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CSR-Related Policies and Guidelines / ESG Data

## CSR-Related Policies and Guidelines

Policies and guidelines related to Toray Group CSR are listed below.

### Management

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[Toray Group's Management Philosophy >](#)

### Governance

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[Basic Policy on Corporate Governance >](#)

[Basic Policy on Internal Control System >](#)

[CSR Guidelines & Activity Reports >](#)

[Information Disclosure Principles >](#)

### Corporate Ethics and Legal Compliance

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[Corporate Ethics and Legal Compliance  
Code of Conduct >](#)

[Toray Group Policy for Human Rights >](#)

## Safety and Environment

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<a href="#">Ten Basic Environmental Rules &gt;</a>	<a href="#">Recycling Activity Principles &gt;</a>
<a href="#">Toray Group's Basic Policy for Increasing Green Areas &gt;</a>	<a href="#">Biodiversity Initiatives &gt;</a>

## Product Safety and Quality Assurance

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<a href="#">Product Safety Management Basic Policy &gt;</a>	<a href="#">Quality Policy &gt;</a>
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## Purchasing and Procurement

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<a href="#">Basic Purchasing Policies &gt;</a>	<a href="#">Basic Distribution Policies &gt;</a>
<a href="#">CSR Procurement Guidelines &gt;</a>	

Others

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<a href="#">Basic Policies to Promote Dialogue with Stakeholders</a>	<a href="#">Toray Global HR Management ("G-HRM") Fundamental Policy</a>
<a href="#">Toray Group Social Initiative Policies</a>	

## CSR-Related Policies and Guidelines / ESG Data

# ESG Data

### Environment-Related

		Scope	Period	2015	2016	2017	2018	Unit
Environment conservation costs	Investment	Toray Industries, Inc.	FY	2.70	2.68	2.02	1.26	billion Yen
	Cost			6.56	6.71	6.81	8.11	
Economic impact of environmental initiatives		Toray Industries, Inc.	FY	1.25	1.21	0.53	0.82	billion Yen
Energy consumption	Toray Industries, Inc.		FY	29.0	27.9	29.0	27.6	million gigajoules
	Group companies in Japan		FY	7.2	7.2	6.5	6.2	
	Group companies outside Japan		FY	46.8	52	50.8	54	
Unit energy consumption index (% compared to fiscal 1990)		Toray Industries, Inc.	FY	86.2	82.7	81.6	83.2	—
Water	Toray Industries, Inc.		FY	171	168	174	176	million tons
	Group companies in Japan		FY	12	13	13	13	
	Group companies outside Japan		FY	38	44	41	42	
Industrial wastewater	Toray Industries, Inc.		FY	167	159	164	167	million tons
	Group companies in Japan		FY	10	10	10	10	
	Group companies outside Japan		FY	24	25	24	23	
Greenhouse gas emissions	Toray Industries, Inc.	Scope-1	FY	1,730	1,670	1,650	1,610	1,000 tons CO <sub>2</sub> eq
		Scope-2	FY	390	340	380	340	
		Toray Industries, Inc.	FY	2,120	2,010	2,030	1,950	
	Group companies in Japan	Scope-1	FY	50	60	60	50	
		Scope-2	FY	400	390	340	320	
		Group companies in Japan	FY	450	450	400	370	

	Group companies outside Japan	Scope-1	FY	1,600	1,600	1,500	1,730	
		Scope-2	FY	1,440	1,540	1,540	1,580	
		Group companies outside Japan	FY	3,040	3,140	3,040	3,310	
Atmospheric emissions (NOx)	Toray Industries, Inc.		FY	1,456	1,332	1,335	1,306	tons
	Group companies in Japan		FY	34	51	40	33	
	Group companies outside Japan		FY	828	768	716	709	
Atmospheric emissions (SOx)	Toray Industries, Inc.		FY	298	264	268	245	tons
	Group companies in Japan		FY	24	20	16	16	
	Group companies outside Japan		FY	2,870	3,090	2,192	2,292	
Emissions of substances subject to the PRTR Act	Toray Industries, Inc.		FY	201	189	330	327	tons
	Group companies in Japan		FY	265	245	101	102	
	Group companies outside Japan		FY	196	318	442	457	
VOC atmospheric emissions	Toray Industries, Inc.		FY	316	253	418	422	tons
	Group companies in Japan		FY	380	345	185	178	
	Group companies outside Japan		FY	310	396	505	529	
Atmospheric emissions (Dust)	Toray Industries, Inc.		FY	108	105	103	97	tons
	Group companies in Japan		FY	3	3	1	1	
	Group companies outside Japan		FY	220	235	122	174	
Coal ash (recycled)	Toray Industries, Inc.		FY	63.9	62.4	57.8	68.7	1,000 tons
	Group companies in Japan		FY	—	—	—	—	
	Group companies outside Japan		FY	26.7	17.2	19.1	22.6	
Waste (direct landfill disposal)	Toray Industries, Inc.		FY	0.2	0.0	0.0	0.1	1,000 tons
	Group companies in Japan		FY	0.5	0.2	0.6	0.4	
	Group companies outside Japan		FY	19.5	24.4	24.1	24.1	
Water emissions (BOD)	Toray Industries, Inc.		FY	713	655	576	624	tons
	Group companies in Japan		FY	25	27	24	32	tons
	Group companies outside Japan		FY	236	245	177	167	

Water emissions (COD)	Toray Industries, Inc.	FY	812	776	789	780	tons
	Group companies in Japan	FY	42	24	27	28	tons
	Group companies outside Japan	FY	1,621	1,603	1,298	1,149	
Wastewater: Total nitrogen emissions	Toray Industries, Inc.	FY	437	406	415	394	tons
	Group companies in Japan	FY	18	14	14	14	
	Group companies outside Japan	FY	—	—	—	—	
Wastewater: Total phosphorous emissions	Toray Industries, Inc.	FY	28	27	25	31	tons
	Group companies in Japan	FY	1	1	1	2	
	Group companies outside Japan	FY	—	—	—	—	

Note: Corrected a data tabulation error in the 2015 CSR Report.

## Society-Related

		Scope	Period	2015	2016	2017	2018	Unit
Number of employees	Total	Toray Industries, Inc.	As of the end of each fiscal year	7,223	7,220	7,625	7,585	persons
	Male			6,452	6,440	6,785	6,749	
	Female			771	780	840	836	
Percentage of women in unit manager or higher positions		Toray Industries, Inc.	As of April each year	8.7	8.9	9.0	9.3	%
Women in management positions (%)	Management staff (Section manager or higher positions)			4.4	4.5	4.6	4.9	
Employment rate of persons with disabilities		Toray Industries, Inc.	Year	2.12	2.10	2.20	2.21	%
Average time on the job	Total	Toray Industries, Inc.	FY	14.1	14.5	14.6	15.0	years
	Male			13.9	14.2	14.5	14.9	
	Female			15.8	16.1	15.8	16.0	
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)	Toray Industries, Inc.	FY	92.9	89.8	88.4	89.7	%
Number of employees taking childcare leave	Total	Toray Industries, Inc.	FY	56	68	71	62	persons
	Male			3	4	3	4	

	Female			53	64	68	58	
Number of employees taking family care leave		Toray Industries, Inc.	FY	5	3	1	1	persons
Number of employees hired	Total	Toray Industries, Inc.	FY	357	314	337	338	persons
	Male			315	270	283	280	
	Female			42	44	54	58	
Occupational accident frequency rate (Toray Group)		Toray Group (all accidents)	Year	0.23	0.60	0.61	0.59	—
		Toray Group (accidents causing lost work time)	Year	0.14	0.33	0.40	0.28	—

## Governance-Related

	Scope	Period	2015	2016	2017	2018	Unit
Number of members of the Board	Toray Industries, Inc.	FY	23	23	19	19	persons
Number of outside directors (independent officers)	Toray Industries, Inc.	FY	2	2	2	2	persons
Number of female directors	Toray Industries, Inc.	FY	0	0	0	0	persons
Ratio of female members of the Board	Toray Industries, Inc.	FY	0	0	0	0	%
R&D expenses	Toray Group	FY	58.8	59.2	66.2	66.4	billion yen
Ratio of R&D expenses to net sales	Toray Group	FY	2.8	2.9	3.0	2.8	%
Number of major violations of laws or ordinances	Toray group	FY	0	1	1	0	violation
Monetary contribution to Political fund-raising organization (The People's Political Association)	Toray Industries, Inc.	FY	50	50	50	30	million yen
Ratio between the total annual compensation of the CEO and the mean employee compensation	Toray Industries, Inc.	FY	21.87	21.36	22.23	21.26	times

## Comparative Tables with GRI Standards and ISO 26000 Subjects

# Comparative Table with GRI Standards

## General Disclosures

Organizational profile		References
102-1	Name of the organization	> <a href="#">Corporate Outline</a>
102-2	Activities, brands, products, and services	> <a href="#">Corporate Outline</a> > <a href="#">Our Business</a>
102-3	Location of headquarters	> <a href="#">Global Network</a>
102-4	Location of operations	> <a href="#">Global Network</a>
102-5	Ownership and legal form	> <a href="#">Corporate Outline</a> > <a href="#">Financial Results</a>
102-6	Markets served	> <a href="#">Corporate Outline</a> > <a href="#">Financial Results</a>
102-7	Scale of the organization	> <a href="#">Corporate Outline</a> > <a href="#">Financial Results</a>
102-8	Information on employees and other workers	> <a href="#">ESG Data</a>
102-9	Supply chain	
102-10	Significant changes to the organization and its supply chain	N/A
102-11	Precautionary Principle or approach	> <a href="#">Risk Management</a> > <a href="#">Corporate Ethics and Legal Compliance</a> > <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a>
102-12	External initiatives	> <a href="#">Human Rights Promotion and Human Resources Development Statement on the UK's Modern Slavery Act</a> <a href="#">PDF</a>
102-13	Membership of associations	Toray Industries, Inc. belongs to the following associations: Nippon Keidanren (Japan Business Federation), Japan Chemical Industry Association, and Sustainable Apparel Coalition (SAC)
Strategy		References
102-14	Statement from senior decision-maker	> <a href="#">Message from the President</a>



Organizational profile		References
102-15	Key impacts, risks, and opportunities	> <a href="#">Securities Report (available only in Japanese)</a>
Ethics and Integrity		References
102-16	Values, principles, standards, and norms of behavior	> <a href="#">Management Philosophy and CSR</a>
102-17	Mechanisms for advice and concerns about ethics	> <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a>
Governance		References
102-18	Governance structure	> <a href="#">Corporate Governance and Management Transparency</a> <a href="#">Corporate Governance Report</a> PDF
102-19	Delegating authority	> <a href="#">Organizational Structure for Social Responsibility</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	> <a href="#">CSR Road Map</a> > <a href="#">Organizational Structure for Social Responsibility</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	> <a href="#">Communication</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Corporate Governance Report</a> PDF > <a href="#">Basic Policy on Corporate Governance</a> > <a href="#">Corporate Governance and Management Transparency</a>
102-23	Chair of the highest governance body	<a href="#">Corporate Governance Report</a> PDF
102-24	Nominating and selecting the highest governance body	<a href="#">Corporate Governance Report</a> PDF
102-25	Conflicts of interest	<a href="#">Corporate Governance Report</a> PDF
102-26	Role of highest governance body in setting purpose, values, and strategy	> <a href="#">Basic Policy on Corporate Governance</a>
102-27	Collective knowledge of highest governance body	
102-28	Evaluating the highest governance body's performance	<a href="#">Corporate Governance Report</a> PDF
102-29	Identifying and managing economic, environmental, and social impacts	
102-30	Effectiveness of risk management processes	> <a href="#">Risk Management</a>
102-31	Review of economic, environmental, and social topics	
102-32	Highest governance body's role in sustainability reporting	
102-33	Communicating critical concerns	<a href="#">Corporate Governance Report</a> PDF > <a href="#">Organizational Structure for Social Responsibility</a> > <a href="#">Risk Management</a> > <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a>

Organizational profile		References
102-34	Nature and total number of critical concerns	
102-35	Remuneration policies	<a href="#">Corporate Governance Report</a> <a href="#">PDF</a>
102-36	Process for determining remuneration	<a href="#">Corporate Governance Report</a> <a href="#">PDF</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">Corporate Governance Report</a> <a href="#">PDF</a>
102-38	Annual total compensation ratio	
102-39	Percentage increase in annual total compensation ratio	
Stakeholder Engagement		References
102-40	List of stakeholder groups	<ul style="list-style-type: none"> <li>&gt; <a href="#">Communication</a></li> <li>&gt; <a href="#">Materiality</a></li> <li>&gt; <a href="#">Implementing CSR Activities and Improving CSR Education</a></li> <li>&gt; <a href="#">Corporate Governance and Management Transparency</a></li> </ul>
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> <li>&gt; <a href="#">Corporate Governance and Management Transparency</a></li> </ul>
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>&gt; <a href="#">Communication</a></li> </ul>
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>&gt; <a href="#">CSR Road Map and Progress on Key Performance Indicators in Fiscal 2018</a></li> <li>&gt; <a href="#">Communication</a></li> </ul>
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> <li>&gt; <a href="#">Comments from Thought Leaders</a></li> <li>&gt; <a href="#">Materiality</a></li> </ul>
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>&gt; <a href="#">Corporate Outline</a></li> <li>&gt; <a href="#">Financial Results</a></li> </ul>
102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> <li>&gt; <a href="#">Materiality</a></li> <li>&gt; <a href="#">Editorial Policy</a></li> </ul>
102-47	List of material topics	<ul style="list-style-type: none"> <li>&gt; <a href="#">Materiality</a></li> <li>&gt; <a href="#">CSR Road Map and Progress on Key Performance Indicators in Fiscal 2018</a></li> </ul>
102-48	Restatements of information	N/A
102-49	Changes in reporting	N/A
102-50	Reporting period	<ul style="list-style-type: none"> <li>&gt; <a href="#">Editorial Policy</a></li> </ul>
102-51	Date of most recent report	September ,2018
102-52	Reporting cycle	End of August yearly
102-53	Contact point for questions regarding the report	<ul style="list-style-type: none"> <li>&gt; <a href="#">Contact Us</a></li> </ul>

Organizational profile		References
102-54	Claims of reporting in accordance with the GRI Standards	> <a href="#">GRI Standards Content Index</a>
102-55	GRI content index	> <a href="#">GRI Standards Content Index</a>
102-56	External assurance	> <a href="#">Third-Party Assurance</a>

Management Approach		
General Requirements for Reporting the Management Approach		References
103-1	Explanation of the material topic and its Boundary	> <a href="#">Materiality</a>
103-2	The management approach and its components	> <a href="#">Organizational Structure for Social Responsibility</a> > <a href="#">CSR Guidelines</a> > <a href="#">Contributing Solutions to Social Issues through Business Activities</a> > <a href="#">Corporate Governance and Management Transparency</a> > <a href="#">Corporate Ethics and Legal Compliance</a> > <a href="#">Risk Management</a> > <a href="#">Human Rights Promotion and Human Resources Development</a> > <a href="#">Product Safety and Quality</a> > <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a> > <a href="#">Communication</a> > <a href="#">Social Contribution Activities</a> > <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>
103-3	Evaluation of the management approach	> <a href="#">Contributing Solutions to Social Issues through Business Activities</a> > <a href="#">Corporate Governance and Management Transparency</a> > <a href="#">Corporate Ethics and Legal Compliance</a> > <a href="#">Risk Management</a> > <a href="#">Human Rights Promotion and Human Resources Development</a> > <a href="#">Product Safety and Quality</a> > <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a> > <a href="#">Communication</a> > <a href="#">Social Contribution Activities</a> > <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>
Economic		
Economic Performance		References
201-1	Direct economic value generated and distributed	> <a href="#">Financial Results</a> > <a href="#">Securities Report (available only in Japanese)</a>
201-2	Financial implications and other risks and opportunities due to climate change	> <a href="#">Contributing Solutions to Social Issues through Business Activities</a> > <a href="#">Toray Group Sustainability Vision</a>
201-3	Defined benefit plan obligations and other retirement plans	> <a href="#">Securities Report (available only in Japanese)</a>
201-4	Financial assistance received from government	Restrictions related to confidentiality and/or information difficult to obtain
Market Presence		References

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	> <a href="#">Application guidelines for new graduates (available only in Japanese)</a>
202-2	Proportion of senior management hired from the local community	
Indirect Economic Impacts		References
203-1	Infrastructure investments and services supported	
203-2	Significant indirect economic impacts	
Procurement Practices		References
204-1	Proportion of spending on local suppliers	
Anti-corruption		References
205-1	Operations assessed for risks related to corruption	> <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a> > <a href="#">Compliance with Antitrust Laws and Global Anti-Bribery Regulations</a>
205-2	Operations assessed for risks related to corruption	> <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a> > <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>
205-3	Confirmed incidents of corruption and actions taken	No incidents
Anti-competitive Behavior		References
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
Environment		
Materials		References
301-1	Materials used by weight or volume	
301-2	Recycled input materials used	Information difficult to obtain
301-3	Reclaimed products and their packaging materials	> <a href="#">Initiatives to Reduce Waste</a> > <a href="#">Toray Group Distribution Initiatives (Expanding Collection and Reuse of Packaging Materials)</a>
Energy		References
302-1	Energy consumption within the organization	> <a href="#">Conserving Energy and Curbing Global Warming</a> > <a href="#">Environmental Impact Overview</a>
302-2	Energy consumption outside of the organization	> <a href="#">Third-Party Assurance</a>
302-3	Energy intensity	> <a href="#">Conserving Energy and Curbing Global Warming</a> > <a href="#">Environmental Impact Overview</a>

302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>&gt; <a href="#">Green Innovation Business Expansion Project</a></li> </ul>
Water and Effluents		References
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives for Managing Water Resources</a></li> </ul>
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	<ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
303-4	Water discharge	<ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Prevent Air and Water Pollution</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
303-5	Water consumption	<ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
Biodiversity		References
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas Biodiversity Initiatives	<ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>
304-2	Significant impacts of activities, products, and services on biodiversity	<ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>
304-3	Habitats protected or restored	<ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information difficult to obtain
Emissions		References
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul>
305-4	GHG emissions intensity	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>
305-6	Emissions of ozone-depleting substances (ODS)	<ul style="list-style-type: none"> <li>&gt; <a href="#">Conserving Energy and Curbing Global Warming (Initiatives to Protect the Ozone Layer)</a></li> </ul>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Prevent Air and Water Pollution</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Chemical Substance Emissions and Transfer Data</a></li> </ul>

Effluents and Waste		References
306-1	Water discharge by quality and destination	> <a href="#">Environmental Impact Overview</a>
306-2	Waste by type and disposal method	> <a href="#">Environmental Impact Overview</a>
306-3	Significant spills	> <a href="#">Environmental Risk Management</a>
306-4	Transport of hazardous waste	N/A
306-5	Water bodies affected by water discharges and / or runoff	N/A
Environmental Compliance		References
307-1	Non-compliance with environmental laws and regulations	> <a href="#">Environmental Risk Management</a>
Supplier Environmental Assessment		References
308-1	New suppliers that were screened using environmental criteria	> <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>
308-2	Negative environmental impacts in the supply chain and actions taken New suppliers that were screened using environmental criteria	> <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>
Social Initiatives		
Employment		References
401-1	New employee hires and employee turnover	> <a href="#">Securing and Developing Human Resources to Create New Value</a>
		> <a href="#">Creating a Positive Workplace for Employees</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	> <a href="#">Promoting Diversity</a>
		> <a href="#">Creating a Positive Workplace for Employees</a>
401-3	Parental leave	> <a href="#">Creating a Positive Workplace for Employees</a>
Labor Management Relations		References
402-1	Minimum notice periods regarding operational changes	
Occupational Health and Safety		References
403-1	Occupational health and safety management system	> <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>
403-2	Hazard identification, risk assessment, and incident investigation	> <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>
403-3	Occupational health services	> <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	> <a href="#">Occupational Safety and Accident Prevention Activities</a>

403-5	Worker training on occupational health and safety	> <a href="#">Occupational Safety and Accident Prevention Activities</a>
403-6	Promotion of worker health	> <a href="#">Creating a Positive Workplace for Employees</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	> <a href="#">Occupational Safety and Accident Prevention Activities</a>
403-9	Work-related injuries	> <a href="#">Occupational Safety and Accident Prevention Activities</a>
403-10	Work-related ill health	> <a href="#">Occupational Safety and Accident Prevention Activities</a>
Training and Education		References
404-1	Average hours of training per year per employee	> <a href="#">Securing and Developing Human Resources to Create New Value</a>
404-2	Programs for upgrading employee skills and transition assistance programs	> <a href="#">Securing and Developing Human Resources to Create New Value</a> > <a href="#">Promoting Diversity</a>
404-3	Percentage of employees receiving regular performance and career	> <a href="#">Securing and Developing Human Resources to Create New Value</a>
Diversity and Equal Opportunity		References
405-1	Diversity of governance bodies and employees	> <a href="#">Promoting Diversity</a> > <a href="#">ESG Data</a>
405-2	Ratio of basic salary and remuneration of women to men	> <a href="#">Human Rights Promotion and Human Resources Development</a>
Non-discrimination		References
406-1	Incidents of discrimination and corrective actions taken	> <a href="#">Human Rights Promotion and Human Resources Development</a>
Freedom of Association and Collective Bargaining		References
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	> <a href="#">Corporate Governance and Management Transparency</a>
Child Labor		References
408-1	Operations and suppliers at significant risk for incidents of child labor	> <a href="#">Human Rights Promotion and Human Resources Development</a> > <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>
Forced or Compulsory Labor		References
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	> <a href="#">Human Rights Promotion and Human Resources Development</a>



		<a href="#">           &gt; Socially Responsible Procurement Initiatives at Toray Group         </a>
Security Practices		References
410-1	Security personnel trained in human rights policies or procedures	
Rights of Indigenous People		References
411-1	Incidents of violations involving rights of indigenous peoples	
Human Rights Assessment		References
412-1	Operations that have been subject to human rights reviews or impact assessments	
412-2	Employee training on human rights policies or procedures	<a href="#">           &gt; Committed to Human Rights         </a>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">           &gt; Socially Responsible Procurement Initiatives at Toray Group         </a>
Local Communities		References
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">           &gt; Environmental Accounting         </a> <a href="#">           &gt; Social Contribution Activities         </a>
413-2	Operations with significant actual and potential negative impacts on local communities	N/A
Supplier Social Assessment		References
414-1	New suppliers that were screened using social criteria	<a href="#">           &gt; Socially Responsible Procurement Initiatives at Toray Group         </a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">           &gt; Socially Responsible Procurement Initiatives at Toray Group         </a>
Public Policy		References
415-1	Political contributions	<a href="#">           &gt; ESG Data         </a>
Customer Health and Safety		References
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">           &gt; Initiatives for Product Safety and Quality Assurance         </a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">           &gt; Initiatives for Product Safety and Quality Assurance         </a>
Marketing and Labeling		References
417-1	Requirements for product and service information and labeling	<a href="#">           &gt; Our Business         </a> <a href="#">           &gt; Initiatives for Product Safety and Quality Assurance         </a>
417-2	Incidents of non-compliance concerning product and service information and labeling	N/A

417-3	Incidents of non-compliance concerning marketing communications	N/A
Customer Privacy		References
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	> <a href="#">Protection of Personal Information</a>
Socioeconomic Compliance		References
419-1	Non-compliance with laws and regulations in the social and economic area	> <a href="#">Corporate Ethics and Legal Compliance</a>

Comparative Tables with GRI Standards and ISO 26000 Subjects

## Comparative Table with ISO 26000 Subjects

### Core subjects

- ▼ [Organizational governance](#)
- ▼ [Human rights](#)
- ▼ [Labor practices](#)
- ▼ [The environment](#)
- ▼ [Fair operating practices](#)
- ▼ [Consumer issues](#)
- ▼ [Community involvement and development](#)

### Organizational governance

Issues	Toray's initiatives
1.Organizational governance	<a href="#">Management Philosophy and CSR</a>
	<a href="#">Message from the President</a>
	<a href="#">Management Strategies and CSR</a>
	<a href="#">Toray Group Corporate Social Responsibility</a>
	<a href="#">Materiality</a>
	<a href="#">CSR Road Map and Progress on Key Performance Indicators in Fiscal 2018</a>
	<a href="#">Corporate Governance and Management Transparency</a>
	<a href="#">Implementing CSR Activities and Improving CSR Education</a>
	<a href="#">Corporate Ethics and Legal Compliance</a>
	<a href="#">Promoting Diversity</a>
	<a href="#">Communication</a>

## Human rights

Issues	Toray's initiatives
1. Due diligence	Human Rights Promotion and Human Resources Development
2. Human rights risk situations	Human Rights Promotion and Human Resources Development
	Socially Responsible Procurement Initiatives at Toray Group
3. Avoidance of complicity	Human Rights Promotion and Human Resources Development
	Socially Responsible Procurement Initiatives at Toray Group
4. Resolving grievances	Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance
	Human Rights Promotion and Human Resources Development
5. Discrimination and vulnerable groups	Human Rights Promotion and Human Resources Development
	Promoting Diversity
6. Civil and political rights	Corporate Ethics and Legal Compliance
	Human Rights Promotion and Human Resources Development
7. Economic, social and cultural rights	Human Rights Promotion and Human Resources Development
	Securing and Developing Human Resources to Create New Value
	Social Contribution Activities
8. Fundamental principles and rights at work	Human Rights Promotion and Human Resources Development

## Labor practices

Issues	Toray's initiatives
1. Employment and employment relationship	Human Rights Promotion and Human Resources Development
	Securing and Developing Human Resources to Create New Value
	Promoting Diversity
2. Conditions of work and social protection	Creating a Positive Workplace for Employees
3. Social dialogue	Corporate Governance and Management Transparency
	Communication with Employees
4. Health and safety at work	Occupational Safety and Accident Prevention Activities
5. Human development and training in the workplace	Securing and Developing Human Resources to Create New Value

## The environment

Issues	Toray's initiatives
1. Prevention of pollution	Safety, Accident Prevention and Environmental Preservation (Safety, Health, Accident Prevention and Environmental Preservation Management)
	Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances
	Initiatives to Prevent Air and Water Pollution
	Initiatives to Reduce Waste
	Environmental Risk Management
	Environmental Impact Overview
2. Sustainable resource use	Approach to Green Innovation Products
	Promoting Recycling Initiatives
	Toray Group Distribution Initiatives
	Conserving Energy and Curbing Global Warming
	Initiatives for Managing Water Resources
	Initiatives to Reduce Waste
3. Climate change mitigation and adaptation	Environmental Impact Overview
	Contributing Solutions to Social Issues through Business Activities
	Green Innovation Business Expansion Project
	Toray Group Distribution Initiatives
	Conserving Energy and Curbing Global Warming
4. Protection of the environment, biodiversity and restoration of natural habitats	Environmental Impact Overview
	Biodiversity Initiatives
	Environmental Risk Management

## Fair operating practices

Issues	Toray's initiatives
1. Anti-corruption	Corporate Ethics and Legal Compliance
	Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance
	Compliance with Antitrust Laws and Global Anti-Bribery Regulations
2. Responsible political involvement	Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance
3. Fair competition	Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance
	Compliance with Antitrust Laws and Global Anti-Bribery Regulations
4. Promoting social responsibility in the value chain	Socially Responsible Procurement Initiatives at Toray Group
	Toray Group Distribution Initiatives
	Occupational Safety and Accident Prevention Activities
	Communication with Stockholders and Investors
5. Respect for property rights	Communication with Stockholders and Investors
	Human Rights Promotion and Human Resources Development

## Consumer issues

Issues	Toray's initiatives
1. Fair marketing, factual and unbiased information and fair contractual practices	<a href="#">Communication with Customers</a>
2. Protecting consumers' health and safety	<a href="#">Initiatives for Product Safety and Quality Assurance</a>
3. Sustainable consumption	<a href="#">Contributing Solutions to Social Issues through Business Activities</a>
	<a href="#">Green Innovation Business Expansion Project</a>
	<a href="#">Promoting Life Cycle Management</a>
	<a href="#">Approach to Green Innovation Products</a>
	<a href="#">Promoting Recycling Initiatives</a>
4. Consumer service, support, and complaint and dispute resolution	<a href="#">Initiatives for Product Safety and Quality Assurance</a>
5. Consumer data protection and privacy	<a href="#">Protection of Personal Information</a>
6. Access to essential services	<a href="#">Business Continuity Plan Initiatives</a>
7. Education and awareness	<a href="#">Initiatives for Product Safety and Quality Assurance</a>



## Community involvement and development

Issues	Toray's initiatives
1. Community involvement	Communication with Local Communities
	Social Contribution Activities
	SDGs in Action
2. Education and culture	Social Contribution Activities (Science and Technology Promotion)
	Social Contribution Activities (Environment and Communities)
3. Employment creation and skills development	Social Contribution Activities (Environment and Communities)
4. Technology development and access	Social Contribution Activities (Science and Technology Promotion)
5. Wealth and income creation	Social Contribution Activities (Science and Technology Promotion)
6. Health	Social Contribution Activities (Health and Welfare)
7. Social investment	Social Contribution Activities (Fiscal 2018 Results)

## Editorial Policy

Toray Group issues an annual corporate social responsibility (CSR) report in order to communicate its CSR initiatives to stakeholders.

The report focuses on fiscal 2018 efforts in each of the areas outlined in the Group's CSR Guidelines, which is the policy guiding Toray Group CSR initiatives.

In addition, the information posted on the website is also available for download in a PDF version.

## Period Covered by this Report

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This report covers fiscal 2018, the period from April 1, 2018 to March 31, 2019. Contents may include efforts underway after this period.

## Environmental Data

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Covers Toray Industries, Inc. and the following 79 manufacturing subsidiaries (80 companies in all). Occupational safety data also encompasses non-manufacturing companies and covers Toray Industries, Inc. and 52 group companies in Japan, together with 78 group companies outside of Japan (131 companies in all).

\* For group companies and plants newly covered under the scope of environmental data, results are compiled and published using performance data for the fiscal year in which data was first collected as part of the Toray Group. Under Toray's Fifth Medium-Term Environmental Plan, if a target is managed based on an absolute value (such as air emissions of a chemical substance), the target is managed by adding to a baseline value the performance data for the fiscal year in which data was first collected.

\* Environmental data used in this report concerning greenhouse gas emissions by Toray Industries, Inc. has been verified by a third party, Lloyds Register Quality Assurance Limited.

## **Group companies in Japan: 25**

Toray Opelontex Co., Ltd., Ogaki Fuso Spinning Co., Ltd., Toray Textiles, Inc., Toray Coatex Co., Ltd., Toray Amtecs Inc., Toray Monofilament Co., Ltd., Toray Hybrid Cord, Inc., Maruichi Fiber Co., Ltd., So-Wa Textile Co., Ltd., Du Pont-Toray Co., Ltd., Toyo Plastic Seiko Co., Ltd., Toray PEF Products Inc., Toray Advanced Film Co., Ltd., Toray KP Films Inc., Dow Corning Toray Co., Ltd., Toray Fine Chemicals Co., Ltd., Soda Aromatic Co., Ltd., Toray ACE Co., Ltd., Toray Engineering Co., Ltd., Toray Precision Co., Ltd., Suido Kiko Kaisha, Ltd., Toray Medical Co., Ltd., Toray Research Center, Inc., Toyo Jitsugyo Co., Ltd., Toray Carbon Magic Co., Ltd.

## **Group companies outside Japan: 54**

### **North America**

Toray Fluorofibers (America), Inc., Toray Plastics (America), Inc., Toray Resin Co., Toray Membrane USA, Inc., Toray Composite Materials America, Inc., Zoltek Companies, Inc., Zoltek de Mexico, S.A. de C.V., Toray Resin Mexico, S.A. de C.V., Toray Advanced Textile Mexico, S.A. de C.V.

### **Europe**

Toray Textiles Europe Ltd., Euro Advanced Carbon Fiber Composites GmbH, Toray Films Europe S.A.S., Toray Carbon Fibers Europe S.A., Alcantara S.p.A., Toray Textiles Central Europe s.r.o, Zoltek Zrt, Greenerity GmbH, Composite Materials(Italy) s.r.l, Delta-Tech S.p.A

### **Asia**

P.T. Acryl Textile Mills, P.T. Century Textile Industry Tbk, P.T. Easterntex, P.T. Indonesia Synthetic Textile Mills, P.T. Indonesia Toray Synthetics, P.T. Toray Polytech Jakarta, Luckytex (Thailand) Public Company Limited, Thai Toray Textile Mills Public Company Limited, Thai Toray Synthetics Co., Ltd., Penfabric Sdn. Berhad, Penfibre Sdn. Berhad, Toray Plastics (Malaysia) Sdn. Berhad, Toray BASF PBT Resin Sdn. Berhad, Toray Fibers (Nantong) Co., Ltd., Toray Polytech (Nantong) Co., Ltd., Toray Sakai Weaving & Dyeing (Nantong) Co., Ltd., Toray WBD Membrane Technology (JS) Co., Ltd., Toray Plastics (Suzhou) Co., Ltd., Toray BlueStar Membrane Co., Ltd., Toray Fibers & Textiles Research Laboratories (China) Co., Ltd., Toray Advanced Materials Research Laboratories (China) Co., Ltd., Toray Plastics (Shenzhen) Ltd., Toray Plastics Precision (Zhongshan) Ltd., Toray Film Products (Zhongshan) Ltd., Toray Medical (Qingdao) Co., Ltd., Cangzhou Toray Fine Chemicals Co., Ltd., Toray Plastics (Chengdu) Co., Ltd., Toray Advanced Film Kaohsiung Co., Ltd. Toray Advanced Materials Korea Inc., Toray Chemical Korea Inc., STEMCO, Ltd., Toray Kusumgar Advanced Textile Private Limited, Toray Membrane Middle East LLC, Toray Battery Separator Film Korea Limited, Toray BSF Coating Korea Limited

## Social Data

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Covers Toray Industries, Inc. and its consolidated subsidiaries (61 companies in Japan, 124 companies outside of Japan), but scope of reporting may differ for some items.

## Economic Data

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Covers Toray Industries, Inc. and its 275 consolidated companies (276 companies in all).

## Disclaimer

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This report contains forward-looking statements in addition to historical and current facts. These forward-looking statements are assertions or assumptions that were prepared on the basis of available information at the time of publication. Actual future social conditions and results of business activities may differ from any forecasts contained in this report, as a result of changing circumstances.

## Reference Guidelines

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- GRI Standards

Note: The comparative table referencing the GRI Standards is available at the Toray website.

- Responsible Care Code issued by the Responsible Care Council of the Japan Chemical Industry Association
- Environmental Accounting Guidelines 2005 issued by the Ministry of the Environment, Japan
- ISO 26000:2010 (Guidance on social responsibility)

Note: The comparative table referencing ISO 26000:2010 is available at the Toray website.

Issued

September 2019 (Next issue scheduled for August 2020. Previous report issued in September 2018.)