	Actions taken following alleged incidents of human rights violations a) If the company discloses the number of incidents, but not how they dealt with them b) if the company has taken action towards incidents of violations			We received 21 claims and consultations regarding human rights in 2014, with which all the cases are dealt appropriately.
Human Rights & Community	SHR - 14	Participation in a recognised human rights related initiative or collaboration a) participating in workshops on relevant human rights issues b) Being a formal member in an industry or topic specific, human rights related initiative			We belong to the Japan Federation of Construction Contractors, a corporate member of Keidanren which has Charter of Corporate Behaviour (Clause 8) emphasizing the respect of the international norms including human rights.
Human Rights & Community	SHR - 15	Output of community investments a) Non-quantified output b) Quantification of output	上海日本商工クラブとは、上海に拠点を持つ日本企業のネットワークであり、鹿島も会員企業として参加しています。同クラブでは2007年から社会貢献活動の一環として上海西部の安徽(あんき)省で毎年2校の小学校を建設し、寄贈し	Society - weblink	
Human Rights & Community	SHR - 16	Mechanisms to facilitate employee engagement and involvement with charitable partners a) evidence of recognising volunteering b) specific foundations, targets, structures set up			ボランティア休暇制度取得者数 CSR Report 2015 JP, Page No. 23 http://www.kajima.co.jp/csr/report/2015/pdf/csr_all.pdf ----- We have a volunteer leave system to encourage our employees to participate in volunteering activities to establish rich relationship with communities where we operate and to make opportunities to find constantly-changing needs of society.
Human Rights & Community	SHR - 17	Amount of donations/community investments made to registered not-for-profit organizations			
Labour Standards	SLS - 1	Policy addresses the prevention of child labour: a) Addresses the issue/comply with local laws	児童労働・強制労働の禁止 児童労働・強制労働は認めない。	Code of Conduct JP, Page No. 5	
Labour Standards	SLS - 2	Policy addresses the prevention of forced labour: a) Addresses the issue/comply with local laws	児童労働・強制労働の禁止 児童労働・強制労働は認めない。	Code of Conduct JP, Page No. 5	

Labour Standards	SLS - 3 Policy addresses non-discrimination: a) Generic non-discrimination/equal opportunity b) Race c) Religion d) Gender e) Age f) Sexual orientation g) Disabilities h) Nationality	鹿島は「鹿島グループ企業行動規範」に基づき、性別・出身・人種・国籍・宗教等による差別を禁止しているほか、社員等の公平な処遇に努め、多様な人材が能力や個性を十分に発揮できるよう様々な取組みをしています。	Employee - weblink	Kajima prohibits any discrimination based on gender, age, origin, race, nationality, religion, sexual orientation and disability based on "Kajima Group Code of Conduct." In addition, we make efforts for fair treatment of employees and conduct various engagements for our diverse employees to exercise their abilities.
Labour Standards	SLS - 5 Policy or statement supports the right to freedom of association: a) refers only to compliance with local law on freedom of association b) covers the respect or support of the right to freedom of association			<p>鹿島では健全な労使関係を構築しており、賃金交渉、各種制度改正時等に社員組合と交渉を行っています。また、社員の就労環境などをテーマとして、毎年定期的に意見交換の場を設けており、より働きやすい職場を実現するために活動しています。</p> <p>働きやすい企業風土の確立-weblink 社員組合とともに http://www.kajima.co.jp/csr/boast/office/index-j.html</p> <p>I .公正で誠実な企業活動 (1)法令の遵守と良識ある行動 Code of Conduct JP, Page No. 3 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf</p> <p>-----</p> <p>Based on "Kajima Group Code of Conduct" taking the freedom of association and collective bargaining as important rights of employees, Kajima recognize those rights guaranteed by laws and regulations of each country. In addition, in countries where the freedom of association is not safeguarded by laws and regulations, we encourage dialogues between labour and management emphasizing the principles of the freedom of association and collective bargaining. In this manner, Kajima establishes the healthy relationship between labour and management and we negotiate with the labour union at the time of wage bargaining and system changes. Also, we exchange opinions regularly about labour environments aiming at realizing better working conditions.</p>

Labour Standards	<p>SLS - 6 Policy or statement supports the right to collective bargaining:</p> <p>a) refers only to compliance with local law on collective bargaining</p> <p>b) covers the respect or support of the right to collective bargaining</p>	<p>鹿島では健全な労使関係を構築しており、賃金交渉、各種制度改正時等に社員組合と交渉を行っています。また、社員の就労環境などをテーマとして、毎年定期的に意見交換の場を設けており、より働きやすい職場を実現するために活動しています。</p> <p>働きやすい企業風土の確立-weblink 社員組合とともに http://www.kajima.co.jp/csr/boast/office/index-j.html</p> <p>I .公正で誠実な企業活動 (1)法令の遵守と良識ある行動 Code of Conduct JP, Page No. 3 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf</p> <p>-----</p> <p>Based on "Kajima Group Code of Conduct" taking the freedom of association and collective bargaining as important rights of employees, Kajima recognize those rights guaranteed by laws and regulations of each country. In addition, in countries where the freedom of association is not safeguarded by laws and regulations, we encourage dialogues between labour and management emphasizing the principles of the freedom of association and collective bargaining. In this manner, Kajima establishes the healthy relationship between labour and management and we negotiate with the labour union at the time of wage bargaining and system changes. Also, we exchange opinions regularly about labour environments aiming at realizing better working conditions.</p>
Labour Standards	<p>SLS - 7 Policy addresses the elimination of excessive working hours</p> <p>a) Comply/not exceed local law on working hours/ over time</p> <p>b) Clear policy on reducing excessive working hours</p>	<p>鹿島では、長時間労働対策を大きな課題と捉え、健康管理体制の強化を図っています。人事部と社員組合が共同で実施するワーク・ライフ・バランス推進、時短キャンペーン、確実な休日消化・休暇取得推進のほか、必要に応じて、産業医による面接指導や特定保健指導を実施しています。</p> <p>働きやすい企業風土の確立-weblink 社員と家族のための健康管理 http://www.kajima.co.jp/csr/boast/office/index-j.html</p> <p>I .公正で誠実な企業活動 (1)法令の遵守と良識ある行動 Code of Conduct JP, Page No. 3 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf</p> <p>-----</p> <p>Kajima recognizes long working hours as a major problem and make every effort to strengthen the health management system. Aiming at elimination of long working hours, in addition to compliance with Labour Standards Act, promotion of work-life balance in collaboration of Human Resources Department and the labour union, working short hours campaign, and promotion to use up of holidays and vacations, we provide consultation with industrial doctors and specific health guidance.</p>

Labour Standards	SLS - 8	Policy supports the right to a minimum or living wage a) Comply with minimum wage b) Commitment to exceed minimum wage/ meet living wage			I.公正で誠実な企業活動 (1)法令の遵守と良識ある行動 Code of Conduct JP, Page No. 3 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf ----- Kajima complies with laws and regulations of each country including labour related laws based on "Kajima Group Code of Conduct." We focus on developing the healthy labour environment together with business partners in addition to assure our group employees of minimum wage safeguarded by legal requirements. URL
Labour Standards	SLS - 10	Company involvement in initiatives, or commitment to frameworks, on labour standards: a) Participation in workshops or industry / topic specific initiative or collaboration b) Member or public commitment to a recognised international framework			We belong to the Japan Federation of Construction Contractors, a corporate member of Keidanren which has Charter of Corporate Behaviour (Clause 4) emphasizing the fair personnel affairs and treatments including labour standards.
Labour Standards	SLS - 11	Policy addresses: a) the employment of under-privileged groups, including deprived backgrounds, poor social status and no formal education or qualifications b) youth unemployment, apprenticeships, or graduate placements	組合が各社の求人票を預かり、高校や専門学校、ハローワークなどに一括して提出した上で採用活動を行う仕組みです。 ----- 鹿島では、未来の土木技術者を目指す人々に対して、「鹿島かわら版」を作成し大学の工学部などの掲示板を通じて情報発信を行っています。身近な新入社員の様子や話題の工事・技術について記事に取り上げ、鹿島や当社で働くことのイメージを持ってもらう機会と考えています。進路や就	CSR Report 2015 JP, Page No. 24	Based on "Kajima Group Code of Conduct", Kajima prohibits any discrimination based on origin, age, and social backgrounds. With due consideration, we conduct hiring in a nod to features of our business activities.
Labour Standards	SLS - 12	Policy: a) Communicated globally to employees b) Translated into relevant languages	教育と啓蒙 当社グループの役員、従業員が本規範について十分な理解を得るために必要な教育・研修を反復して実施し、企業倫理の徹底を図る。	Code of Conduct JP, Page No. 5	
Labour Standards	SLS - 13	Risk Assessment regarding labour issues for: a) Potential new operations or projects (= due diligence) b) Existing operations or projects			
Labour Standards	SLS - 14	Company has taken action to address labour issues of a) prevention of child labour b) prevention of forced labour c) mechanisms to allow employee representatives to engage with company management d) reduce excessive working hours e) support a living wage	鹿島では健全な労使関係を構築しており、賃金交渉、各種制度改正時等に社員組合と交渉を行っています。また、社員の就労環境などをテーマとして、毎年定期的に意見交換の場を設けており、より働きやすい職場を実現するために活動しています。	Employee - weblink	鹿島では、長時間労働対策を大きな課題と捉え、健康管理体制の強化を図っています。人事部と社員組合が共同で実施するワークライフ・バランス推進、時短キャンペーン、確実な休日消化・休暇取得推進のほか、必要に応じて、産業医による面接指導や特定保健指導を実施しています。 鹿島では健全な労使関係を構築しており、賃金交渉、各種制度改正時等に社員組合と交渉を行っています。 働きやすい企業風土の確立-weblink 社員と家族のための健康管理 http://www.kajima.co.jp/csr/boast/office/index-j.html ----- Based on "Kajima Group Code of Conduct," we prohibit child and forced labour and comply with labour related laws and regulations of each country. In addition, through dialogues between labour management, we consider and encourage our business partners to maintain and improve the living wage aiming at development of the healthy working environment.

Labour Standards	SLS - 16	Actions taken to improve workforce diversity, equal opportunities, or reduce discrimination, including: a) Race b) Religion c) Gender d) Age f) Sexual orientation g) Disabilities h) Nationality	女性社員の活用推進 高齢者の再雇用 外国籍社員の雇用 障がい者の雇用	Employee - weblink	Based on "Kajima Group Code of Conduct," we respect fundamental human rights and prohibit any discrimination including that based on sexual orientation and gender identity. Any discriminatory behaviours are considered as incompliance with the Code of Conduct and will be subject to penalties according to the company's rules.
Labour Standards	SLS - 21	Action taken on instances of non-compliance a) If the company discloses the number of incidents, but not how they dealt with them b) if the company has taken action towards incidents of non-compliance			
Labour Standards	SLS - 24	Full time staff turnover rates			離職率 CSR Report 2015 JP, Page No. 23 http://www.kajima.co.jp/csr/report/2015/pdf/csr_all.pdf
Labour Standards	SLS - 25	Percentage of employees that are contractors or temporary staff	従業員数(人) 15,383[3,204]	Securities Report 2015 JP, Page No. 10	
Labour Standards	SLS - 26	Amount of time spent on employee development training Total time as a company Average time per employee			
Labour Standards	SLS - 29	Employee personal development training a) Policy or commitment statement to provide employee personal development training b) Detailed description of the personal development training that is provided	鹿島は、建設業の「ものづくり」を支えるのは、鹿島や協力会社の社員一人ひとりの力だと考えて、人材育成に力を入れています。 現場・設計・管理部門間のジョブローテーションに加えて、OJT・研修・資格取得を組み合わせることで、5年次までに基礎力を、10年次までに応用力を養成し、その後は管理能力を高める三段階の教育体系としています(…)	Education - weblink	
Pollution & Resources	EPR - 1	Policy or commitment statement on pollution to: a) address the issue b) improve efficiency, reduce or avoid the impact	有害物質の管理 過去に建設された建築物には石綿含有建材やPCB、フロンなどの有害物質が使用されている場合があり、解体・改修工事を行う際には事前調査結果に基づく適切な対応が重要です。また、工場跡地などの人為的な汚染土壌はもちろん、重金属を含んだ自然由来の汚染土壌に対しても、鹿島は重要な課題ととらえて取り組んでいます。	Environment Initiatives - weblink	
Pollution & Resources	EPR - 2	Policy or commitment statement on waste to: a) address the issue b) improve efficiency, reduce or avoid the impact	建設廃棄物のゼロエミッション化とともに、循環資材の活用、建造物の長寿命化により建設事業でのZERO WASTEをめざします。	Environment Initiatives - weblink	
Pollution & Resources	EPR - 3	Policy or commitment statement on resource use to: a) address the issue b) improve efficiency, reduce or avoid the impact	鹿島は、セメント使用量を削減するため、製鉄副産物の高炉スラグの配合割合を大幅に高めたコンクリートを開発しており、その普及拡大により資源循環と温暖化防止に貢献しています。	Environment Initiatives - weblink	

Pollution & Resources	EPR - 4	Targets to reduce or avoid pollution: a) not quantified, process targets b) quantified	新3カ年(2015 ~2017年度)目標 ・有害物質の管理: 予防的対応の徹底(特に汚染土壌、石綿)、化学物質等の 管理徹底	CSR Report 2015 JP, Page No. 31	Our mid-term target advocates "management of toxic substances: forwarding preventive measures (contaminated soil and asbestos in particular)" which is not accompanied with qualitative targets. However, the qualitative target implicitly means zero incident as aspired at the administrative level.
Pollution & Resources	EPR - 5	Targets to reduce or avoid waste: a) not quantified, process targets b) quantified	ターゲット2030 ・建設廃棄物最終処分率 0%	CSR Report 2015 JP, Page No. 30	
Pollution & Resources	EPR - 6	Targets to reduce or avoid raw material use: a) not quantified, process targets b) quantified	ターゲット2030 ・主要資材での再生材利用率60%以上	CSR Report 2015 JP, Page No. 30	
Pollution & Resources	EPR - 7	Progress against targets to reduce or avoid pollution: a) unquantified, process targets b) quantified targets	3カ年(2012 ~2014年度)目標: 有害物質の管理 予防的対応の促進 (特に汚染土壌、石綿) 実績:石綿含有建材の不適切な解体事故2件(建築)	CSR Report 2015 JP, Page No. 31	
Pollution & Resources	EPR - 8	Progress against targets to reduce or avoid waste: a) unquantified, process targets b) quantified targets	3カ年(2012 ~2014年度)目標: ゼロエミッション 最終処分率3%未満 実績:最終処分率3.4%	CSR Report 2015 JP, Page No. 31	
Pollution & Resources	EPR - 9	Progress against targets to reduce or avoid raw material use: a) unquantified, process targets b) quantified targets			再生材使用率 The usage rate of recycled materials of the main materials (Cement, Ready-mixed concrete, Aggregate and Asphalt) is calculated. Environmental Data JP, Page No. 3 http://www.kajima.co.jp/csr/environment/data/pdf/data_report.pdf
Pollution & Resources	EPR - 10	Disclosure of three years of water (effluent) discharge: a) Total amount b) Quality, and destination			Aggregated data is not available as it is managed by each project.
Pollution & Resources	EPR - 11	Disclosure of three years of tonnes of raw material used: a) Total b) Total by type			The amount of main raw materials used (Cement, Ready-mixed concrete, Aggregate and Asphalt) is calculated.
Pollution & Resources	EPR - 12	Independent verification of operational environmental data a) Independent Verification by third party b) International assurance standard used and level of assurance declared			
Pollution & Resources	EPR - 13	Works with others to reduce pollution, waste or resource use: a) Participation in specific local or global Initiatives b) Collaborates with other companies operating at same sites such as making use of the same waste streams as inputs (industrial ecology)			We participate in Federation of Construction Contractors Accessory Product Working Group and conduct activities with them. Kajima also takes part in public and private matching project of the Ministry of Land, Infrastructure, Transport and Tourism for beneficial use of soil generated by construction.

Pollution & Resources	EPR – 15	Financial quantification of pollution, waste and resource use: a) Costs associated with their impacts [including shadow costing] b) Investment in R&D on reducing or avoiding their impacts [including funding of R&D organisations]			主要建築廃棄物での集計結果 Environmental Data JP, Page No. 3 http://www.kajima.co.jp/csr/environment/data/pdf/data_report.pdf ----- The data for the recovered amount of toxic substances is available but not converted into cost unit. The amount for R&D investment is not available.
Pollution & Resources	EPR – 16	Use of LCA in product or system design a) Report of analysis b) Use in planning	鹿島は、建造物のライフサイクルを考えた計画・設計段階、新築やリニューアル・解体などの施工段階、竣工して発注者に引き渡してからの運用段階などそれぞれのフェーズで排出するCO2を削減するための取組みを行っています。	Environment Initiatives – weblink	
Pollution & Resources	EPR –	Three year records of NOX emissions			
Pollution & Resources	EPR –	Three year records of SOX emissions			
Pollution & Resources	EPR – 21	Three year records of Volatile organic compounds (VOC)			
Pollution & Resources	EPR – 24	Three year records of hazardous waste	有害物質	CSR Report 2015 JP, Page No. 31	有害物質の管理(過去3年間のデータ) Environmental Data JP, Page No. 3 http://www.kajima.co.jp/csr/environment/data/pdf/data_report.pdf
Pollution & Resources	EPR – 25	Three year records of Non-recycled waste	建設廃棄物の発生量と最終処分量(汚泥含む)(万t)	CSR Report 2015 JP, Page No. 31	
Pollution & Resources	EPR – 26	Three year records of Waste recycled	建設廃棄物の発生量と最終処分量(汚泥含む)(万t)	CSR Report 2015 JP, Page No. 31	建設廃棄物の発生量と最終処分量(汚泥含む)(万t)、品目別発生量 Environmental Data JP, Page No. 2 http://www.kajima.co.jp/csr/environment/data/pdf/data_report.pdf
Pollution & Resources	EPR – 27	Total costs of environmental fines and penalties during financial year			
Pollution & Resources	EPR – 28	Percentage of sites covered by recognised environmental management systems such as ISO14001 or EMAS	ISO認証登録リスト	ISO List – weblink	
Risk Management	GRM – 1	Board: a) has oversight of risk management b) reviews the effectiveness of the risk management process	法令違反等の「業務リスク」に関しては、社長を委員長とする「リスク管理委員会」を毎年3月に開催し、「全社的に管理すべき重大リスク」を選定して全社に展開することで、リスク意識の高揚とPDCAサイクルによるリスク管理活動の定着を図っています。	CSR Report 2015 JP, Page No. 26	法令違反等の「業務リスク」に関しては、「リスク管理基本方針」のもと、各部署が自律的にリスクに対する活動を展開しており、その状況については、社長を委員長とする「リスク管理委員会」が評価、指導を行っております。 コーポレート・ガバナンス-weblink リスク管理体制 http://www.kajima.co.jp/prof/governance/index-j.html
Risk Management	GRM – 2	There is a senior executive or committee responsible for risk: a) reporting to the CEO or Board b) separate from Head of Audit or equivalent	法令違反等の「業務リスク」に関しては、社長を委員長とする「リスク管理委員会」を毎年3月に開催し、「全社的に管理すべき重大リスク」を選定して全社に展開することで、リスク意識の高揚とPDCAサイクルによるリスク管理活動の定着を図っています。	CSR Report 2015 JP, Page No. 26	

Risk Management	GRM - 4	a) Risk management standards or frameworks such as ISO31000, COSO, IRM, FERMA b) Reporting standards such as: Reference to external standards to inform the company's risk management system and reporting transparency:	編集に当たっては「国際統合報告フレームワークVer.1」、GRI「サステナビリティレポートガイドライン第4版」などを参考にしました。	CSR Report 2015 JP, Page No. 2	
Risk Management	GRM - 5	Board applies oversight over: a) Code of Conduct or equivalent b) ESG risks	本規範は、当社の企業行動委員会の審議を経て取締役会が制定し、当社グループ各社においては各社の取締役会の決議により発効する。	Code of Conduct JP, Page No. 6	
Risk Management	GRM - 7	The Code of Conduct or equivalent: a) describes the company's risk management framework b) the framework covers ESG risks	■リスク管理体制 鹿島は、事業遂行上のリスクの発生を防止、低減するための活動を全社的に推進しています。新規事業、開発投資等の「事業リスク」に関しては、経営会議、専門委員会が、事業に係るリスクの把握と対策について審議を行っています。	CSR Report 2015 JP, Page No. 26	
Risk Management	GRM - 8	The company has a corporate-wide approach to non-compliance including: a) procedures to investigate and follow up on any non-compliances identified b) reporting of the number of substantiated claims or incidents of non-compliance			6. 違背する事態が発生した場合・・・ Code of Conduct JP, Page No. 5 http://www.kajima.co.jp/prof/governance/pdf/kihan.pdf
Risk Management	GRM - 10	The company commits to: a) the regular rotation of auditors b) to tender for a new audit firm on a regular basis			
Risk Management	GRM - 11	The company addresses major ESG catastrophic events and incidents through: a) Scenario planning and stress testing b) Response plans and emergency procedures in place	鹿島は、「防災・減災」の観点で、人命を第一に、災害が起こっても生活と事業を継続できるという安全と安心の提供も一つの使命と考えています。それと同時に、発災時の顧客支援や被災地域のインフラ復旧への対応にも重要な役割を担っています。 大きな地震や近年頻発している台風や集中豪雨などによる風害、水害など、自然災害が発生した際には、状況に応じて迅速かつ最適な対応が求められます。迅速な対応ができるよう、当社と協力会社や建設機械メーカーなどとの間には	Society - weblink	
Risk Management	GRM - 12	The company: a) reviews compliance with the Code and identify any non-compliances b) periodically reviews the effectiveness of its Code of Conduct			
Risk Management	GRM - 14	Provisions for fines and settlements in audited accounts			
Risk Management	GRM - 20	There is a confidential or anonymous whistleblowing or equivalent mechanism to notify breaches of company codes or policies for: a) Staff b) external Stakeholders	また、従業員等が匿名でも通報できる通報窓口（企業倫理ホットライン）を社内外（本社・各支店・弁護士事務所）に設け、啓発用カードの配付などを通じて制度を周知し、積極的な活用を促しています。	CSR Report 2015 JP, Page No. 26	
Water Use	EWT - 3	Target(s) to address water use/water leakage: a) unquantified, process targets b) quantified targets			
Water Use	EWT - 4	Disclosure of: a) Operations in water-stressed environments b) Water use / abstraction in water-stressed environments			Project specific review and correspondence are conducted, but the information will not be disclosed as the corporate policy.

Water Use	EWT - 5	Risk assessment regarding water issues in water stressed locations for : a) Potential new operations or projects (= due diligence) b) Existing operations or projects				There are some cases where constructions (such as dam and tunnel construction) could expect the decrease of the ground water due to the construction and incorporate response into construction plans. However, such cases are dealt with by individual project and the information will not be presented widely.
Water Use	EWT - 6	Disclosure of action(s) taken to reduce water use/water leakage: a) Applied to specific sites b) Applied throughout the company				
Water Use	EWT - 7	Independent verification of water use/water extraction data: a) Independent verification by third party b) International assurance standard used and level of assurance declared				
Water Use	EWT - 8	Works with others to reduce water use/water leakage: a) Participation in specific local or global Initiatives b) Collaborates with other companies operating at same sites such as making use of water waste streams as inputs (industrial ecology)				
Water Use	EWT - 9	Quantified progress against targets to reduce water use/water leakage: a) Applied at specific sites b) Applied throughout the company				
Water Use	EWT - 11	Three years of total water use/water extraction data	水使用量		Environmental Data JP, Page No. 2	
Water Use	EWT - 12	Percentage of water recycled (non-potable) for use in own operations				
Water Use	EWT - 13	Policy or commitment on water use/leakage reduction to: a) address the issue; b) improve efficiency, reduce or avoid the the impact				
Additional Information or						