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Comparative Table with GRI Standards

[100 series \(Universal\)](#) [200 series \(Economic topics\)](#) [300 series \(Environmental topics\)](#) [400 series \(Social topics\)](#)

100 series (Universal)

GRI 102: General Disclosures 2016

1. Organizational profile

102-1 Name of the organization

Disclosure Title

- a. Name of the organization.

References

Hitachi Group Profile (*Hitachi Sustainability Report 2018*, hereinafter "SR2018," pp. 4–5)

102-2 Activities, brands, products, and services

Disclosure Title

- a. A description of the organization's activities.
b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.

References

Hitachi Group Profile (SR2018, pp. 4-5)

102-3 Location of headquarters

Disclosure Title

- a. Location of the organization's headquarters.

References

Hitachi Group Profile (SR2018, pp. 4-5)

102-4 Location of operations

Disclosure Title

- a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.

References

Hitachi Group Profile (SR2018, pp. 4-5)

Reason for Omission/Explanation

68

Number of countries and regions where Hitachi, Ltd. and consolidated subsidiaries operate (as of the end of March 2017)

102-5 Ownership and legal form

Disclosure Title

- a. Nature of ownership and legal form.

References

Hitachi Group Profile (SR2018, pp. 4-5)

102-6 Markets served

Disclosure Title

- a. Markets served, including:
 - i. geographic locations where products and services are offered;
 - ii. sectors served;
 - iii. types of customers and beneficiaries.

References

[Hitachi Group Profile \(SR2018, pp. 4-5\)](#) 

102-7 Scale of the organization

Disclosure Title

- a. Scale of the organization, including:
 - i. total number of employees;
 - ii. total number of operations;
 - iii. net sales (for private sector organizations) or net revenues (for public sector organizations);
 - iv. total capitalization (for private sector organizations) broken down in terms of debt and equity;
 - v. quantity of products or services provided.

References

[Hitachi Group Profile \(SR2018, pp. 4-5\)](#) 

[Indicators and Data \(SR2018, pp. 129-130\)](#) 

[Financial Information \(link to Investor Relations website\)](#) >

102-8 Information on employees and other workers

Disclosure Title

- a. Total number of employees by employment contract (permanent and temporary), by gender.
- b. Total number of employees by employment contract (permanent and temporary), by region.
- c. Total number of employees by employment type (full-time and part-time), by gender.
- d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.
- e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).
- f. An explanation of how the data have been compiled, including any assumptions made.

References

[Hitachi Group Profile \(SR2018, pp. 4-5\)](#) 

[Indicators and Data \(SR2018, pp. 129-130\)](#) 

102-9 Supply chain

Disclosure Title

- a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.

References

[Engaging in Responsible Procurement \(SR2018, pp. 74-78\)](#) 

102-10 Significant changes to the organization and its supply chain

Disclosure Title

- a. Significant changes to the organization's size, structure, ownership, or supply chain, including:
 - i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;
 - ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);
 - iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.

References

102-11 Precautionary Principle or approach


Disclosure Title

- a. Whether and how the organization applies the Precautionary Principle or approach.

References

The Key Social Challenges Hitachi Faces (SR2018, pp. 13-20) 

Participation in Initiatives (SR2018, p. 33) 

Corporate Governance (SR2018, pp. 39-51) 

Human Rights (SR2018, pp. 52-56) 

Advancing Our Environmental Vision and Long-Term Environmental Targets (SR2018, pp. 92-95) 

Managing Environmental Risks and Opportunities (SR2018, pp. 96-99) 

Continuous Enhancement of Environmental Governance (SR2018, pp. 100-103) 

Business Risks (link to Investor Relations website) >

Annual Securities Report (link to Investor Relations website) 

102-12 External initiatives

Disclosure Title

- a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.

References

Understanding Issues Through Dialogue and Taking Part in Initiatives (SR2018, pp. 28-33) 

102-13 Membership of associations

Disclosure Title

- a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.

References

Understanding Issues Through Dialogue and Taking Part in Initiatives (SR2018, pp. 28-33) 

2. Strategy

102-14 Statement from senior decision-maker

Disclosure Title

- a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.

References

Leadership (CEO's Message/Executive Officer's Message) (SR2018, pp. 7-8) 

Our Business Units and the SDGs (SR2018, pp. 16-20) 

102-15 Key impacts, risks, and opportunities

Disclosure Title

- a. A description of key impacts, risks, and opportunities.

References

Leadership (CEO's Message/Executive Officer's Message) (SR2018, pp. 7-8) 

The Key Social Challenges Hitachi Faces (SR2018, pp. 13-20) 

Advancing Our Environmental Vision and Long-Term Environmental Targets (SR2018, pp. 92-95) 

Managing Environmental Risks and Opportunities (SR2018, pp. 96-99) 

3. Ethics and integrity

102-16 Values, principles, standards, and norms of behavior

Disclosure Title

- a. A description of the organization's values, principles, standards, and norms of behavior.

References

[Trends in Society and Hitachi Group Identity \(SR2018, p. 10\)](#) 

[Sharing the Hitachi Group Identity \(SR2018, pp. 45-47\)](#) 

[Codes of Conduct \(link to About Hitachi Group website\)](#) [>](#)

102-17 Mechanisms for advice and concerns about ethics

Disclosure Title

- a. A description of internal and external mechanisms for:
 - i. seeking advice about ethical and lawful behavior, and organizational integrity;
 - ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.

References

[Sharing the Hitachi Group Identity \(SR2018, pp. 45-47\)](#) 

[Respect for Human Rights Throughout the Value Chain \(SR2018, pp. 53-55\)](#) 

4. Governance

102-18 Governance structure

Disclosure Title

- a. Governance structure of the organization, including committees of the highest governance body.
- b. Committees responsible for decision-making on economic, environmental, and social topics.

References

[Pursuing Management Efficiency and Transparency \(SR2018, pp. 40-44\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) [>](#)

102-19 Delegating authority

Disclosure Title

- a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-20 Executive-level responsibility for economic, environmental, and social topics

Disclosure Title

- a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.
- b. Whether post holders report directly to the highest governance body.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-21 Consulting stakeholders on economic, environmental, and social topics

Disclosure Title

- a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.
- b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

Reason for Omission/Explanation

We will report to the Executive Sustainability Committee, established in fiscal 2016, important information and implications obtained through stakeholder engagement and due diligence by the divisions involved.

102-22 Composition of the highest governance body and its committees

Disclosure Title

- a. Composition of the highest governance body and its committees by:
 - i. executive or non-executive;
 - ii. independence;
 - iii. tenure on the governance body;
 - iv. number of each individual's other significant positions and commitments, and the nature of the commitments;
 - v. gender;
 - vi. membership of under-represented social groups;
 - vii. competencies relating to economic, environmental, and social topics;
 - viii. stakeholder representation.

References

[Pursuing Management Efficiency and Transparency \(SR2018, pp. 40-44\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) >

102-23 Chair of the highest governance body

Disclosure Title

- a. Whether the chair of the highest governance body is also an executive officer in the organization.
- b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.

References

[Pursuing Management Efficiency and Transparency \(SR2018, pp. 40-44\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) >

102-24 Nominating and selecting the highest governance body

Disclosure Title

- a. Nomination and selection processes for the highest governance body and its committees.
- b. Criteria used for nominating and selecting highest governance body members, including whether and how:
 - i. stakeholders (including shareholders) are involved;
 - ii. diversity is considered;
 - iii. independence is considered;
 - iv. expertise and experience relating to economic, environmental, and social topics are considered.

References

[Pursuing Management Efficiency and Transparency \(SR2018, pp. 40-44\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) >

102-25 Conflicts of interest

Disclosure Title

- a. Processes for the highest governance body to ensure conflicts of interest are avoided
- b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:
 - i. Cross-board membership;
 - ii. Cross-shareholding with suppliers and other stakeholders;
 - iii. Existence of controlling shareholder;
 - iv. Related party disclosures.

References

[Corporate Governance \(link to Investor Relations website\)](#) >

[Annual Securities Report \(link to Investor Relations website\)](#) 

102-26 Role of highest governance body in setting purpose, values, and strategy

Disclosure Title

- a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.

References

[Leadership \(CEO's Message/Executive Officer's Message\) \(SR2018, pp. 7-8\)](#) 

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-27 Collective knowledge of highest governance body

Disclosure Title

- a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-28 Evaluating the highest governance body's performance

Disclosure Title

- a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.
- b. Whether such evaluation is independent or not, and its frequency.
- c. Whether such evaluation is a self-assessment.
- d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.

102-29 Identifying and managing economic, environmental, and social impacts

Disclosure Title

- a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.
- b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.

102-30 Effectiveness of risk management processes

Disclosure Title

- a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) >

102-31 Review of economic, environmental, and social topics

Disclosure Title

- a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

[Environmental Management \(SR2018, p. 100\)](#) 

[Corporate Governance \(link to Investor Relations website\)](#) >

102-32 Highest governance body's role in sustainability reporting

Disclosure Title

- a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-33 Communicating critical concerns

Disclosure Title

- a. Process for communicating critical concerns to the highest governance body.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

102-34 Nature and total number of critical concerns

Disclosure Title

- a. Total number and nature of critical concerns that were communicated to the highest governance body.
- b. Mechanism(s) used to address and resolve critical concerns.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

Reason for Omission/Explanation

Confidentiality constraints: The disclosure of such information may breach confidentiality.

102-35 Remuneration policies

Disclosure Title

- a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii. Sign-on bonuses or recruitment incentive payments;
 - iii. Termination payments;
 - iv. Clawbacks;
 - v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.
 - vi. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

References

[Director and Executive Officer Compensation \(SR2018, p. 43\)](#) 

[Annual Securities Report \(link to Investor Relations website\)](#) 

102-36 Process for determining remuneration

Disclosure Title

- a. Process for determining remuneration.
- b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.
- c. Any other relationships that the remuneration consultants have with the organization.

References

[Director and Executive Officer Compensation \(SR2018, p. 43\)](#) 

[Annual Securities Report \(link to Investor Relations website\)](#) 

102-37 Stakeholders' involvement in remuneration

Disclosure Title

- a. How stakeholders' views are sought and taken into account regarding remuneration.
- b. If applicable, the results of votes on remuneration policies and proposals.

References

[Director and Executive Officer Compensation \(SR2018, p. 43\)](#) 

102-38 Annual total compensation ratio

Disclosure Title

- a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Reason for Omission/Explanation

Confidentiality constraints: The disclosure of such information may breach the confidentiality of employed contractors.

102-39 Percentage increase in annual total compensation ratio

Disclosure Title

- a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant

operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Reason for Omission/Explanation

Confidentiality constraints: The disclosure of such information may breach the confidentiality of employed contractors.

5. Stakeholder engagement

102-40 List of stakeholder groups

Disclosure Title

- a. A list of stakeholder groups engaged by the organization.

References

[Stakeholder Engagement \(SR2018, p. 28\)](#) 

102-41 Collective bargaining agreements

Disclosure Title

- a. Percentage of total employees covered by collective bargaining agreements.

Reason for Omission/Explanation

Information unavailable: The number of workers across the Group is difficult to obtain because labor unions do not exist in some of our Group companies and they take different forms at companies where they do exist.

References

[Freedom of Association and Collective Bargaining \(SR2018, p. 56\)](#) 

102-42 Identifying and selecting stakeholders

Disclosure Title

- a. The basis for identifying and selecting stakeholders with whom to engage.

References

[Stakeholder Engagement \(SR2018, p. 28\)](#) 

102-43 Approach to stakeholder engagement

Disclosure Title

- a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

References

[Stakeholder Engagement \(SR2018, p. 28\)](#) 

[Incorporating Dialogue into CSR Management \(SR2018, p. 37\)](#) 

[Pursuing Customer Satisfaction \(SR2018, pp. 80-81\)](#) 

102-44 Key topics and concerns raised

Disclosure Title

- a. Key topics and concerns that have been raised through stakeholder engagement, including:
 - i. how the organization has responded to those key topics and concerns, including through its reporting;
 - ii. the stakeholder groups that raised each of the key topics and concerns.

References

[Stakeholder Engagement \(SR2018, p. 28\)](#) 

[Incorporating Dialogue into CSR Management \(SR2018, p. 37\)](#) 

[Pursuing Customer Satisfaction \(SR2018, pp. 80-81\)](#) 

6. Reporting practice

102-45 Entities included in the consolidated financial statements

Disclosure Title

- a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.

b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

[Group Companies \(link to About Hitachi Group website\)](#) >

102-46 Defining report content and topic Boundaries

Disclosure Title

- a. An explanation of the process for defining the report content and the topic Boundaries.
- b. An explanation of how the organization has implemented the Reporting Principles for defining report content.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

[Material Issues and Boundaries \(SR2018, p. 36\)](#) 

102-47 List of material topics

Disclosure Title

- a. A list of the material topics identified in the process for defining report content.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

[Material Issues and Boundaries \(SR2018, p. 36\)](#) 

102-48 Restatements of information

Disclosure Title

- a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

[Developing Women's Careers \(SR2018, p. 62\)](#) 

[Indicators and Data \(SR2018, pp. 129-131\)](#) 

102-49 Changes in reporting

Disclosure Title

- a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

References

[Material Issues and Boundaries \(SR2018, p. 36\)](#) 

102-50 Reporting period

Disclosure Title

- a. Reporting period for the information provided.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

102-51 Date of most recent report

Disclosure Title

- a. If applicable, the date of the most recent previous report.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

102-52 Reporting cycle

Disclosure Title

- a. Reporting cycle

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

102-53 Contact point for questions regarding the report

Disclosure Title

- a. The contact point for questions regarding the report or its contents.

References

Inquiries: Sustainability Promotion Division
1-6-6 Marunouchi, Chiyoda-ku, Tokyo 100-8280, Japan
Tel: +81-3-3258-1111 Fax: +81-3-4235-5835

102-54 Claims of reporting in accordance with the GRI Standards

Disclosure Title

- a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:
 - i. 'This report has been prepared in accordance with the GRI Standards: Core option';
 - ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.

References

The *Sustainability Report 2018* has been prepared in accordance with the GRI Standards: Core option.

102-55 GRI content index

Disclosure Title

- a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.
- b. For each disclosure, the content index shall include:
 - i. the number of the disclosure (for disclosures covered by the GRI Standards);
 - ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;
 - iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

References

[Comparative Table with GRI Standards](#) >

102-56 External assurance

Disclosure Title

- a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.
- b. If the report has been externally assured:
 - i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;
 - ii. The relationship between the organization and the assurance provider;
 - iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

[Independent Assurance \(SR2018, p. 135\)](#) 

GRI 103: Management Approach

103-1 Explanation of the material topic and its Boundary

Disclosure Title

- a. An explanation of why the topic is material.
- b. The Boundary for the material topic, which includes a description of:
 - i. where the impacts occur;
 - ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.
- c. Any specific limitation regarding the topic Boundary.

References

[Editorial Policy \(SR2018, pp. 2-3\)](#) 

103-2 The management approach and its components

Disclosure Title

- a. An explanation of how the organization manages the topic.
- b. A statement of the purpose of the management approach.
- c. A description of the following, if the management approach includes that component:
 - i. Policies
 - ii. Commitments
 - iii. Goals and targets
 - iv. Responsibilities
 - v. Resources
 - vi. Grievance mechanisms
 - vii. Specific actions, such as processes, projects, programs and initiatives

References

Hitachi's Aims (beginning of each chapter) and Hitachi's Approach (beginning of each content)

[Recognition of Social Responsibility \(SR2018, pp. 9-15\)](#) 

[Review and Improvement of CSR Activities \(SR2018, pp. 34-35\)](#) 

[Corporate Governance \(SR2018, pp. 39-40, p. 48\)](#) 

[Human Rights \(SR2018, pp. 52-53, p. 56\)](#) 

[Labor Practices \(SR2018, pp. 57-58, p. 60, p. 65, p. 68\)](#) 

[Environment \(SR2018, pp. 91-92, p. 96, p. 100\)](#) 

[Fair Operating Practices \(SR2018, pp. 71-72, p. 74\)](#) 

[Customers \(Consumer Issues\) \(SR2018, pp. 79-80, p. 82, p. 84\)](#) 

[Community Involvement and Development \(SR2018, pp. 87-88\)](#) 

103-3 Evaluation of the management approach

Disclosure Title

- a. An explanation of how the organization evaluates the management approach, including:
 - i. the mechanisms for evaluating the effectiveness of the management approach;
 - ii. the results of the evaluation of the management approach;
 - iii. any related adjustments to the management approach.

References

[Sustainability Strategy and Management \(SR2018, p. 11\)](#) 

[Review and Improvement of CSR Activities \(SR2018, pp. 34-37\)](#) 

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200 series (Economic topics)

GRI 201: Economic Performance 2016

2. Topic-specific disclosures

201-1 Direct economic value generated and distributed

Disclosure Title

- a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
 - i. Direct economic value generated: revenues;
 - ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;

- iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

References

[Hitachi Group Profile \(SR2018, pp. 4-5\)](#) 

[Financial Information \(link to Investor Relations website\)](#) >

Reason for Omission/Explanation

Confidentiality constraints: The amounts we have paid to each country are not disclosed because of their confidential nature.

201-2 Financial implications and other risks and opportunities due to climate change

Disclosure Title

- a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:
 - i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
 - ii. a description of the impact associated with the risk or opportunity;
 - iii. the financial implications of the risk or opportunity before action is taken;
 - iv. the methods used to manage the risk or opportunity;
 - v. the costs of actions taken to manage the risk or opportunity.

References

[Advancing Risk Management on Multiple Fronts \(SR2018, pp. 48-51\)](#) 

[Managing Environmental Risks and Opportunities \(SR2018, pp. 96-99\)](#) 

[Business Risks \(link to Investor Relations website\)](#) >

[Annual Securities Report \(link to Investor Relations website\)](#) 

201-3 Defined benefit plan obligations and other retirement plans

Disclosure Title

- a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.
- b. If a separate fund exists to pay the plan's pension liabilities:
 - i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
 - ii. the basis on which that estimate has been arrived at;
 - iii. when that estimate was made.
- c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.
- d. Percentage of salary contributed by employee or employer.
- e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.

References

[Annual Securities Report \(link to Investor Relations website\)](#) 

201-4 Financial assistance received from government

Disclosure Title

- a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:
 - i. tax relief and tax credits;
 - ii. subsidies;
 - iii. investment grants, research and development grants, and other relevant types of grant;
 - iv. awards;
 - v. royalty holidays;
 - vi. financial assistance from Export Credit Agencies (ECAs);
 - vii. financial incentives;
 - viii. other financial benefits received or receivable from any government for any operation.
- b. The information in 201-4-a by country.
- c. Whether, and the extent to which, any government is present in the shareholding structure.

Reason for Omission/Explanation

Confidentiality constraints: Disclosure of such information may violate confidentiality policies.

GRI 202: Market Presence 2016

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

Disclosure Title

- When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.
- When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.
- Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.
- The definition used for 'significant locations of operation'.

References

[Ensuring Fair Evaluation and Compensation \(SR2018, p. 58\)](#) 

Reason for Omission/Explanation

We are unable to provide the information required because the Hitachi Group has locations in as many as 68 countries and regions around the world and indices such as the ratio of the entry-level wage to the minimum wage cannot simply be compared by country or region. We ensure proper management of the pay system in accordance with the laws and regulations and the wage level of each country or region. In Japan, starting pay for new graduates—representing about half of all new graduates recruited across the Group's global operations—is roughly 20% higher than the weighted average of Japan's minimum wages.

202-2 Proportion of senior management hired from the local community

Disclosure Title

- Percentage of senior management at significant locations of operation that are hired from the local community.
- The definition used for 'senior management'.
- The organization's geographical definition of 'local'.
- The definition used for 'significant locations of operation'.

References

[Recruiting Human Capital in Europe \(SR2018, p. 59\)](#) 

Reason for Omission/Explanation

Because the Hitachi Group has locations in as many as 68 countries and regions around the world, it is extremely difficult to define local or significant locations of operation. In our railway business, for example, we built a global operations framework headquartered in London with 40% of senior management positions held by European personnel. The CEO of global operations is a London local who previously served as president of a Group company in the United Kingdom and has since become an executive officer at Hitachi, Ltd.

GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure investments and services supported

Disclosure Title

- Extent of development of significant infrastructure investments and services supported.
- Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.
- Whether these investments and services are commercial, in-kind, or pro bono engagements.

References

[Hitachi Group Profile \(SR2018, pp. 4-5\)](#) 

203-2 Significant indirect economic impacts

Disclosure Title

- Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.
- Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.

References

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers

Disclosure Title

- Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).
- The organization's geographical definition of 'local'.
- The definition used for 'significant locations of operation'.

References

Engaging in Responsible Procurement (SR2018, pp. 74-78) 

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

Disclosure Title

- Total number and percentage of operations assessed for risks related to corruption.
- Significant risks related to corruption identified through the risk assessment.

References

Promoting Work Practices in Line with International Ethics Codes (SR2018, pp. 72-73) 

205-2 Communication and training about anti-corruption policies and procedures

Disclosure Title

- Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.
- Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.
- Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.
- Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.
- Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

References

Promoting Work Practices in Line with International Ethics Codes (SR2018, pp. 72-73) 

205-3 Confirmed incidents of corruption and actions taken

Disclosure Title

- Total number and nature of confirmed incidents of corruption.
- Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

References

Preventing Bribery and Corrupt Practices (SR2018, p. 72) 

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Disclosure Title

- a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
- b. Main outcomes of completed legal actions, including any decisions or judgments.

References

[Measures to Prevent Unfair Competition \(SR2018, p. 72\)](#) 

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300 series (Environmental topics)

GRI 301: Materials 2016

301-1 Materials used by weight or volume

Disclosure Title

- a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
 - i. non-renewable materials used;
 - ii. renewable materials used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

Reason for Omission/Explanation

Information unavailable: Because our business is diverse, we cannot specify "primary products or services." We have therefore not collected the data requested, but we have provided information about raw material input, divided into new materials and recycled and other materials. See ["Environmental Load," SR2018, pp. 104-106](#). Also see ["Efficient Use of Resources," SR2018, p. 122](#), for specific examples of our initiatives.

301-2 Recycled input materials used

Disclosure Title

- a. Percentage of recycled input materials used to manufacture the organization's primary products and services.

Reason for Omission/Explanation

Information unavailable: Because our business is diverse, we cannot specify "primary products or services." We have therefore not collected the data requested, but we have provided information about raw material input, divided into new materials and recycled and other materials. See ["Environmental Load," SR2018, pp. 104-106](#). Also see ["Efficient Use of Resources," SR2018, p. 122](#), for specific examples of our initiatives.

301-3 Reclaimed products and their packaging materials

Disclosure Title

- a. Percentage of reclaimed products and their packaging materials for each product category.
- b. How the data for this disclosure have been collected.

References

[Improving Efficiency in the Use of Resources \(SR2018, pp. 119-121\)](#) 

[Management of Containers and Packaging \(link to Environmental Activities website\)](#) >

GRI 302: Energy 2016

302-1 Energy consumption within the organization

Disclosure Title

- a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c. In joules, watt-hours or multiples, the total:
 - i. electricity consumption
 - ii. heating consumption
 - iii. cooling consumption

- iv. steam consumption
- d. In joules, watt-hours or multiples, the total:
 - i. electricity sold
 - ii. heating sold
 - iii. cooling sold
 - iv. steam sold
- e. Total energy consumption within the organization, in joules or multiples.
- f. Standards, methodologies, assumptions, and/or calculation tools used.
- g. Source of the conversion factors used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

302-2 Energy consumption outside of the organization

Disclosure Title

- a. Energy consumption outside of the organization, in joules or multiples.
- b. Standards, methodologies, assumptions, and/or calculation tools used.
- c. Source of the conversion factors used.

References

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

302-3 Energy intensity

Disclosure Title

- a. Energy intensity ratio for the organization.
- b. Organization-specific metric (the denominator) chosen to calculate the ratio.
- c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.
- d. Whether the ratio uses energy consumption within the organization, outside of it, or both.

References

[Climate Change Measures in Factories and Offices \(SR2018, pp. 115-116\)](#) 

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

302-4 Reduction of energy consumption

Disclosure Title

- a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d. Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Climate Change Measures in Factories and Offices \(SR2018, pp. 115-116\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

302-5 Reductions in energy requirements of products and services

Disclosure Title

- a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.
- b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- c. Standards, methodologies, assumptions, and/or calculation tools used.

References

[Responding to Climate Change with Products and Services \(SR2018, p. 112\)](#) 

GRI 303: Water 2016

303-1 Water withdrawal by source

Disclosure Title

- a. Total volume of water withdrawn, with a breakdown by the following sources:
 - i. Surface water, including water from wetlands, rivers, lakes, and oceans;
 - ii. Ground water;
 - iii. Rainwater collected directly and stored by the organization;
 - iv. Waste water from another organization;
 - v. Municipal water supplies or other public or private water utilities.
- b. Standards, methodologies, and assumptions used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Enhancing Efficiency of Water Usage \(SR2018, p. 118\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

303-2 Water sources significantly affected by withdrawal of water

Disclosure Title

- a. Total number of water sources significantly affected by withdrawal by type:
 - i. Size of the water source;
 - ii. Whether the source is designated as a nationally or internationally protected area;
 - iii. Biodiversity value (such as species diversity and endemism, and total number of protected species);
 - iv. Value or importance of the water source to local communities and indigenous peoples.
- b. Standards, methodologies, and assumptions used.

References

[Achieving a Resource Efficient Society \(SR2018, p. 94\)](#) 

[Engaging with Water-Related Risks and Opportunities \(SR2018, pp. 98-99\)](#) 

[Preserving Ecosystems \(SR2018, p. 125\)](#) 

303-3 Water recycled and reused

Disclosure Title

- a. Total volume of water recycled and reused by the organization.
- b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1.
- c. Standards, methodologies, and assumptions used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Disclosure Title

- a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:
 - i. Geographic location;
 - ii. Subsurface and underground land that may be owned, leased, or managed by the organization;
 - iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;

- iv. Type of operation (office, manufacturing or production, or extractive);
- v. Size of operational site in km² (or another unit, if appropriate);
- vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);
- vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).

References

Preserving Ecosystems (SR2018, p. 125) 

Reason for Omission/Explanation

Not applicable: We build factories only within industrial complex areas, not in high-biodiversity areas.

304-2 Significant impacts of activities, products, and services on biodiversity

Disclosure Title

- a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:
 - i. Construction or use of manufacturing plants, mines, and transport infrastructure;
 - ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);
 - iii. Introduction of invasive species, pests, and pathogens;
 - iv. Reduction of species;
 - v. Habitat conversion
 - vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).
- b. Significant direct and indirect positive and negative impacts with reference to the following:
 - i. Species affected;
 - ii. Extent of areas impacted;
 - iii. Duration of impacts;
 - iv. Reversibility or irreversibility of the impacts.

Reason for Omission/Explanation

Not applicable: For the same reason as in 304-1.

304-3 Habitats protected or restored

Disclosure Title

- a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.
- b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.
- c. Status of each area based on its condition at the close of the reporting period.
- d. Standards, methodologies, and assumptions used.

References

Promoting Ecosystem Preservation (SR2018, pp. 126-127) 

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Disclosure Title

- a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:
 - i. Critically endangered
 - ii. Endangered
 - iii. Vulnerable
 - iv. Near threatened
 - v. Least concern

Reason for Omission/Explanation

Not applicable: For the same reason as in 304-1.

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

Disclosure Title

- Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- Gases included in the calculation; whether CO₂, CH₄, N₂O, HFC, PFC, SF₆, NF₃, or all.
- Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- Base year for the calculation, if applicable, including:
 - the rationale for choosing it;
 - emissions in the base year;
 - the context for any significant changes in emissions that triggered recalculations of base year emissions.
- Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- Consolidation approach for emissions; whether equity share, financial control, or operational control.
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

Reason for Omission/Explanation

- Not applicable: We have no biogenic CO₂ emissions.

305-2 Energy indirect (Scope 2) GHG emissions

Disclosure Title

- Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- Base year for the calculation, if applicable, including:
 - the rationale for choosing it;
 - emissions in the base year;
 - the context for any significant changes in emissions that triggered recalculations of base year emissions.
- Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- Consolidation approach for emissions; whether equity share, financial control, or operational control.
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

305-3 Other indirect (Scope 3) GHG emissions

Disclosure Title

- Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.
- Base year for the calculation, if applicable, including:
 - the rationale for choosing it;
 - emissions in the base year;
 - the context for any significant changes in emissions that triggered recalculations of base year emissions.
- Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

305-4 GHG emissions intensity

Disclosure Title

- GHG emissions intensity ratio for the organization.
- Organization-specific metric (the denominator) chosen to calculate the ratio.
- Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

References

[Environmental Load Through the Value Chain \(SR2018, pp. 107-108\)](#) 

[Climate Change Measures in Factories and Offices \(SR2018, pp. 115-116\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

Reason for Omission/Explanation

Because our business is diverse, we cannot define common metrics for measurement of activities. We thus regard the values closely related to the amount of energy consumed by a division as the amount of activities of the division. We disclose the rate of improvement based on this amount instead of the GHG emissions intensity ratio.

305-5 Reduction of GHG emissions

Disclosure Title

- GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- Base year or baseline, including the rationale for choosing it.
- Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Responding to Climate Change with Products and Services \(SR2018, p. 112\)](#) 

[Climate Change Measures in Factories and Offices \(SR2018, pp. 115-116\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

305-6 Emissions of ozone-depleting substances (ODS)

Disclosure Title

- Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.
- Substances included in the calculation.
- Source of the emission factors used.
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Disclosure Title

- Significant air emissions, in kilograms or multiples, for each of the following:
 - NO_x
 - SO_x
 - Persistent organic pollutants (POP)
 - Volatile organic compounds (VOC)
 - Hazardous air pollutants (HAP)
 - Particulate matter (PM)
 - Other standard categories of air emissions identified in relevant regulations
- Source of the emission factors used.
- Standards, methodologies, assumptions, and/or calculation tools used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[The Management and Reduction of Chemical Substances \(SR2018, pp. 123-124\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

GRI 306: Effluents and Waste 2016

306-1 Water discharge by quality and destination

Disclosure Title

- a. Total volume of planned and unplanned water discharges by:
 - i. destination;
 - ii. quality of the water, including treatment method;
 - iii. whether the water was reused by another organization.
- b. Standards, methodologies, and assumptions used.

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Calculation Methods for Environmental Load Data \(link to Environmental Activities website\)](#) >

306-2 Waste by type and disposal method

Disclosure Title

- a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:
 - i. Reuse
 - ii. Recycling
 - iii. Composting
 - iv. Recovery, including energy recovery
 - v. Incineration (mass burn)
 - vi. Deep well injection
 - vii. Landfill
 - viii. On-site storage
 - ix. Other (to be specified by the organization)
- b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:
 - i. Reuse
 - ii. Recycling
 - iii. Composting
 - iv. Recovery, including energy recovery
 - v. Incineration (mass burn)
 - vi. Deep well injection
 - vii. Landfill
 - viii. On-site storage
 - ix. Other (to be specified by the organization)
- c. How the waste disposal method has been determined:
 - i. Disposed of directly by the organization, or otherwise directly confirmed
 - ii. Information provided by the waste disposal contractor
 - iii. Organizational defaults of the waste disposal contractor

References

[Environmental Load \(SR2018, pp. 104-106\)](#) 

[Improving Efficiency in the Use of Resources \(SR2018, pp. 119-121\)](#) 

306-3 Significant spills

Disclosure Title

- a. Total number and total volume of recorded significant spills.
- b. The following additional information for each spill that was reported in the organization's financial statements:

- i. Location of spill;
 - ii. Volume of spill;
 - iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).
- c. Impacts of significant spills.

References

[Environmental Compliance \(SR2018, pp. 102-103\)](#) 

306-4 Transport of hazardous waste

Disclosure Title

- a. Total weight for each of the following:
 - i. Hazardous waste transported
 - ii. Hazardous waste imported
 - iii. Hazardous waste exported
 - iv. Hazardous waste treated
- b. Percentage of hazardous waste shipped internationally.
- c. Standards, methodologies, and assumptions used.

Reason for Omission/Explanation

Information unavailable: We have not collected the data requested. See [“Using IT to Manage Waste,” SR2018, p. 120.](#) for the management of hazardous waste and [“Environmental Load,” SR2018, pp. 102–104.](#) for the total amount of waste, as well as [“Managing Storage of Equipment Containing PCBs,” SR2018, p. 124.](#)

306-5 Water bodies affected by water discharges and/or runoff

Disclosure Title

- a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:
 - i. the size of the water body and related habitat;
 - ii. whether the water body and related habitat is designated as a nationally or internationally protected area;
 - iii. the biodiversity value, such as total number of protected species.

References

[Engaging with Water-Related Risks and Opportunities \(SR2018, pp. 98-99\)](#) 

[Preserving Ecosystems \(SR2018, p. 125\)](#) 

GRI 307: Environmental Compliance 2016

307-1 Non-compliance with environmental laws and regulations

Disclosure Title

- a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:
 - i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.

References

[Environmental Compliance \(SR2018, pp. 102-103\)](#) 

Reason for Omission/Explanation

Confidentiality constraints: We do not disclose the total monetary value because we regard it as a trade secret.

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria

Disclosure Title

- a. Percentage of new suppliers that were screened using environmental criteria.

References

[Engaging in Responsible Procurement \(SR2018, pp. 74-78\)](#) 

Reason for Omission/Explanation

Information unavailable: We have not collected the data requested.

308-2 Negative environmental impacts in the supply chain and actions taken

Disclosure Title

- a. Number of suppliers assessed for environmental impacts.
- b. Number of suppliers identified as having significant actual and potential negative environmental impacts.
- c. Significant actual and potential negative environmental impacts identified in the supply chain.
- d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.
- e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.

Reason for Omission/Explanation

Information unavailable: We have not collected the data requested.

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400 series (Social topics)

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

Disclosure Title

- a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.
- b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.

References

[Indicators and Data \(SR2018, p. 131\)](#) 

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Disclosure Title

- a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:
 - i. life insurance;
 - ii. health care;
 - iii. disability and invalidity coverage;
 - iv. parental leave;
 - v. retirement provision;
 - vi. stock ownership;
 - vii. others.
- b. The definition used for 'significant locations of operation'.

References

[Work-Life Management \(SR2018, pp. 63-64\)](#) 

[Diverse Support Systems for Employees \(SR2018, p. 64\)](#) 

401-3 Parental leave

Disclosure Title

- a. Total number of employees that were entitled to parental leave, by gender.
- b. Total number of employees that took parental leave, by gender.
- c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.

- d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.
- e. Return to work and retention rates of employees that took parental leave, by gender.

References

[Work-Life Management \(SR2018, pp. 63-64\)](#) 

[Indicators and Data \(SR2018, p. 130\)](#) 

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes

Disclosure Title

- a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.
- b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

References

[Respect for Workers' Rights \(SR2018, p. 56\)](#) 

GRI 403: Occupational Health and Safety 2016

403-1 Workers representation in formal joint management–worker health and safety committees

Disclosure Title

- a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.
- b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.

References

[Framework for Promoting Health and Safety \(SR2018, pp. 65-66\)](#) 

Reason for Omission/Explanation

Information unavailable: The number of workers across the Group is difficult to obtain because labor unions do not exist in some of our Group companies and they take different forms at companies where they do exist.

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

Disclosure Title

- a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:
 - i. region;
 - ii. gender.
- b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:
 - i. region;
 - ii. gender.
- c. The system of rules applied in recording and reporting accident statistics.

References

[Framework for Promoting Health and Safety \(SR2018, pp. 65-66\)](#) 

[Indicators and Data \(SR2018, p. 130\)](#) 

403-3 Workers with high incidence or high risk of diseases related to their occupation

Disclosure Title

- a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.

References

[Framework for Promoting Health and Safety \(SR2018, pp. 65-66\)](#) 

403-4 Health and safety topics covered in formal agreements with trade unions

Disclosure Title

- a. Whether formal agreements (either local or global) with trade unions cover health and safety.
- b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.

References

[Respect for Workers' Rights \(SR2018, p. 56\)](#) 

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee

Disclosure Title

- a. Average hours of training that the organization's employees have undertaken during the reporting period, by:
 - i. gender;
 - ii. employee category.

References

[Average Amount Invested in Education per Employee \(SR2018, p. 69\)](#) 

Reason for Omission/Explanation

Information unavailable: We have not collected the data requested.

404-2 Programs for upgrading employee skills and transition assistance programs

Disclosure Title

- a. Type and scope of programs implemented and assistance provided to upgrade employee skills.
- b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

References

[A Strategy for Growing Together with Our Global Human Capital \(SR2018, pp. 68-70\)](#) 

[Diverse Support Systems for Employees \(SR2018, p. 64\)](#) 

404-3 Percentage of employees receiving regular performance and career development reviews

Disclosure Title

- a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

References

[Ensuring Fair Evaluation and Compensation \(SR2018, p. 58\)](#) 

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

Disclosure Title

- a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
- b. Percentage of employees per employee category in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

References

[Diversity and Equal Opportunity \(SR2018, p. 48\)](#) 

[Driving Hitachi's Governance \(SH2018, p. 40\)](#) 

[KPI of Developing Women's Careers \(SR2018, p. 64\)](#) 

[Indicators and Data \(SR2018, p. 130\)](#) 

405-2 Ratio of basic salary and remuneration of women to men

Disclosure Title

- a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.
- b. The definition used for 'significant locations of operation'.

References

[KPI of Developing Women's Careers \(SR2018, p. 64\)](#) 

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

Disclosure Title

- a. Total number of incidents of discrimination during the reporting period.
- b. Status of the incidents and actions taken with reference to the following:
 - i. Incident reviewed by the organization;
 - ii. Remediation plans being implemented;
 - iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv. Incident no longer subject to action.

References

[Respect for Human Rights \(SR2018, pp. 53-55\)](#) 

Reason for Omission/Explanation

Confidentiality constraints: We do not disclose such information for privacy reasons. We make every effort to raise human rights awareness through education of employees in order to prevent incidents of discrimination.

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Disclosure Title

- a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:
 - i. type of operation (such as manufacturing plant) and supplier;
 - ii. countries or geographic areas with operations and suppliers considered at risk.
- b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.

Reason for Omission/Explanation

Information unavailable: We have not collected the data required. In fiscal 2016 we created a new version of the *Hitachi Group Supply Chain CSR Procurement Guidelines* and distributed it to all our primary suppliers. The guidelines will be applied for all our contracts with them.

GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor

Disclosure Title

- a. Operations and suppliers considered to have significant risk for incidents of:
 - i. child labor;
 - ii. young workers exposed to hazardous work.
- b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:
 - i. type of operation (such as manufacturing plant) and supplier;
 - ii. countries or geographic areas with operations and suppliers considered at risk.
- c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.

References

[Addressing the Risks of Child and Forced Labor \(SR2018, p. 55\)](#) 

GRI 409: Forced or Compulsory Labor 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Disclosure Title

- a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:
 - i. type of operation (such as manufacturing plant) and supplier;
 - ii. countries or geographic areas with operations and suppliers considered at risk.
- b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

References

[Addressing the Risks of Child and Forced Labor \(SR2018, p. 55\)](#) 

GRI 410: Security Practices 2016

410-1 Security personnel trained in human rights policies or procedures

Disclosure Title

- a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.
- b. Whether training requirements also apply to third-party organizations providing security personnel.

Reason for Omission/Explanation

Information unavailable: We are unable to collect data because our security personnel are outsourced.

GRI 411: Rights of Indigenous Peoples 2016

411-1 Incidents of violations involving rights of indigenous peoples

Disclosure Title

- a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.
- b. Status of the incidents and actions taken with reference to the following:
 - i. Incident reviewed by the organization;
 - ii. Remediation plans being implemented;
 - iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv. Incident no longer subject to action.

References

[Engaging in Responsible Procurement \(SR2018, pp. 74-78\)](#) 

Reason for Omission/Explanation

Not applicable: Because the nature of our business makes such violations unlikely, we have not collected the data requested.

GRI 412: Human Rights Assessment 2016

412-1 Operations that have been subject to human rights reviews or impact assessments

Disclosure Title

- a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

References

[Respect for Human Rights Throughout the Value Chain \(SR2018, pp. 53-55\)](#) 

Reason for Omission/Explanation

Information unavailable: We are unable to provide the required percentage because obtaining the total number of divisions involved is difficult. Our business is diverse and we have a number of business units and Group companies, which frequently undergo structural changes.

412-2 Employee training on human rights policies or procedures

Disclosure Title

- a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.
- b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.

References

[Raising Human Rights Awareness Among Executives and Employees \(SR2018, p. 54\)](#) 

412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

Disclosure Title

- a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b. The definition used for 'significant investment agreements'.

Reason for Omission/Explanation

Information unavailable: We have not collected the data required.

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs

Disclosure Title

- a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:
 - i. social impact assessments, including gender impact assessments, based on participatory processes;
 - ii. environmental impact assessments and ongoing monitoring;
 - iii. public disclosure of results of environmental and social impact assessments;
 - iv. local community development programs based on local communities' needs;
 - v. stakeholder engagement plans based on stakeholder mapping;
 - vi. broad based local community consultation committees and processes that include vulnerable groups;
 - vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;
 - viii. formal local community grievance processes.

References

[Community Involvement and Development \(SR2018, pp. 88-90\)](#) 

413-2 Operations with significant actual and potential negative impacts on local communities

Disclosure Title

- a. Operations with significant actual and potential negative impacts on local communities, including:
 - i. the location of the operations;
 - ii. the significant actual and potential negative impacts of operations.

References

[Community Involvement and Development \(SR2018, pp. 88-90\)](#) 

Reason for Omission/Explanation

Information unavailable: A review is underway of research methods, including of the impact assessment, which are applicable across the Hitachi Group.

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria

Disclosure Title

- a. Percentage of new suppliers that were screened using social criteria.

References

Reason for Omission/Explanation

Information unavailable: We have not collected the data required. We undertake thoroughgoing management of all trades by selecting suppliers in accordance with the *Guidelines for Procurement Activities*, which include ESG standards.

414-2 Negative social impacts in the supply chain and actions taken

Disclosure Title

- a. Number of suppliers assessed for social impacts.
- b. Number of suppliers identified as having significant actual and potential negative social impacts.
- c. Significant actual and potential negative social impacts identified in the supply chain.
- d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

References

Engaging in Responsible Procurement (SR2018, pp. 74-78) 

GRI 415: Public Policy 2016

415-1 Political contributions

Disclosure Title

- a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b. If applicable, how the monetary value of in-kind contributions was estimated.

Reason for Omission/Explanation

Confidentiality constraints: Disclosure of such information may violate confidentiality policies.

GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories

Disclosure Title

- a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

Reason for Omission/Explanation

Information unavailable: We have not collected the data required. See ["Ensuring Thorough Management of Quality and Safety." SR2018, pp. 84-86.](#) for specific examples of our initiatives and KPIs.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Disclosure Title

- a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:
 - i. incidents of non-compliance with regulations resulting in a fine or penalty;
 - ii. incidents of non-compliance with regulations resulting in a warning;
 - iii. incidents of non-compliance with voluntary codes.
- b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.

Reason for Omission/Explanation

Confidentiality constraints: We will disclose regulatory violations subject to fines or penalties, whenever necessary, after reporting them to the regulatory agencies concerned.

GRI 417: Marketing and Labeling 2016

417-1 Requirements for product and service information and labeling

Disclosure Title

- a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:
 - i. The sourcing of components of the product or service;
 - ii. Content, particularly with regard to substances that might produce an environmental or social impact;
 - iii. Safe use of the product or service;
 - iv. Disposal of the product and environmental or social impacts;
 - v. Other (explain).
- b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.

References

[Ensuring Thorough Management of Quality and Safety \(SR2018, pp. 84-86\)](#) 

[Product Safety Information Disclosure \(SR2018, p. 83\)](#) 

417-2 Incidents of non-compliance concerning product and service information and labeling

Disclosure Title

- a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:
 - i. incidents of non-compliance with regulations resulting in a fine or penalty;
 - ii. incidents of non-compliance with regulations resulting in a warning;
 - iii. incidents of non-compliance with voluntary codes.
- b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.

Reason for Omission/Explanation

Confidentiality constraints: We will disclose regulatory violations subject to fines or penalties, whenever necessary, after reporting them to the regulatory agencies concerned.

417-3 Incidents of non-compliance concerning marketing communications

Disclosure Title

- a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:
 - i. incidents of non-compliance with regulations resulting in a fine or penalty;
 - ii. incidents of non-compliance with regulations resulting in a warning;
 - iii. incidents of non-compliance with voluntary codes.
- b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.

Reason for Omission/Explanation

Confidentiality constraints: We will disclose regulatory violations subject to fines or penalties, whenever necessary, after reporting them to the regulatory agencies concerned.

GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Disclosure Title

- a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:
 - i. complaints received from outside parties and substantiated by the organization;
 - ii. complaints from regulatory bodies.
- b. Total number of identified leaks, thefts, or losses of customer data.
- c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.

References

[Protecting Personal Information \(SR2018, p. 86\)](#) 

GRI 419: Socioeconomic Compliance 2016

419-1 Non-compliance with laws and regulations in the social and economic area

Disclosure Title

- a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c. The context against which significant fines and non-monetary sanctions were incurred.

References

[Preventing Bribery and Corrupt Practices \(SR2018, p. 72\)](#) 

[Measures to Prevent Unfair Competition \(SR2018, p. 72\)](#) 

[Tax Compliance \(SR2018, p. 73\)](#) 

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