

Toppan's Corporate Social Responsibility Activities Digest 2016

The Toppan Group engages in corporate social responsibility (CSR) activities in line with action points and targets established based on the seven core subjects under ISO 26000. The following two pages enumerate the main activities undertaken under the core subjects.

Human Rights

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Action Points

- Heightening awareness of the importance of respecting basic human rights
- Providing an open environment and information for recruitment
- Proactively appointing female employees to higher positions
- Working for equal opportunity in individual career development and helping employees pursue their own career paths
- Supporting second careers for retired employees
- Promoting the employment of persons with disabilities
- Supporting para-sports

Main Results in Fiscal 2016

Number of female managerial and supervisory staff (nonconsolidated)



348

*As of April 2017

Average monthly number of page views of *SPORTRAIT*, Toppan's para-sports information website



Organizational Governance

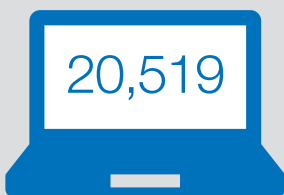
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Action Points

- Developing CSR management based on ISO 26000
- Facilitating business continuity management (BCM) activities

Main Results in Fiscal 2016

Reduction in the number of directors through the introduction of an executive officer system



Number of employees who have completed e-learning-based, Group-wide basic education on BCM

Labour Practices

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Action Points

- Supporting work-life balance
- Creating a better working environment through partnerships between labor and management
- Ensuring occupational health and safety and reinforcing countermeasures against fires
- Reinforcing countermeasures against disasters
- Promoting healthcare and health enhancement
- Arranging measures for mental healthcare
- Developing and fostering human assets*

Main Results in Fiscal 2016

Ratio of males among employees who have taken childcare leave

57.7%



Ratio of employees who have undergone stress checks

96.9%



*Toppan values its employees as precious "human assets."

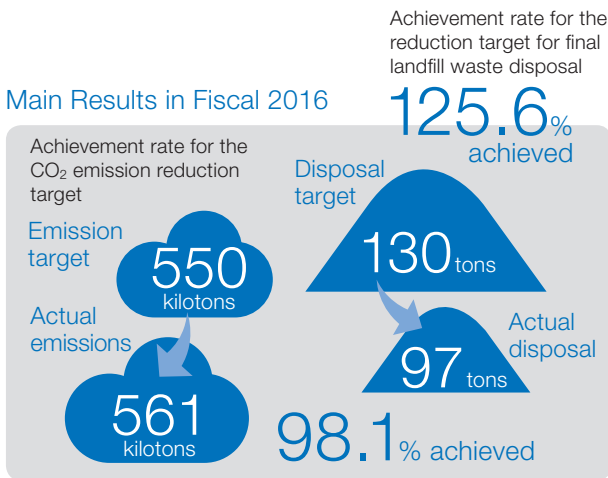
The Environment

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Action Points

- Reduce CO₂ emissions
- Reduce final landfill waste disposal
- Reduce VOC emissions into the atmosphere

Main Results in Fiscal 2016



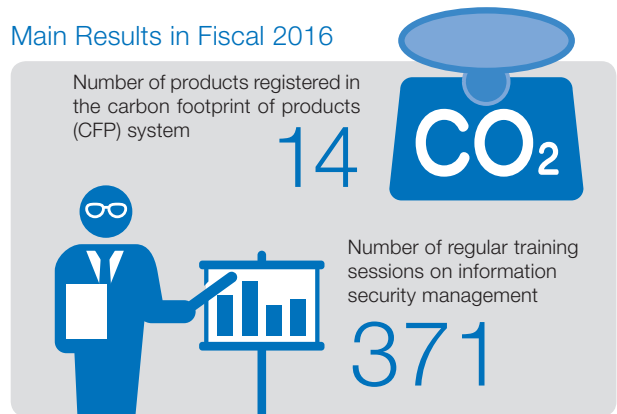
Consumer Issues

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Action Points

- Ensuring consumer safety through the strict prevention of quality-related accidents
- Evaluating environmental impact (disclosing CFP)
- Establishing a management structure towards the complete elimination of information security accidents

Main Results in Fiscal 2016



Fair Operating Practices

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Action Points

- Heightening awareness of laws, regulations, and the Conduct Guidelines
- Complying with transaction-related laws and regulations
- Promoting CSR initiatives in the supply chain

Main Results in Fiscal 2016



Community Involvement and Development

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Action Points

- Arranging social contribution programs to help solve social issues

Main Results in Fiscal 2016

