

Furukawa Electric Group
Sustainability Report

2017

CSR Data Book



Initiatives for Society

Furukawa Electric Data

Employee turnover rate by gender

(Unit: %)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	0.93	0.52	1.68	1.09	2.10	1.16
Female	3.68	1.35	3.18	1.48	1.08	1.79
Total	1.13	0.58	1.80	1.12	2.00	1.22

Recruitment figures by gender

(Number of employees)

		FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Specialized staff	Male	66	48	26	21	28	45	60
	Female	12	11	6	5	8	15	31
	Total	78	59	32	26	36	60	92
	Foreign nationals	2	3	0	1	0	0	1
Professional staff	Male	21	2	0	0	0	0	15
	Female	1	0	0	0	0	0	0
	Total	22	2	0	0	0	0	15

Average pay by gender

(Unit: Yen)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	7,148,857	6,922,703	7,164,395	7,348,581	7,412,935	7,592,100
Female	4,591,206	4,554,577	4,802,456	4,805,946	4,815,940	4,936,743
Average	6,747,553	6,570,185	6,851,869	7,133,241	7,193,171	7,354,987

Ratio of labor union membership

(Unit: %)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	99.75	99.67	99.72	99.82	99.90	99.65
Female	98.23	98.62	98.07	96.36	97.56	97.84
Total	99.61	99.57	99.57	99.48	99.65	99.45

Overtime

(Unit: Average hours per month)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Direct work	23.84	24.33	26.17	24.78	24.85	24.86
Indirect work	17.45	18.14	19.27	20.28	19.40	19.66
Average	19.85	20.46	21.83	22.77	22.30	22.47

Regular annual leave

(Number of employees)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Unit
Days carried over per person (A)	22.6	21.8	22.1	22.6	22.6	22.6	Days
Days granted per person (B)	23.9	23.6	23.7	23.9	24.0	23.9	Days
Days acquired per person (C)	13.1	13.0	14.1	13.8	13.7	13.6	Days
Acquisition rate (C÷B)	54.8	55.1	59.5	57.7	57.1	56.9	%

(note 1) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

(note 2) Figures for fiscal 2016 are calculated for the annual leave year that has not yet concluded.

People taking volunteer leave

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	0	0	0	0	0	0
Male	1	5	5	3	1	2
Total	1	5	5	3	1	2

People taking refresh leave

(Number of employees)

	2011	2012	2013	2014	2015	2016
Female	1	4	2	2	10	16
Male	63	77	74	54	90	125
Total	64	81	76	56	100	141

(note 1) Refresh leave is calculated on a calendar basis (January 1 to December 31)

(note 2) Refresh leave is a system that accords employees who have worked for 25 years continuous leave of between 14 and 31 days.

People taking maternity/paternity leave

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	35	33	22	16	22	28
Ratio of employees returning to work (%)	97.1	97.0	95.5	100.0	100.0	100.0
Male	10	7	5	9	3	7
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0	100.0
Total	45	40	27	25	25	35
Ratio of employees returning to work (%)	97.8	97.5	96.3	100.0	100.0	100.0

People taking nursing care leave

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	--	--	--	--	--	--
Male	2	2	0	1	1	0
Ratio of employees returning to work (%)	100.0	100.0	--	100.0	100.0	--
Total	2	2	0	1	1	0

Initiatives for Environment

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.	1,133	197	510	-450
2. Upstream/downstream costs	Recovery of packaging, drums, etc.	163	-27	243	133
3. Administration costs	Environmental management system auditing, environmental impact monitoring, etc.	332	2	117	15
4. Research and development costs	Development of environmentally friendly products, research into alternatives for harmful substances	278	-60	93	9
5. Social activity costs	Tree planting, local community cleaning activities, donations, etc.	2	0	5	-1
6. Environmental remediation costs	Environmental impact assessments, cleanup of polluted soil, etc.	1	-0	4	0
Total		1,909	112	972	-295

Economic benefits associated with environmental conservation activities

(Unit: million yen)

Details of benefits	Total benefit	
	Furukawa Electric	Affiliated companies
Revenue from recycling	474	213
Reduction in waste disposal costs	-4	9
Reduction in energy costs	1,089	420
Reduction in water purchase costs	18	-9
Total	1,577	634

(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 ^(note 1)	tons	351	-236	-168
Energy consumption (crude oil equivalent)	1,000KL	128	-2	-2
Water onsumption	1000 tons	8,304	387	-278
Emissions of volatile orgainc chemical compounds	tons	196	-24	-8
CO ₂ emissions	1000 tons-CO ₂	217	2	-9
SO _x emissions	tons	14	31	1
NO _x emissions	tons	45	175	-7
Soot emissions	tons	5	5	-1

(note1) Excluding recycled wastes

(note) Minus firures indicate an increase

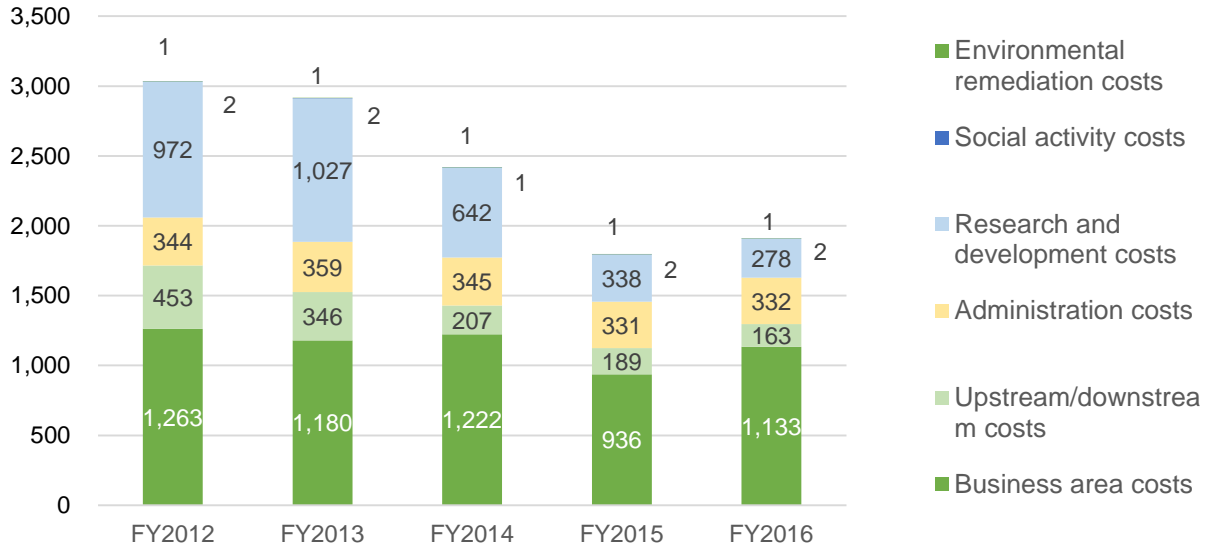
Investment and research costs

(Unit: million yen)

Investment and research costs	Total costs	
	Furukawa Electric	Affiliated companies
Environment-related investment	658	338
Total investment	8,490	3,403
Total research costs	7,507	1,967

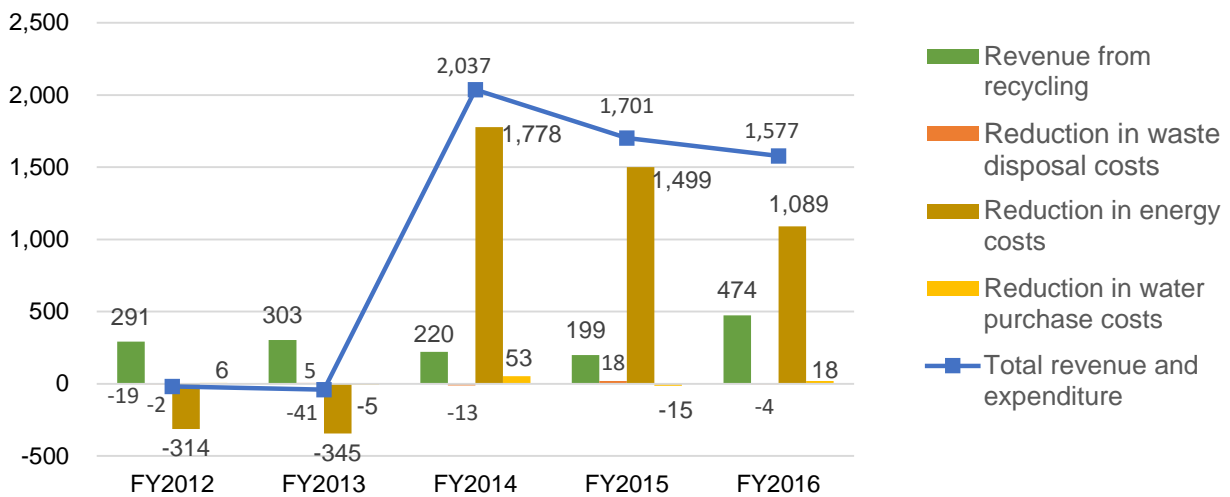
Environmental conservation costs (Furukawa Electric)

(Unit: million yen)



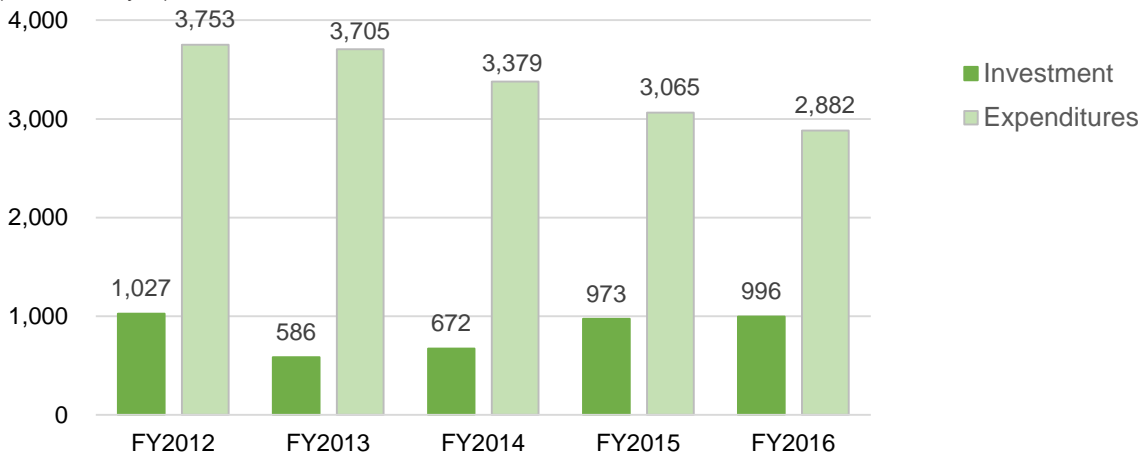
Economic benefits associated with environmental conservation activities (Furukawa Electric)

(Unit: million yen)



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

(Unit: million yen)



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	3.4	0.0	0.4	3.0
31	Antimony and its compounds	375.2	16.1	19.1	340.0
53	Ethylbenzene	111.3	0.6	7.3	103.4
71	Ferric chlorides	54.5	0.0	24.0	30.5
75	Cadmium and its compounds	87.2	0.0	21.4	65.8
80	Xylene	124.3	3.4	8.7	112.2
82	Silver and its water-soluble compounds	4.6	0.0	0.7	3.9
86	Cresol	455.3	7.6	23.9	423.9
87	Chromium and trivalent chromium compounds	13.9	0.0	0.0	13.9
88	Hexavalent chromium compounds	5.6	0.0	4.4	1.2
132	Cobalt and its compounds	9.3	0.0	0.7	8.6
144	Inorganic cyanide compounds (Excluding complex salt and cyanate)	6.6	0.1	5.7	0.8
213	N,N-dimethylacetamide	738.9	19.0	22.2	697.7
232	N,N-dimethylformamide	26.6	0.8	0.8	25.0
255	Decabromodiphenyl ether	245.4	0.3	37.8	207.2
272	Copper salts (water-soluble)	5,877.0	0.2	22.7	5,854.1
296	1,2,4-trimethylbenzene	4.5	0.0	0.0	4.4
297	1,3,5-trimethylbenzene	2.4	0.3	0.1	2.1
300	Toluene	188.4	96.0	19.3	73.1
304	Lead	8,879.4	0.1	0.3	8,879.1
305	Lead compounds	27,886.0	0.1	5.4	27,880.5
308	Nickel	545.9	0.0	2.5	543.5
309	Nickel compounds	107.0	0.0	27.7	79.3
332	Arsenic and its inorganic compounds	14.0	0.0	0.0	14.0
333	Hydrazine	4.0	0.0	0.0	4.0
349	Phenol	336.2	5.5	17.6	313.1
355	Bis (2-ethylhexyl) phthalate	199.2	0.0	0.2	199.0
374	Hydrogen fluoride and its water-soluble compounds	5.7	0.0	3.3	2.5
384	N-propyl bromide	2.8	2.8	0.0	0.0
392	N-hexane	1.1	0.3	0.0	0.8
405	Boron and its compounds	8.7	2.5	0.6	5.6
412	Manganese and its compounds	8.5	0.0	0.0	8.5
413	Phthalic anhydride	1.8	0.0	0.0	1.8
438	Methylnaphthalene	34.3	0.1	0.1	34.1
Total		46,369.2	155.9	276.7	45,936.6

(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.