

## Initiatives to Reduce Environmental Impact

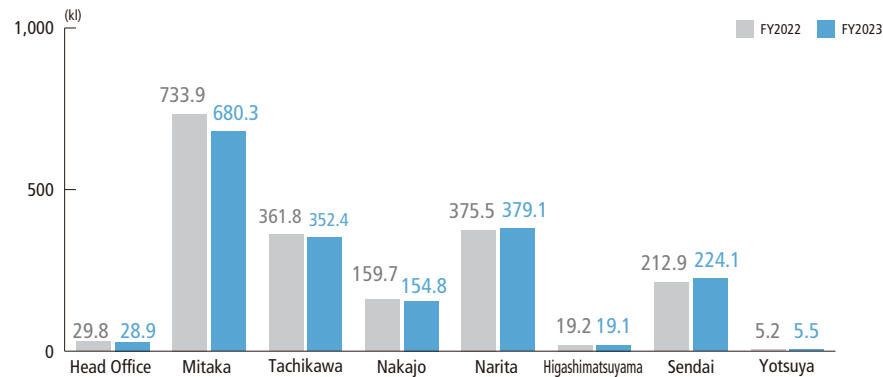
### Energy-saving Initiatives

**Objective:** Reduce energy consumption

**Subjects:** "Electricity, city gas, LP gas, type A fuel oil, gasoline, diesel fuel, kerosene"

**Target:** Reduction of at least 1% compared to FY2022

Energy Consumption by Facility

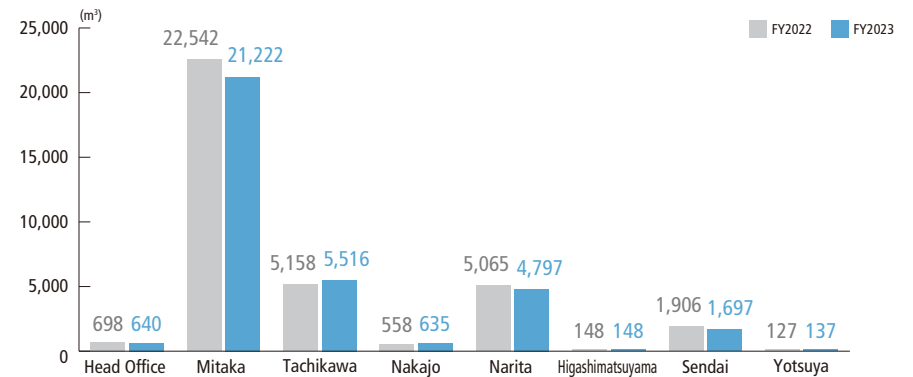


### Water Resources Initiatives

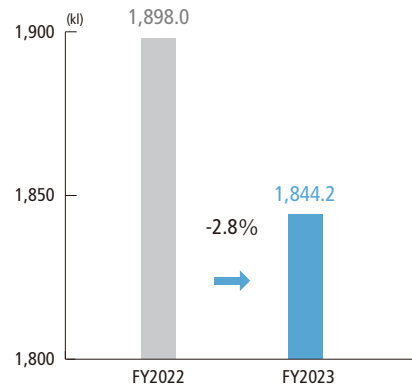
**Objective:** Reduce water consumption

**Target:** Reduction of 1% or more compared to FY2022

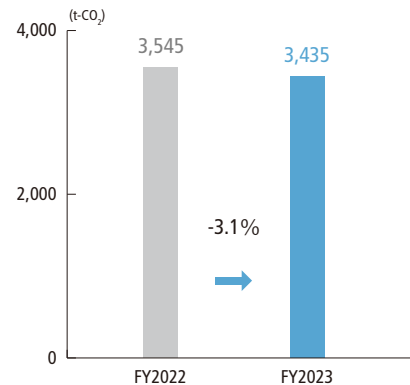
Water Consumption by Facility



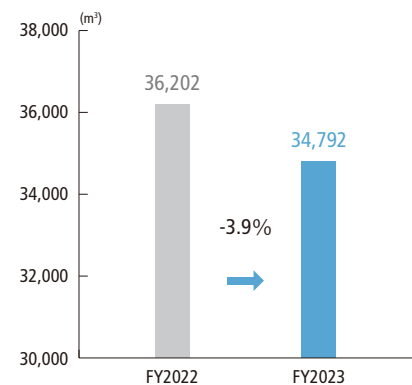
Total Energy Usage



CO<sub>2</sub> Emissions



Total Water Usage



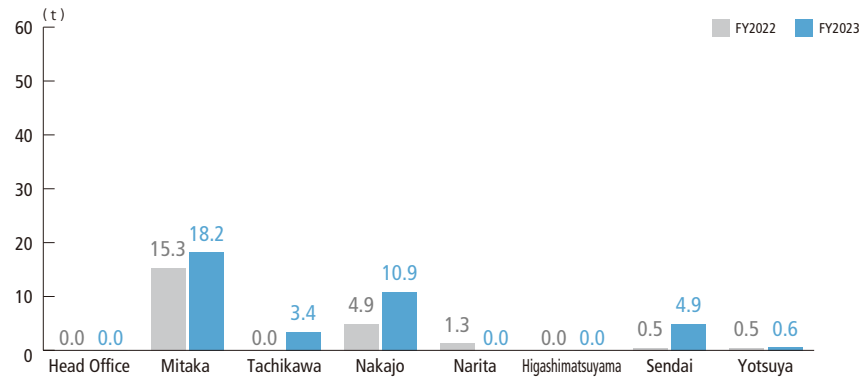
## Waste Reduction Initiatives

**Objective:** Reduce waste emissions

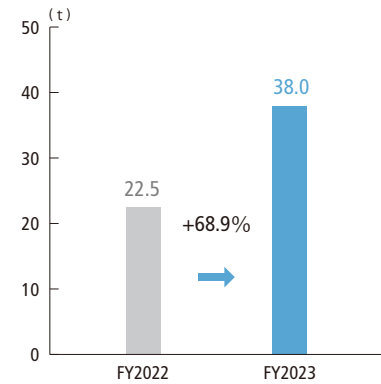
**Target:** Reduction of 1% or more compared to FY2022

### Waste (general and industrial waste disposed of into landfills)

#### Waste Volume by Facility

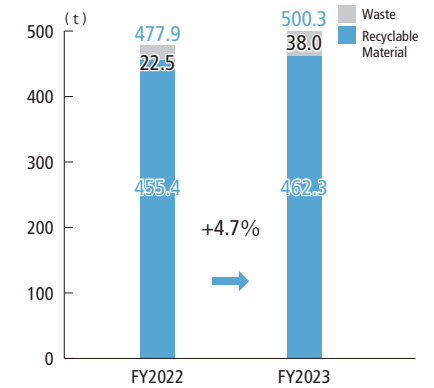


#### Total Waste Volume



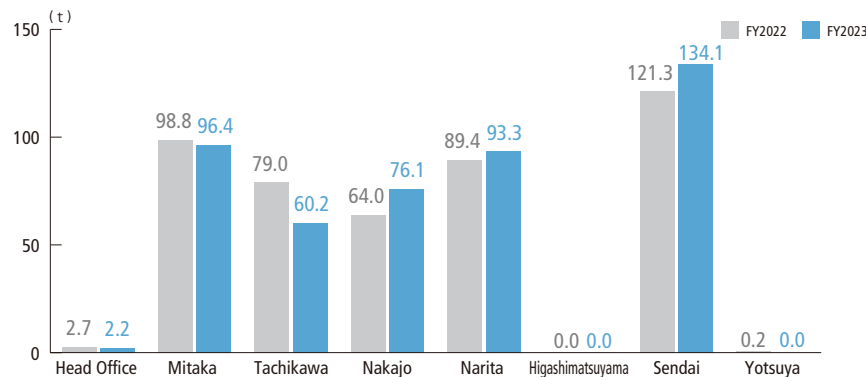
### Total discharge of waste (waste + recyclable materials)

#### Emissions from Waste and Recyclable Materials

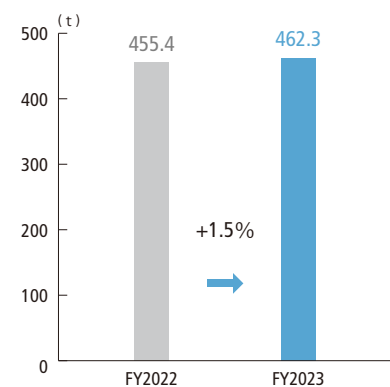


### Recyclable materials (general and industrial recyclable waste)

#### Recyclable Materials Output by Facility



#### Total Recyclable Materials Output



## Environment

	Unit	Scope	FY2021	FY2022	FY2023
<b>Energy</b>					
<b>Energy consumption within the organization</b>	GJ	Consolidated basis (includes overseas sites)	213,418	229,060	207,234
Total fuel consumption from non-renewable energy sources (fuel)	GJ	Consolidated basis (includes overseas sites)	26,117	34,360	31,315
Total fuel consumption from non-renewable energy sources (electricity)	GJ	Consolidated basis (includes overseas sites)	187,031	194,700	175,919
<b>Increasing or decreasing energy YoY</b>	GJ	Consolidated basis (includes overseas sites)	-8,351	15,912	-21,826
Fuel	GJ	Consolidated basis (includes overseas sites)	-4,056	8,243	-3,045
Electricity	GJ	Consolidated basis (includes overseas sites)	-4,295	7,669	-18,781
<b>Greenhouse gas (GHG) emissions</b>					
<b>GHG emissions (Scope 1)</b>	t-CO <sub>2</sub>	Consolidated basis (includes overseas sites)	1,515	1,947	2,003
Energy derived	t-CO <sub>2</sub>	Consolidated basis (includes overseas sites)	1,512	1,944	1,882
Non-energy derived	t-CO <sub>2</sub>	Consolidated basis (sites in Japan only)	3	3	121
<b>GHG emissions (Scope 2)</b>	t-CO <sub>2</sub>	Consolidated basis (includes overseas sites)	7,916	8,337	8,208
<b>Increasing or decreasing GHG emissions YoY</b>					
Scope 1	t-CO <sub>2</sub>	Consolidated basis (includes overseas sites)	-203	432	56
Scope 2	t-CO <sub>2</sub>	Consolidated basis (includes overseas sites)	-696	421	-129
<b>Water and wastewater</b>					
<b>Volume of wastewater</b>	m <sup>3</sup>	Consolidated basis (sites in Japan only)	49,593	57,820	50,760
Sewerage	m <sup>3</sup>	Consolidated basis (sites in Japan only)	36,487	37,126	45,963
Rivers	m <sup>3</sup>	Consolidated basis (sites in Japan only)	13,106	20,694	4,797
<b>Water resources consumption (water intake)</b>	m <sup>3</sup>	Consolidated basis (sites in Japan only)	49,593	57,820	50,760
Tap water	m <sup>3</sup>	Consolidated basis (sites in Japan only)	44,905	52,755	45,963
Ground water	m <sup>3</sup>	Consolidated basis (sites in Japan only)	4,688	5,065	4,797
<b>Discharged to</b>					
Sewerage	m <sup>3</sup>	Consolidated basis (sites in Japan only)	31	31	19
Rivers	m <sup>3</sup>	Consolidated basis (sites in Japan only)	960	960	960
<b>Waste (total)</b>	t	Consolidated basis (sites in Japan only)	975.0	841.7	886.3
Wood waste	t	Consolidated basis (sites in Japan only)	78.6	65.3	95.4
Mixed waste (controlled)	t	Consolidated basis (sites in Japan only)	0.1	2.8	0.0
Metal waste	t	Consolidated basis (sites in Japan only)	160.1	58.9	71.3
Plastic waste	t	Consolidated basis (sites in Japan only)	235.9	206.5	217.8

## Environment

	Unit	Scope	FY2021	FY2022	FY2023
Sludge	t	Consolidated basis (sites in Japan only)	42.3	38.6	31.0
Paper waste	t	Consolidated basis (sites in Japan only)	168.4	154.7	182.8
Oil waste (including raw materials)	t	Consolidated basis (sites in Japan only)	93.2	120.8	82.6
Waste acid	t	Consolidated basis (sites in Japan only)	103.8	134.9	116.8
Glass and ceramic waste	t	Consolidated basis (sites in Japan only)	0.1	0.5	2.6
Other	t	Consolidated basis (sites in Japan only)	92.4	58.7	86.0
<b>Waste by disposal type</b>					
Recycling	t	Consolidated basis (sites in Japan only)	909.1	757.1	709.3
Landfill	t	Consolidated basis (sites in Japan only)	65.9	84.6	177.0
<b>Hazardous substance management</b>					
<b>Chemical substance management (volume handled)</b>					
Methylene chloride (dichloromethane)	kg	Consolidated basis (sites in Japan only)	22	42	5
Methylenebis (4,1-phenylene) = diisocyanate	kg	Consolidated basis (sites in Japan only)	3	8	12
Phenol	kg	Consolidated basis (sites in Japan only)	1,245	3,056	4,270
Formaldehyde	kg	Consolidated basis (sites in Japan only)	310	796	2,120
Trichlorethylene	kg	Consolidated basis (sites in Japan only)	1,900	1,100	1,974
VOCs (volatile organic compounds)	kg	Consolidated basis (sites in Japan only)	–	–	48,228
<b>Air pollutant management (measured concentration)</b>					
SOx (sulfur oxide)	kg/Nm <sup>3</sup>	Consolidated basis (sites in Japan only)	55	19	94
NOx (nitrogen oxide)	kg/Nm <sup>3</sup>	Consolidated basis (sites in Japan only)	83	72	88
Particulates	mg/Nm <sup>3</sup>	Consolidated basis (sites in Japan only)	6.7	3.8	8.9
<b>Water pollutant management (measured concentration)</b>					
pH (hydrogen ion exponent)	pH	Consolidated basis (sites in Japan only)	7.0	7.2	7.0
BOD (biochemical oxygen demand)	mg/L	Consolidated basis (sites in Japan only)	14.0	2.0	Less than 1
COD (chemical oxygen demand)	mg/L	Consolidated basis (sites in Japan only)	6.0	2.0	2.0
SS (suspended solids)	mg/L	Consolidated basis (sites in Japan only)	Less than 1	2.0	5.0
Fluorine and its compounds	mg/L	Consolidated basis (sites in Japan only)	5.7	3.3	4.6

\* Methane and dinitrogen monoxide calculated as carbon dioxide equivalent

## Society\*1 \*1 Results for JAMCO Corporation unless otherwise specified.

	Unit	Scope	FY2021	FY2022	FY2023
<b>Number of Employees</b>					
Consolidated basis	Persons		2,560	2,579	2,692
Non-consolidated basis	Persons		1,150	1,106	1,059
Supervisory personnel Men	Persons		238	245	245
Supervisory personnel Women	Persons		7	9	14
Regular employees other than the above Men	Persons		632	575	538
Regular employees other than the above Women	Persons		124	117	108
Seconded employees (inward) Men	Persons		47	56	44
Seconded employees (inward) Women	Persons		5	9	9
Fixed-term contract employees *Excluding temporary employees Men	Persons		69	69	73
Fixed-term contract employees *Excluding temporary employees Women	Persons		15	8	8
Non-fixed term contract employees *Excluding temporary employees Men	Persons		7	6	7
Non-fixed term contract employees *Excluding temporary employees Women	Persons		6	12	13
<b>Total Men</b>	Persons		993	951	907
<b>Total Women</b>	Persons		157	155	152
<b>Breakdowns of employees</b>					
Under 30 Men	Persons		163	130	115
Under 30 Women	Persons		36	29	25
<b>Under 30 Total</b>	Persons		199	159	140
30 to 50 Men	Persons		477	452	416
30 to 50 Women	Persons		100	100	101
<b>30 to 50 Total</b>	Persons		577	552	517
Over 50 Men	Persons		353	369	376
Over 50 Women	Persons		21	26	26
<b>Over 50 Total</b>	Persons		374	395	402
New graduates hired Men	Persons		14	0	12
New graduates hired Women	Persons		3	0	7
Experienced professionals hired Men	Persons		2	7	15
Experienced professionals hired Women	Persons		1	7	2
Average years of service Men	Months		237	249	251
Average years of service Women	Months		137	137	151
Voluntary turnover rate	%		4.0	4.6	5.1

## Society\*1

\*1 Results for JAMCO Corporation unless otherwise specified.

	Unit	Scope	FY2021	FY2022	FY2023
<b>Diversity</b>					
Percentage of female employees	%		16.5	16.6	16.9
Percentage of female supervisory personnel	%		2.6	3.3	4.9
Percentage of female new graduates hired	%		17.6	–	36.8
Number of persons with disabilities employed	Persons	Consolidated basis	57	55	57
Percentage of persons with disabilities employed	%	Consolidated basis	3.1	3.1	3.2
Number of elderly persons employed (aged 60 and above)	Persons		74	73	78
<b>Gender wage gap</b>					
Regular workers	%		76.2	78.1	79.5
Part-time	%		84.7	80.4	74.8
Non-regular workers	%		84.0	78.2	95.3
Regular workers Men	Yen	Average	5,883,494	6,652,372	7,113,044
Regular workers Women	Yen	Average	4,485,541	5,194,584	5,655,181
<b>Training and education</b>					
Training-related expenses and expenditure	Yen		61,916,102	73,854,135	89,292,950
Number of participants in information security training	Persons		1,242	1,156	1,081
Number of participants in supervisory personnel (management) training	Persons		28	40	43
<b>Career development reviews</b>					
Number of employees who received a regular career development review Men	Persons		601	576	815
Number of employees who received a regular career development review Women	Persons		107	111	123
Total	Persons		708	687	938
<b>Human rights training*2</b>					
Number of participants (employees) in human rights training	Persons		1,189	1,135	1,056
Number of participants (officers) in human rights training	Persons		21	19	19
<b>Work-life balance</b>					
Number of employees using the reduced hours working system, etc.	Persons		19	23	22
Number of employees using the telecommuting system	Persons		–	14	43
Number of employees taking family care leave	Persons		2	4	5
Uptake of paid leave	%		73.8	84.8	100
Total overtime hours	Hours		187,783:05	195,664:11	192,096:48

\*2 For example, training on harassment (power harassment, sexual harassment, pregnancy discrimination, etc.), discrimination and prejudice against LGBTQ people and persons with disabilities, and problems of buraku people, etc.



## Society\*<sup>1</sup> \*1 Results for JAMCO Corporation unless otherwise specified.

	Unit	Scope	FY2021	FY2022	FY2023
<b>Mental health care</b>					
Rate of implementing stress checks	%		95.0	96.8	94.3
<b>Physical health examinations</b>					
Rate of participation in periodic physical health examinations	%		100.0	99.9	99.1
Percentage of employees who qualify for specific health guidance	%		13.4	11.7	24.0
<b>Incidence of occupational accidents</b>					
Number of occupational accidents	Incidents		11	15	11
Number of occupational accidents resulting in death	Incidents		0	0	0
Number of casualties due to occupational accidents with one day or more off work	Persons		6	7	1
Lost worktime accident frequency rate	%		2.5	2.7	0.4
Occupational disease frequency rate	%		0.0	0.0	0.0
Labor unionization rate	%		100	100	100
<b>Customer privacy</b>					
Complaints about customer privacy violations	Incidents		0	0	0
Leakage, theft, and loss of customer data	Incidents		0	0	0



Standard	Disclosure item	Relevant page
<b>GRI2: General Disclosures 2021</b>		
1. The organization and its reporting practices	<b>2-1</b> Organizational details	Company Outline P41
	<b>2-2</b> Entities included in the organization’s sustainability reporting	Financial Report
	<b>2-3</b> Reporting period, frequency and contact point	Editorial Policy P1
		Stock Information P42
	<b>2-4</b> Restatements of information	—
<b>2-5</b> External assurance	—	
2. Activities and workers	<b>2-6</b> Activities, value chain and other business relationships	Financial and Non-Financial Highlights P4
		Company Outline P41
		Financial Report
	<b>2-7</b> Employees	Financial and Non-Financial Highlights P5
		Human Resources Development P28-30
		Company Outline P41
		ESG Data (Data Collection) P5
<b>2-8</b> Workers who are not employees	—	





Standard	Disclosure item	Relevant page	
3. Governance	<b>2-9</b> Governance structure and composition	Governance	P35
	<b>2-10</b> Nomination and selection of the highest governance body	Governance	P35
		Corporate Governance Report	
	<b>2-11</b> Chair of the highest governance body	Corporate Governance Report	
	<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	Approach to Sustainability Issues	P9
		Governance	P35
	<b>2-13</b> Delegation of responsibility for managing impacts	Approach to Sustainability Issues	P9
		Governance	P35
	<b>2-14</b> Role of the highest governance body in sustainability reporting	Approach to Sustainability Issues	P9
		Governance	P35
	<b>2-15</b> Conflicts of interest	Corporate Governance Report	
	<b>2-16</b> Communication of critical concerns	Risk Management	P40
	<b>2-17</b> Collective knowledge of the highest governance body	Governance	P36
		Corporate Governance Report	
<b>2-18</b> Evaluation of the performance of the highest governance body	Governance	P38	
	Corporate Governance Report		
<b>2-19</b> Remuneration policies	Governance	P37-38	
	Corporate Governance Report		
<b>2-20</b> Process to determine remuneration	Governance	P37-38	
	Corporate Governance Report		
<b>2-21</b> Annual total compensation ratio	—		



Standard	Disclosure item	Relevant page	
4. Strategies, policies and practices	2-22 Statement on sustainable development strategy	Message from the President	P6-8
		Message from the Officer with Responsibility	P10
	2-23 Policy commitments	JAMCO Group Management Philosophy	P1
		Aiming to Contribute to a Comfortable and Sustainable Society	P11
		Respect for Human Rights	P25
	2-24 Embedding policy commitments	Materiality (Important Issues)	P12-13
		Respect for Human Rights	P25
		Supply Chain Management	P33
	2-25 Processes to remediate negative impacts	Governance	P37
		Risk Management	P40
	2-26 Mechanisms for seeking advice and raising concerns	Respect for Human Rights	P25
		Compliance	P39
	2-27 Compliance with laws and regulations	ESG Data	(Data Collection) P7
2-28 Membership associations	—		
5. Stakeholder Engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement	P34
	2-30 Collective bargaining agreements	Labor-Management Relations	P27
		ESG Data	(Data Collection) P7
<b>GRI 3: Material Topics 2021</b>			
	3-1 Process to determine material topics	Materiality (Important Issues)	P12
	3-2 List of material topics	Materiality (Important Issues)	P13
	3-3 Management of material topics	Promoting Sustainability Management	P9



Standard	Disclosure item	Relevant page
<b>Economy</b>		
GRI 201: Economic Performance 2016	<b>201-1</b> Direct economic value generated and distributed	Financial and Non-Financial Highlights P4 Financial Report
	<b>201-2</b> Financial implications and other risks and opportunities due to climate change	Climate Action P20
	<b>201-3</b> Defined benefit plan obligations and other retirement plans	Financial Report
	<b>201-4</b> Financial assistance received from government	—
GRI 202: Market Presence 2016	<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage	—
	<b>202-2</b> Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts 2016	<b>203-1</b> Infrastructure investments and services supported	Contribution to Local Communities P33
	<b>203-2</b> Significant indirect economic impacts	—
GRI 204: Procurement Practices 2016	<b>204-1</b> Proportion of spending on local suppliers	—
GRI 205: Anti-corruption 2016	<b>205-1</b> Business sites that conduct risk assessments related to corruption	—
	<b>205-2</b> Communication and training about anti-corruption policies and procedures	—
	<b>205-3</b> Confirmed incidents of corruption and actions taken	—
GRI 206: Anti-competitive Behavior 2016	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—
GRI 207: Tax 2019	<b>207-1</b> Approach to tax	—
	<b>207-2</b> Tax governance, control, and risk management	—
	<b>207-3</b> Stakeholder engagement and management of concerns related to tax	—
	<b>207-4</b> Country-by-country reporting	—



Standard	Disclosure item	Relevant page	
<b>Environment</b>			
GRI 301: Materials 2016	<b>301-1</b> Materials used by weight or volume	—	
	<b>301-2</b> Recycled input materials used	—	
	<b>301-3</b> Reclaimed products and their packaging materials	Message from the President	P7
		Establishing the Technology & Innovation Center	P14
	Innovation Road Map 2050	P16	
GRI 302: Energy 2016	<b>302-1</b> Energy consumption within the organization	Initiatives to Reduce Environmental Impact	P23
		Environment-related Data	(Data Collection) P1
		ESG Data	(Data Collection) P3
	<b>302-2</b> Energy consumption outside of the organization	Initiatives to Reduce Environmental Impact	P23
	<b>302-3</b> Energy intensity	—	
	<b>302-4</b> Reduction of energy consumption	Initiatives to Reduce Environmental Impact	P23
		Environment-related Data	(Data Collection) P1
		ESG Data	(Data Collection) P3
<b>302-5</b> Reductions in energy requirements of products and services	Three Values JAMCO Provides	P18	
GRI 303: Water and Effluents 2018	<b>303-1</b> Interactions with water as a shared resource	—	
	<b>303-2</b> Management of water discharge-related impacts	—	
	<b>303-3</b> Water withdrawal	ESG Data	(Data Collection) P3
	<b>303-4</b> Water discharge	ESG Data	(Data Collection) P3
	<b>303-5</b> Water consumption	Environment-related Data	(Data Collection) P1, P3



Standard	Disclosure item	Relevant page
GRI 304: Biodiversity 2016	<b>304-1</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—
	<b>304-2</b> Significant impacts of activities, products and services on biodiversity	—
	<b>304-3</b> Habitats protected or restored	Biodiversity Initiatives P24
	<b>304-4</b> IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
GRI 305: Emissions 2016	<b>305-1</b> Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions Results and Reductions Targets P22
		ESG Data (Data Collection) P3
	<b>305-2</b> Indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions Results and Reductions Targets P22
		ESG Data (Data Collection) P3
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	—
	<b>305-4</b> GHG emissions intensity	—
	<b>305-5</b> Reduction of GHG emissions	Climate Action P20-22
		Energy-saving Initiatives P23
		ESG Data (Data Collection) P3
	<b>305-6</b> Emissions of ozone-depleting substances (ODS)	—
<b>305-7</b> Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data (Data Collection) P4	



Standard	Disclosure item	Relevant page		
GRI 306: Waste 2020	<b>306-1</b> Waste generation and significant waste-related impacts	Reduction of Waste and Recycle Rate Improvement	P23	
		ESG Data	(Data Collection) P3-4	
	<b>306-2</b> Management of significant waste-related impacts	Reduction of Waste and Recycle Rate Improvement	P23	
		ESG Data	(Data Collection) P3-4	
	<b>306-3</b> Waste generated	Reduction of Waste and Recycle Rate Improvement	P23	
		Environment-related Data	(Data Collection) P2	
		ESG Data	(Data Collection) P3-4	
	<b>306-4</b> Waste diverted from disposal	Reduction of Waste and Recycle Rate Improvement	P23	
		Environment-related Data	(Data Collection) P2	
		ESG Data	(Data Collection) P4	
	<b>306-5</b> Waste directed to disposal	Reduction of Waste and Recycle Rate Improvement	P23	
		Environment-related Data	(Data Collection) P2	
		ESG Data	(Data Collection) P4	
	GRI 308: Supplier Environmental Assessment 2016	<b>308-1</b> New suppliers that were screened using environmental criteria	—	
		<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	P33
<b>Society</b>				
GRI 401: Employment 2016	<b>401-1</b> New employee hires and employee turnover	ESG Data	(Data Collection) P5	
	<b>401-2</b> Allowances that are paid to full-time employees and not to fixed-term or part-time employees	—		
	<b>401-3</b> Parental leave	Financial and Non-Financial Highlights	P5	
Diversity, Equity and Inclusion		P26-27		

# GRI Standards Content Index



Standard	Disclosure item	Relevant page
GRI 402: Labor/Management Relations 2016	<b>402-1</b> Minimum notice periods regarding operational changes	—
GRI 403: Occupational Health and Safety 2018	<b>403-1</b> Occupational health and safety management system	Occupational Safety and Health P31
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health P31
	<b>403-3</b> Occupational health services	Occupational Safety and Health P31
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health P31
	<b>403-5</b> Worker training on occupational health and safety	Occupational Safety and Health P31
	<b>403-6</b> Promotion of worker health	Occupational Safety and Health P31
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health P31
	<b>403-8</b> Workers covered by an occupational health and safety management system	—
	<b>403-9</b> Work-related injuries	ESG Data (Data Collection) P7
	<b>403-10</b> Work-related ill health	ESG Data (Data Collection) P7
GRI 404: Training and Education 2016	<b>404-1</b> Average hours of training per year per employee	—
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	Human Resources Development P28-30
	<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	ESG Data (Data Collection) P6
GRI 405: Diversity and Equal Opportunity 2016	<b>405-1</b> Diversity of governance bodies and employees	Financial and Non-Financial Highlights P5
		Diversity, Equity and Inclusion P26-27
		Directors and Executive Officers / Skill Matrix P36
		ESG Data (Data Collection) P6
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	ESG Data (Data Collection) P6
	Financial Report	
GRI 406: Non-discrimination 2016	<b>406-1</b> Incidents of discrimination and corrective actions taken	Respect for Human Rights P25

# GRI Standards Content Index



Standard	Disclosure item	Relevant page	
GRI 407: Freedom of Association and Collective Bargaining 2016	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	
GRI 408: Child Labor 2016	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	Human Rights Assessment	P25
		Supply Chain Management	P33
GRI 409: Forced or Compulsory Labor 2016	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Assessment	P25
		Supply Chain Management	P33
GRI 410: Security Practices 2016	<b>410-1</b> Security personnel trained in human rights policies or procedures	ESG Data	(Data Collection) P6
GRI 411: Rights of Indigenous Peoples 2016	<b>411-1</b> Incidents of violations involving rights of indigenous peoples	—	
GRI 413: Local Communities 2016	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	—	
	<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	—	
GRI 414: Supplier Social Assessment 2016	<b>414-1</b> New suppliers that were screened using social criteria	—	
	<b>414-2</b> Negative social impacts in the supply chain and actions taken	Supply Chain Management	P33
GRI 415: Public Policy 2016	<b>415-1</b> Political contributions	—	
GRI 416: Customer Health and Safety 2016	<b>416-1</b> Assessment of the health and safety impacts of product and service categories	Safety and Quality	P32
	<b>416-2</b> Incidents of non-compliance concerning the health and safety impacts of products and services	—	
GRI 417: Marketing and Labeling 2016	<b>417-1</b> Requirements for product and service information and labeling	Safety and Quality	P32
	<b>417-2</b> Incidents of non-compliance concerning product and service information and labeling	—	
	<b>417-3</b> Incidents of non-compliance concerning marketing communications	—	
GRI 418: Customer Privacy 2016	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Data	(Data Collection) P7