



Furukawa Electric Group  
Sustainability Report

2018

CSR Data Book

ver.2



## Environmental

### Environmental conservation costs

(Unit: million yen)

Category	Key activity and the outcome	Furukawa Electric		Affiliated companies	
		Total cost	Year on year	Total costs	Year on year
1. Business area costs	Pollution prevention (air pollution, etc) energy conservation, waste disposal, etc.	1,191	58	383	-127
2. Upstream/downstream costs	Recovery of packaging, drums, etc.	152	-10	245	2
3. Administration costs	Environmental management system auditing, environmental impact monitoring, etc.	354	21	126	9
4. Research and development costs	Development of environmentally friendly products, research into alternatives for harmful substances	171	-107	62	-31
5. Social activity costs	Tree planting, local community cleaning activities, donations, etc.	2	-0	5	0
6. Environmental remediation costs	Environmental impact assessments, cleanup of polluted soil, etc.	1	-0	8	4
<b>Total</b>		<b>1,871</b>	<b>-38</b>	<b>830</b>	<b>-143</b>

### Economic benefits associated with environmental conservation activities

(Unit: million yen)

Details of benefits	Total benefit	
	Furukawa Electric	Affiliated companies
Revenue from recycling	296	284
Reduction in waste disposal costs	-54	-69
Reduction in energy costs	-925	274
Reduction in water purchase costs	4	39
<b>Total</b>	<b>-680</b>	<b>528</b>

(note) Minus figures indicate an increase

**Environmental conservation benefits**

Environmental impact	Unit	Furukawa Electric		Affiliated companies
		Amount of environmental burden	Reduction	Reduction
Volume of industrial waste disposal processed <sup>(note 1)</sup>	tons	115	237	275
Energy consumption (crude oil equivalent)	1,000KL	137	-9	3
Water consumption	1,000 tons	8,175	129	-202
Emissions of volatile organic chemical compounds	tons	210	-14	-12
CO <sub>2</sub> emissions	1,000 tons-CO <sub>2</sub>	229	-12	17
SO <sub>x</sub> emissions	tons	1	13	0
NO <sub>x</sub> emissions	tons	32	13	9
Soot emissions	tons	3	1	1

(note1) Excluding recycled wastes

(note) Minus figures indicate an increase

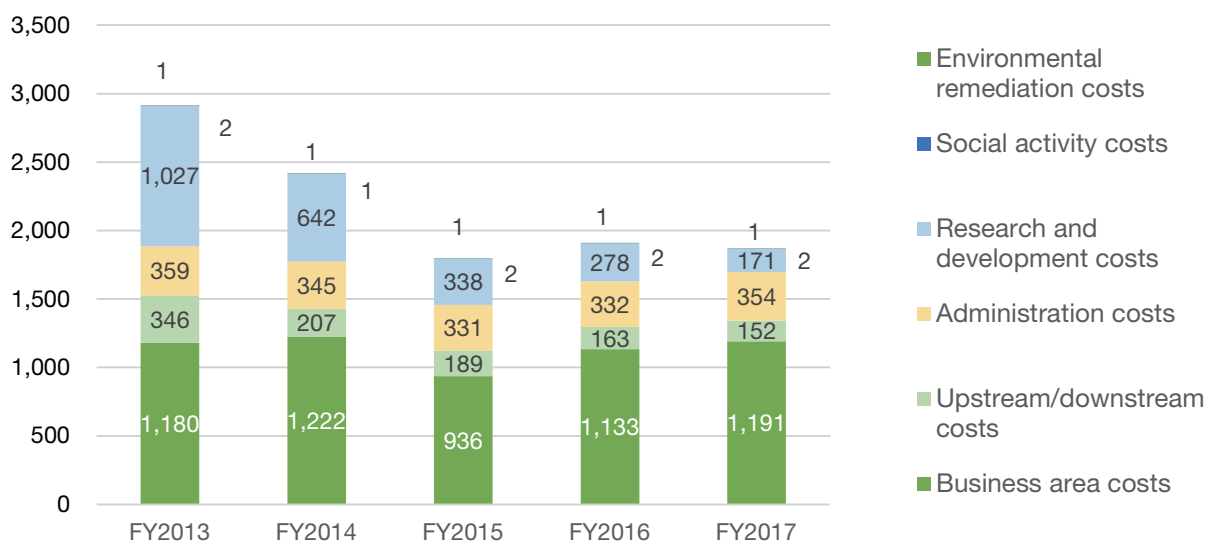
**Investment and research costs**

(Unit: million yen)

Investment and research costs	Total costs	
	Furukawa Electric	Affiliated companies
Total investment	11,919	4,873
Of which, environment-related investment	1,055	390
Total research costs	8,780	2,245

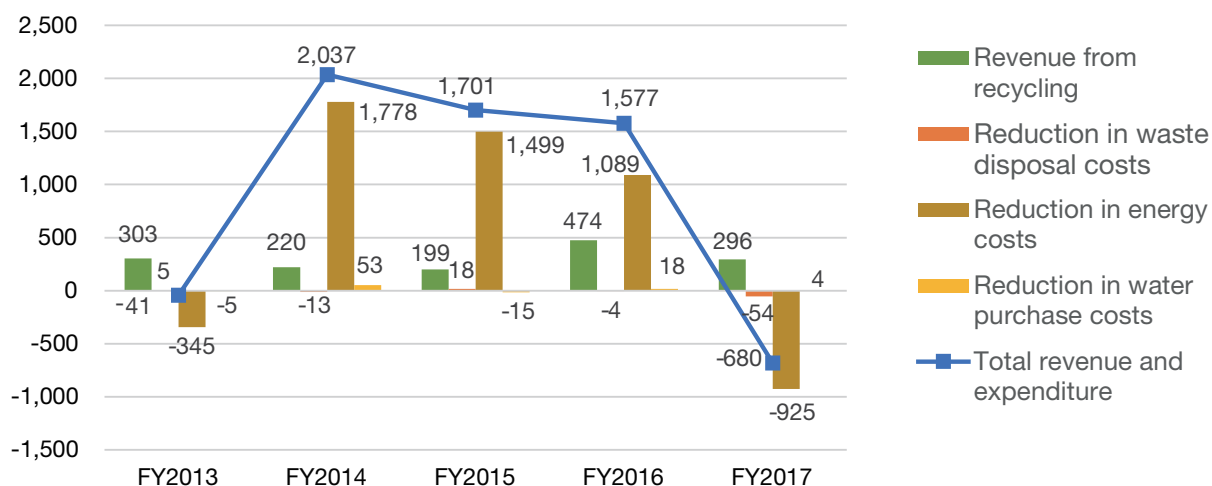
### Environmental conservation costs (Furukawa Electric)

(Unit: million yen)



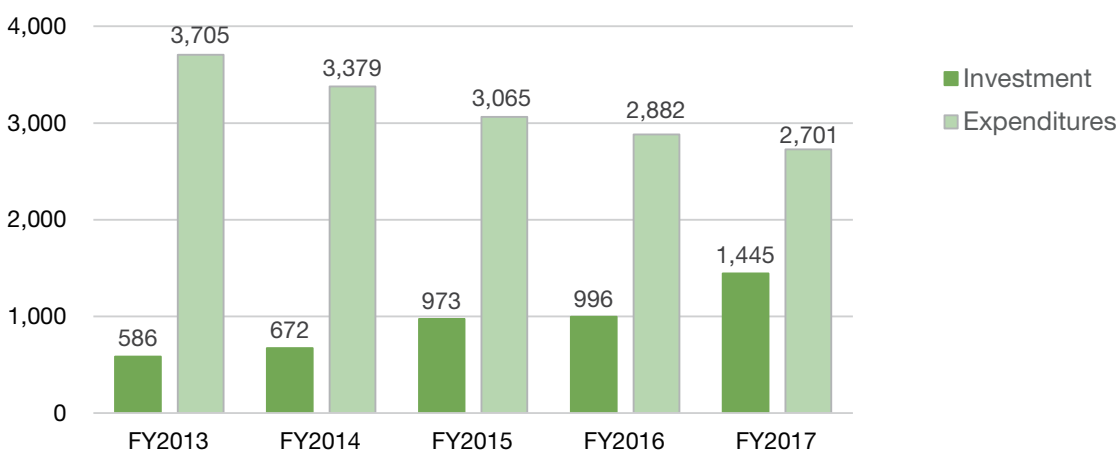
### Economic benefits associated with environmental conservation activities (Furukawa Electric)

(Unit: million yen)



### Environment-Related Investment and Expenditures (Furukawa Electric and Affiliated Companies)

(Unit: million yen)



**Environmentally-friendly products: Sales ratio**

(Unit: %)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	42.6	43.4	48.3	50.0	51.1
Furukawa Electric (consolidated)	24.5	24.4	30.6	32.0	32.6

**Use of water resources**(Unit: 1,000 m<sup>3</sup>)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	20,139	20,983	19,887	10,289	10,362
Overseas Group Companies	2,682	2,749	2,649	2,611	2,652
<b>Total</b>	<b>22,821</b>	<b>23,732</b>	<b>22,536</b>	<b>12,900</b>	<b>13,014</b>

**Amount of wastewater discharged**(Unit: 1,000 m<sup>3</sup>)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	17,941	17,998	16,920	9,095	9,494
Public water area	17,371	17,448	16,451	8,491	8,754
Rivers	15,975	16,203	15,248	7,684	7,789
Oceans	1,393	1,218	1,185	787	949
Other	3	20	18	20	17
Sewerage	570	550	469	604	740
Overseas Group Companies	1,563	1,857	1,654	1,913	1,715
Public water area	540	608	475	379	417
Rivers	320	365	243	105	108
Oceans	0	0	0	0	0
Other	221	243	232	274	309
Sewerage	1,023	1,249	1,179	1,534	1,298

**Amount of water recycled and reused**

(Unit: Tons)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	1,128	1,126	1,121	1,118	1,113
Overseas Group Companies	10,357	10,631	24,983	31,703	37,121

**Raw materials**

(Unit: 1,000 Tons)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	Copper	163.5	150.2	165.2	168.5	177.8
	Aluminum	1.3	8.0	7.1	7.0	6.7
	Steel	3.0	2.2	2.3	2.5	2.2
	Other metals	3.2	0.9	3.7	4.8	5.3
	Glass	0.0	0.0	0.0	0.0	0.0
	Plastics	37.6	37.4	31.2	32.7	33.2
Overseas Group Companies	Copper	179.0	191.7	168.2	167.6	180.4
	Aluminum	35.9	20.6	26.5	30.0	39.3
	Steel	7.5	7.6	7.6	11.4	9.7
	Other metals	--	--	0.0	1.1	0.9
	Glass	2.8	3.5	3.0	3.4	3.8
	Plastics	29.1	39.5	40.1	40.5	41.7

**Amount of final disposal**

(Unit: 1,000 Tons)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	0.4	0.3	0.2	0.3	0.4
Overseas Group Companies	8.6	15.3	10.3	12.0	12.0

**Amount of recycled resources**

(Unit: 1,000 Tons)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	30.8	31.1	31.5	30.5	26.8
Overseas Group Companies	28.3	8.1	8.1	5.2	5.2

**Total amount of waste generated**

(Unit: 1,000 Tons)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	34	34	34	33	30
Overseas Group Companies	38	23	18	18	17
<b>Total</b>	<b>72</b>	<b>57</b>	<b>52</b>	<b>51</b>	<b>47</b>

(note) Total amount of waste generated in Japan includes valuable resources

**NO<sub>x</sub> and SO<sub>x</sub> emissions**

(Unit: Tons)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	NO <sub>x</sub>	102	108	222	55	55
	SO <sub>x</sub>	48	28	46	15	1

**Emissions of volatile organic compounds (VOC)**

(Unit: Tons)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	192	152	172	196	210
Japan group companies	103	99	100	108	120
<b>Total</b>	<b>295</b>	<b>251</b>	<b>272</b>	<b>304</b>	<b>330</b>

**Greenhouse gas emissions disclosed to CDP**(1,000 tons of CO<sub>2</sub>e / year)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric Group	Scope1	157	138	155	209	235
	Scope2	685	694	676	671	665
	Scope3	--	--	1,649	1,584	1,622
<b>Total</b>		<b>--</b>	<b>--</b>	<b>2,480</b>	<b>2,464</b>	<b>2,522</b>

**Energy consumption**

(Unit: 1,000 kl)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	213	193	188	192	198
Overseas Group Companies	205	213	223	220	221
<b>Total</b>	<b>418</b>	<b>406</b>	<b>411</b>	<b>412</b>	<b>419</b>

**GHG emissions per unit of sales**(ton-CO<sub>2</sub> / 1 million yen)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric + Japan group companies	0.794	0.794	0.781	0.793	0.702
Overseas Group Companies	1.054	1.163	1.131	1.173	0.991

**List of PRTR compatible materials (Furukawa Electric and Affiliated Companies)** (Unit: Tons)

Substance No.	Substance	Volume handled	Volume released	Volume transferred	Volume contained in products/ disappeared by combustion
1	Zinc and its compounds	4.5	0.0	0.5	4.1
31	Antimony and its compounds	396.5	5.9	51.5	339.1
53	Ethylbenzene	102.4	0.7	5.0	96.7
71	Ferric chlorides	53.8	0.3	15.8	37.8
75	Cadmium and its compounds	93.8	0.0	1.6	92.2
80	Xylene	130.8	3.0	5.4	122.5
82	Silver and its water-soluble compounds	5.0	0.0	1.1	3.8
86	Cresol	446.8	8.1	18.3	420.5
87	Chromium and trivalent chromium compounds	12.6	0.0	0.0	12.5
88	Hexavalent chromium compounds	5.4	0.0	4.2	1.2
132	Cobalt and its compounds	4.4	0.0	0.1	4.4
144	Inorganic cyanide compounds (Excluding complex salt and cyanate)	7.2	0.1	6.3	0.8
213	N,N-dimethylacetamide	754.0	19.4	22.6	712.0
232	N,N-dimethylformamide	0.6	0.0	0.0	0.5
255	Decabromodiphenyl ether	290.2	0.4	102.8	186.9
272	Copper salts (water-soluble)	5,933.7	0.1	24.9	5,908.8
296	1,2,4-trimethylbenzene	22.0	0.1	0.0	21.9
297	1,3,5-trimethylbenzene	2.6	0.3	0.1	2.2
300	Toluene	267.7	151.9	45.5	70.2
304	Lead	8,849.8	0.1	0.3	8,849.4
305	Lead compounds	30,427.4	0.1	4.4	30,422.9
308	Nickel	571.8	0.0	3.9	567.9
309	Nickel compounds	97.4	0.0	11.8	85.6
332	Arsenic and its inorganic compounds	14.2	0.0	0.0	14.2
333	Hydrazine	7.7	0.0	0.0	7.7
349	Phenol	334.5	6.1	13.8	314.6
355	Bis (2-ethylhexyl) phthalate	196.7	0.0	0.2	196.5
374	Hydrogen fluoride and its water-soluble compounds	4.5	0.0	2.2	2.3
384	N-propyl bromide	1.6	1.6	0.0	0.0
392	N-hexane	1.4	0.7	0.0	0.7
405	Boron and its compounds	14.7	0.7	0.6	13.4
412	Manganese and its compounds	9.1	0.0	0.0	9.1
413	Phthalic anhydride	4.0	0.0	0.0	4.0
438	Methylnaphthalene	21.6	0.0	0.0	21.6
<b>Total</b>		<b>49,090.5</b>	<b>199.6</b>	<b>342.8</b>	<b>48,548.0</b>

(note) This list is target for substances with a transaction volume of 1 tons or more (0.5 tons or more for Class 1 Designated Chemical Substances) for the entire Group.

## Social

Furukawa Electric Data

### Employee turnover rate by gender

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	0.52	1.68	1.09	2.10	1.16	1.02
Female	1.35	3.18	1.48	1.08	1.79	0.86
<b>Total</b>	<b>0.58</b>	<b>1.80</b>	<b>1.12</b>	<b>2.00</b>	<b>1.22</b>	<b>1.01</b>

### Number of new graduate recruits by gender

(Number of employees)

		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Specialized staff	Male	48	26	21	28	45	60	73
	Female	11	6	5	8	15	32	31
	<b>Total</b>	<b>59</b>	<b>32</b>	<b>26</b>	<b>36</b>	<b>60</b>	<b>92</b>	<b>104</b>
	Foreign nationals	3	0	1	0	0	1	0
Professional staff	Male	2	0	0	0	0	15	46
	Female	0	0	0	0	0	0	0
	<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>46</b>

### Ratio of labor union membership

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	99.7	99.7	99.8	99.9	99.7	98.5
Female	98.6	98.1	96.4	97.6	97.8	98.3
<b>Total</b>	<b>99.6</b>	<b>99.6</b>	<b>99.5</b>	<b>99.7</b>	<b>99.5</b>	<b>98.5</b>

### Overtime work hours per person

(Unit: Hours per month)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Direct work	24.33	26.17	24.78	24.85	24.86	27.97
Indirect work	18.14	19.27	20.28	19.40	19.66	19.25
<b>Average</b>	<b>20.46</b>	<b>21.83</b>	<b>22.77</b>	<b>22.30</b>	<b>22.47</b>	<b>23.50</b>



**Regular annual leave**

(Unit: Days)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Days carried over per person (A)	22.1	22.6	22.6	22.6	22.6	20.8
Days granted per person (B)	23.7	23.9	24.0	23.9	24.1	24.3
Days acquired per person (C)	14.1	13.8	13.7	13.6	13.9	14.7
<b>Acquisition rate (C÷B) (%)</b>	<b>59.5</b>	<b>57.7</b>	<b>57.1</b>	<b>56.9</b>	<b>57.7</b>	<b>60.3</b>

(note) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

**People taking volunteer leave**

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2016
Male	5	5	3	1	2	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>

**People taking refresh leave**

(Number of employees)

	2012	2013	2014	2015	2016	2017
Male	77	74	54	90	125	152
Female	4	2	2	10	16	15
<b>Total</b>	<b>81</b>	<b>76</b>	<b>56</b>	<b>100</b>	<b>141</b>	<b>167</b>

(note) "Refresh leave" is a system that allows employees with 25 years of continuous service to take 14 or more days of leave.

**People taking maternity/paternity leave**

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	7	5	9	3	7	27
Ratio of employees returning to work (%)	100	100	100	100	100	100
Female	33	22	16	22	28	12
Ratio of employees returning to work (%)	97	96	100	100	100	100
<b>Total</b>	<b>40</b>	<b>27</b>	<b>25</b>	<b>25</b>	<b>35</b>	<b>39</b>
<b>Ratio of employees returning to work (%)</b>	<b>98</b>	<b>96</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**People taking nursing care leave**

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	2	0	1	1	0	0
Ratio of employees returning to work (%)	100	--	100	100	--	--
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	--	--	--	--	--	--
<b>Total</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Return to work rate (%)</b>	<b>100</b>	<b>--</b>	<b>100</b>	<b>100</b>	<b>--</b>	<b>--</b>

**Ratio of non-regular employees**

(unit: %) ((1): re-employed, part timers, term-limited employees) / (1) + Regular employees)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	1.95	1.65	1.40	2.77	3.38

**Ratio of employees subject to HR evaluation**

(Unit: %)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	Target control system	38	39	42	42	42
	Absolute and relative evaluations based on ranking	100	100	100	100	100

**Training costs per employee**

(Unit: 1,000 yen)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	--	--	--	--	109

(note) Calculated from FY2017

**Number of male and female employees**

			FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	male	Number of people	3,307	3,154	2,976	3,338	3,350
		Percentage (%)	92	92	92	91	91
	female	Number of people	283	281	275	313	335
		Percentage (%)	8	8	8	9	9

**Number and percentage of managers by gender**

			FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	male	Number of people	812	828	844	911	905
		Percentage (%)	97	97	97	97	97
	female	Number of people	23	22	23	26	31
		Percentage (%)	3	3	3	3	3

(note) Key employees or higher

**Ratio of the Works certified by OSHMS**

(Unit: %)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	83	83	83	83	83

(note) Works having production departments

**Number of employees receiving safety training**

(Total number of people per year)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	882	802	962	979	1,001

**Frequency rate of lost-time injuries**

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0.4	0.28	0.29	0.28	0.63

(note) Number of deaths and injuries due to industrial accidents per one million hours worked

**Number of deaths among regular employees**

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0	0	0	0	0

(note) Personal injury and disease not included

**Number of deaths among non-regular employees**

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0	0	0	0	0

(note) Contractors not included

**Number of complaints and customer feedback regarding products and services**

	FY 2015	FY 2016	FY 2017
Furukawa Electric	1.00	0.89	0.79

(note) Ratio in the case where FY2015 results are taken as 1.00

**Number of employees receiving health training**

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	Total number of people	453	739	536	2,073	3,707
	Total time	906	1,478	1,072	2,451	3,111

(note) Only mental health training is counted from FY2013 to FY2015

(note) All health related training is counted from FY2016 onwards

**Number of partners who conducted monitoring (environmental and social aspects)**

(Unit: Companies)

		FY 2015	FY 2016	FY 2017
Furukawa Electric	Number of partners	5,229	5,379	5,511

**Education by hierarchy**

(Units: Person)

Lecture	Target	FY 2014	FY 2015	FY 2016	FY 2017
Executive training	Newly appointed officers (full-time, part-time) *1	30	23	23	18
Training for section managers	New section managers and managers *2, *3	61	42	52	79
Training for key employees	Newly appointed managers and full-time employees *2	85	43	42	49
New employee training	New employees *2, *3	26	36	57	92

\*1 Furukawa Electric

\*2 Furukawa Electric and employees dispatched to other companies

\*3 Human rights education included in the lecture

**Number of employees trained in competition law and bribery regulations**

(Units: Person)

		FY 2014	FY 2015	FY 2016	FY 2017
Number of participants to seminars in Japan Furukawa Electric + Japan group companies		261	269	306	246
Number of participants to seminars overseas Overseas Group Companies		60 (Tianjin and Shenzhen)	30 (Shanghai)	40 (Bangkok)	38 (Jakarta)

**Number of employees trained in the Subcontract Act and security trade control**

(Units: Person)

		FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric Group	Subcontract Act	360	505	670	627
	Security trade control	800	594	671	853

## Governance

### Number of directors

(as of the end of the fiscal year)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	Directors	11	12	12	12	12
	Outside directors	3	3	4	5	5
	Independent directors	1	1	2	3	3
	Female directors	0	0	0	0	0

### Sales by region and overseas sales ratio

(Units: Truncated after one million yen)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric Group	Japan	547,699	482,564	469,617	453,317	510,663
	China, South Korea, and Taiwan	93,020	98,001	112,258	102,130	119,195
	Asia (Southeast Asia, India, etc.)	165,970	147,002	144,594	135,892	170,775
	North and Central America	49,268	57,753	73,980	82,302	84,746
	Other (Europe, Russia, Brazil, etc.)	75,823	82,493	74,429	69,701	81,952
<b>Total</b>		<b>931,781</b>	<b>867,817</b>	<b>874,879</b>	<b>843,344</b>	<b>967,333</b>
Overseas sales		384,083	385,250	405,262	390,027	456,669
Overseas sales ratio (%)		41.2	44.4	46.3	46.2	47.2