

Employment and Occupational Safety and Health Indicators

Employment Indicators

	Unit	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Number of Employees on a Consolidated Basis ^{※1 ※3}	Persons	13,834	13,407	13,052	13,107	12,771
Female	Persons	—	1,335	1,536	1,430	1,382
Male	Persons	—	12,072	11,516	11,677	11,389
Pulp and Paper Business	Persons	8,232	7,853	7,449	7,516	7,337
Paper-Related Business	Persons	1,297	1,313	1,316	1,285	1,286
Wood Products and Construction Related Business	Persons	1,687	1,632	1,669	1,670	1,671
Other Businesses	Persons	2,383	2,377	2,397	2,399	2,263
Cross-Organizational ^{※2}	Persons	235	232	221	237	214
Overseas	Persons	1,716	1,625	1,621	1,785	1,745
Female	Persons	—	—	—	254	214
Male	Persons	—	—	—	1,531	1,531
Percent of upper management from the local community	%	—	—	—	—	83.2
New graduate hired ^{※4}	Persons	118	83	106	150	160
Female	Persons	27	10	9	15	17
Male	Persons	91	73	97	135	143
Mid-career recruits ^{※4}	Persons	62	100	189	123	190
Female	Persons	8	14	20	13	21
Male	Persons	54	86	169	110	169
The rate of employment of people with disabilities ^{※8}	%	1.82	1.82	1.91	1.78	1.99
Employees reemployed after retirement age ^{※9}	Persons	59	43	67	53	112
Nippon Paper Ind. Consolidated subsidiaries in Japan	Persons					309
Average age of employees ^{※1 ※4}	Years	—	41.7	41.8	41.9	42.7
Female	Years	—	40.8	41.5	42.0	42.0
Male	Years	—	41.8	41.8	41.9	42.7
Average years of employment ^{※1 ※4}	Years	20.7	21.2	20.9	21.0	18.7
Female	Years	19.5	19.8	20.0	20.0	15.9
Male	Years	20.8	21.3	20.9	21.1	19.0
Turnover rate(Includes employees leaving at the mandatory retirement age) ^{※4}	%	—	—	—	3.29	3.83
Female employees in management ^{※6}	%	1.88 ^{※5}	2.09 ^{※5}	1.49	1.48	1.57
Nippon Paper Industries Consolidated entity in Japan	%	—	1.49	1.63	1.70	1.81
Consolidated subsidiaries outside Japan ^{※7}	%	—	—	12.3	16.0	17.8
Dispatched workers ^{※1 ※4}	Persons	—	—	—	—	87
Female	Persons	—	—	—	—	59
Male	Persons	—	—	—	—	28

※ 1 Fiscal year-end data

※ 2 Employees responsible for multiple businesses

※ 3 Data scope: consolidated subsidiaries

※ 4 Data scope: consolidated subsidiaries in Japan

※ 5 Data scope: Nippon Paper Group Inc. and Nippon Paper Industries Co., Ltd.

※ 6 Beginning with fiscal 2013 percentages have been adjusted retroactively to exclude associate directors, employees commissioned for specific purposes, employees on temporary assignment from other companies, and other non-full-time personnel to present percentages of only full-time employees.

※ 7 Managerial personnel at the level of section manager or positions higher

※ 8 Data scope: Nippon Paper Industries Co., Ltd.

※ 9 Data scope: Beginning with fiscal 2014, figures cover consolidated subsidiaries in Japan and management employees. Until fiscal 2013, figures covered only non-management employees at Nippon Paper Industries.

Work-Life Balance Indicators

	Unit	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Employees taking child-care leave ^{※1}	Persons	33	27	25	29	25
Female	Persons	30	25	25	28	21
recently giving birth	%	100	89	96	90	91
who returned to work	%	—	—	—	—	100
Male	Persons	3	2	0	1	4
Employees taking maternity/paternity leave ^{※2}	Persons	—	—	—	153	164
Female	Persons	—	—	—	13	23
Male	Persons	—	—	—	140	141
Average number of days taken for maternity/paternity leave ^{※2}						
Female	Days	—	—	—	66.0	85.6
Male	Days	—	—	—	3.3	3.1
Employees taking nursing-care leave ^{※2}	Persons	—	—	—	0	2
Total number of working hours ^{※3}	Hours	1,792	1,744	1,821	1,831	1,885
The rate of annual paid leave taken by employees ^{※3}	%	73.0	68.0	69.3	70.9	69.2

※1 Data scope: consolidated subsidiaries in Japan

※2 Data scope: In fiscal 2014, figures covered consolidated subsidiaries in Japan. In fiscal 2013, figures covered only Nippon Paper Industries.

※3 Data scope: Non-management employees of Nippon Paper Industries

Occupational Accidents

(Calendar year)

	2010	2011	2012	2013	2014
Occupational accident frequency rate [※]	0.75	0.39	0.77	0.30	0.31
Occupational accident severity rate [※]	0.75	0.03	0.74	0.76	0.03

※ Data scope: Manufacturing sites of Nippon Paper Industries Co., Ltd., Nippon Paper Crexia Co., Ltd., and Nippon Paper Papyrus Co., Ltd.

Acquisition of ISO Certification

Acquisition of ISO 9001 Certification (as of March 31, 2015)

Company Name	Mills/Operating Division/ Production Subsidiaries
Nippon Paper Industries Co., Ltd.	Akita Mill, Nakoso Mill, Ashikaga Mill, Soka Mill, Yoshinaga Mill, Otake Mill
(Paper-Pak Division)	MIKI PAPER-PAK CO., LTD., ISHIOKA KAKO CO., LTD.
(Chemical Division)	Gotsu Mill ^{※1} , Iwakuni Mill, Higashimatsuyama Mill, Yufutsu Mill
Nippon Paper Crecia Co., Ltd.	Tokyo Mill
Nippon Paper Papyrus Co., Ltd.	Harada Mill, Suita Mill, Kochi Mill
SHIKOKU COCA-COLA BOTTLING CO., LTD.	Komatsu Plant
SHIKOKU CUSTOMER SERVICE CO., LTD.	Headquarters
Nippon Seitai Corporation	Hokkaido Office, Maebashi Mill, Saitama Mill
NIPPON PAPER UNITEC CO., LTD.	Four business sites at headquarters (construction/electricity/control systems/plant engineering)
Kokusaku Kiko Co., Ltd.	Headquarters/Equipment & Facilities Department/Yufutsu Department/Shiraoi Department/Asahikawa Department
NANKO UNYU CO.,LTD.	Headquarters/Ishinomaki Office/Shipping Management Center/Iwanuma Office/ Nakoso Office/Akita Sales Office Service Department/Maintenance Shop/ Tokyo Branch
Nippon Paper Ishinomaki Technology Co., Ltd.	Headquarters
GAC Co., Ltd.	Headquarters/Mill, Marketing Division
FLOWRIC CO., LTD.	Headquarters, Concrete Research Center, Nagoya Mill
N&E Co., Ltd.	
Australian Paper	Maryvale Mill, Shoalhaven Mill, Preston Facility
Jujo Thermal Oy	Kauttua Mill

※1 Certifications obtained for CMC and cellulose powder production.

Acquisition of ISO 14001 Certification (as of March 31, 2015)

Company Name	Mills / Operating Divisions/ Manufacturing Companies
Nippon Paper Industries Co., Ltd.	Kushiro Mill, Hokkaido Mill, Akita Mill, Ishinomaki Mill, Iwanuma Mill, Nakoso Mill, Ashikaga Mill, Soka Mill, Yoshinaga Mill, Fuji Mill, Otake Mill, Iwakuni Mill, Yatsushiro Mill, R&D Dept.
(Paper-Pak Division)	Paper-Pak Division (Ochanomizu and Oji regions), SOKA PAPER-PAK CO., LTD., EGAWA PAPER-PAK CO., LTD., MIKI PAPER-PAK CO., LTD., ISHIOKA KAKO CO., LTD.
(Chemical Division)	Gotsu Mill, Iwakuni Mill, Higashimatsuyama Mill, Yufutsu Mill
Nippon Paper Crecia Co., Ltd.	Tokyo Mill, Kaisei Mill, Koyo Mill, Kyoto Mill
Nippon Paper Papyrus Co., Ltd.	Harada Mill, Suita Mill, Kochi Mill
Kitakami Paper Co., Ltd.	Headquarters/Ichinoseki Mill
NP Trading Co., Ltd.	Headquarters/Sapporo Branch Office/ Chubu Branch Office/Kansai Branch Office/Chugoku Branch Office/Kyushu Branch Office/Shizuoka Sales Office
Nippon Seitai Corporation	Headquarters, Hokkaido Office, Niigata Office, Maebashi Mill, Saitama Mill, Kansai Office, Kyusyu Office
Daishowa Uniboard Co., Ltd.	Headquarters, Miyagi Mill
SHIKOKU COCA-COLA BOTTLING CO., LTD.	Headquarters, Komatsu Plant
SHIKOKUCANTEENCO., LTD.	Headquarters
DYNAFLOW CO., LTD.	Headquarters
N&E Co., Ltd.	
Nippon Paper Development Co., Ltd.	Headquarters, Landscape Department, Tokyo Department
Sakurai Co., Ltd.	Headquarters
Nippon Paper Ishinomaki Technology Co., Ltd.	Headquarters
Nippon Paper Industries USA Co., Ltd.	Port Angeles Mill
Australian Paper	Maryvale Mill, Shoalhaven Mill
South East Fiber Exports	Eden
Jujo Thermal Oy	Kauttua Mill

Acquisition of FSSC 22000 Certifications (as of March 31, 2015)

Company Name	Mills/ Operating Division/ Production Subsidiaries
Nippon Paper Industries Co., Ltd.	
(Paper-Pak Division)	SOKA PAPER-PAK CO., LTD., EGAWA PAPER-PAK CO., LTD.
(Chemical Division)	Gotsu Mill ^{※1}

※1 CMC, cellulose powder, and stevia and licorice sweeteners (all for use in food)

Forest Management and Raw Material Procurement-Related Indicators

Tree Species Nippon Paper Industries Co., Ltd. Procured from Overseas, and Their Countries of Origin (Fiscal 2014)

Hardwood

Country	(tonnes=bone dry tonnes)		
	1,000 tonnes	Percentage	Species
Australia	855	35.2%	Eucalyptus
South Africa	540	22.3%	Acacia
Brazil	510	21.0%	Eucalyptus, Acacia
Chile	280	11.5%	Acacia
Vietnam	241	9.9%	Eucalyptus
Total	2,426	100.0%	

Softwood

Country	(tonnes=bone dry tonnes)		
	1,000 tonnes	Percentage	Species
Australia	196	71.2%	Radiata pine
U.S.A	65	23.7%	Douglas fir
Russia	14	5.0%	Yezo spruce
Total	276	100.0%	

Overseas Afforestation Areas by Country (1,000 hectares)

Country	End of 2008	End of 2009	End of 2010	End of 2011	End of 2012	End of 2013	End of 2014
Australia	81	80	79	77	38	38	36
Chile	13	13	13	13	13	13	13
Brazil	62	62	62	62	62	54	54
South Africa	12	11	11	11	11	11	11
Total	167	166	165	163	124	116	114

Status of Forest Certification Acquisition for Overseas Afforestation Project and Company-Owned Forests in Japan

Overseas Plantation Project by operating company	Certification system name (License no)	Date of acquisition
PTP (Australia)	AFS	June 2006
BTP (Australia)	AFS	April 2006
SEFE (Australia)	AFS	October 2006
Volterra (Chile)	FSC® (FSC-C120260)	January 2014
	CERTFORCHILE	December 2007
Forestco (South Africa)	FSC® (FSC-C012171)	April 2003
AMCEL (Brazil)	FSC® (FSC-C023383)	December 2008
	CERFLOR	September 2014

Company-owned forests in Japan by area	Certification system name	Date of acquisition
Hokkaido	SGEC	December 2005
Tohoku	SGEC	October 2007
Kanto and Chubu	SGEC	October 2007*
Kinki, Chugoku and Shikoku	SGEC	December 2006
Kyushu	SGEC	March 2005

*The Company's Kitayama Forest in Shizuoka Prefecture was certified in December 2003.

Breakdown of company-owned forests in Japan by IUCN(International Union for Conservation of Nature) (as of March 31, 2013) (1,000 hectares)

IUCN category		Commercial forest area [※]	Environmental forest area [※]	Total	% Share	Ratio of environmental forest area (%)	
I	Strict nature reserve / wilderness area	0	0	0	0%	-	Protected area that is managed mainly for scientific research or wilderness
II	National park	0.6	4.5	5.1	6%	88%	Protected area managed mainly for ecological processes and recreation
III	Natural monument or Feature	0	0	0	0%	-	Protected area managed mainly for specific natural monument
IV	Habitat / species management area	0	0	0	0%	-	Protected area managed mainly for particular species or habitats
V	Protected landscape/ seascape	2.5	0.7	3.2	4%	22%	Protected area managed mainly for landscape/seascape protection and recreation
VI	Protected area with sustainable use of natural resources	0	0	0	0%	-	Protected area managed mainly for the sustainable use of ecosystems
Not Applicable		68.6	13.1	81.7	91%	16%	
Total		71.7	18.3	90.0	100%	20%	

※ Commercial forest area: The portion of Company-owned forests utilized as resources under appropriate forest management.

Environmental forest area: The portion of forests where environmental functions are conserved. The logging of trees for the purpose of lumber production is prohibited in this portion.

Environmental Accounting[※]

Environmental Conservation Costs

(Millions of Yen)

Category	Investment	Cost
(1) Business area costs		
① Pollution prevention costs	512	13,517
② Global environmental conservation costs	3,250	736
③ Resources circulation costs	374	8,635
(2) Upstream/downstream cost	-	2,102
(3) Administration cost	-	386
(4) R&D cost	-	1,027
(5) Social activity costs	-	55
(6) Environmental remediation costs	-	576
Total	4,136	27,034

※ Accounting standards are based on Environmental Accounting Guidelines 2005
Data Scope: consolidated subsidiaries in Japan

Environmental Benefits of Environmental Conservation

(Millions of Yen)

Effect	Amount
Income from company-owned forests in Japan	621
Reduced expenses from energy saved	2,280
Reduced disposal expenses through the effective use of waste	5,274
Gain on sales from the recycled waste	444
Reduced expenses through the recycling of shipping material	77
Total	8,696

Environment-Related Indicators

Balance of Materials for All Businesses (Principal Materials) ※1

Note: t indicates Tonnes (also called Metric Tons)

INPUT → OUTPUT

Fossil energy input		Water consumption	939百万t	CO2 emission from fossil energy	7.15百万t	Nitrogen	1.49千t
Electricity	1,800GWh	River water	740百万t	Sox emissions	4.3千t	Phosphorous	0.25千t
Oil	170千ℓ	Industrial water	173百万t	Nox emissions	8.8千t	Waste generation	850千BDt
Coal	2,615千t	Well water	25百万t	Soot and dust	1.5千t	Final waste disposal	54千BDt
Gas	238千t	Public water supply	1百万t	Chemical substances subject to the PRTR Law ※3		Recycling of waste	796千BDt
				(Amount released)	192t	Products manufactured	
Non-fossil energy input		Raw Material		(Amount transferred)	61t	Paper, household	4.36百万t
Black liquor	4,003千t	Woodchips	4,810千BDt	Wastewater	918百万t	Paper	
Other non-fossil fuels ※2	1,627千t	Logs	724千BDt	Public water	908百万t	Paperboard	1.75百万t
Chemical substances subject to the PRTR Law		Pulp	437千ADt	Sewerage	10百万t	Pulp	122千t
(Amount handled)	11,984t	Recycled paper(Pulp)	3,273千ADt	COD/BOD	63.7千t	Paper container	98千t
		Base paper	88千BDt	SS	23.6千t	Chemical products	108千t
						Building materials	63千t

※1 Jujo Thermal Oy and South East Fibre Exports were added to the data collection scope in fiscal 2014.

※2 Biomass fuels, except for black liquor, and waste fuels

※3 Japan only

Major Environmental Performance Data ※1

Note: t indicates Tonnes (also called Metric Tons)

	Unit	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Energy	Fossil energy input	Millions GJ	97	88	91	97
	Non-fossil energy input ※2	Millions GJ	76	69	66	77
	CO ₂ emissions from fossil energy	Million t-CO ₂	7.23	6.55	6.63	7.29
Water consumption	Million t	958 ※3	870	953	883	939
Waste water	Amount discharged	Million t	942 ※3	843	905	907
	COD/BOD	Thousand t	55.5 ※3	46.9	54.0	56.0
	SS	Thousand t	20.3 ※3	16.8	21.3	22.0
Gas emissions	SO _x	Thousand t	3.96 ※3	3.37	3.50	3.34
	NO _x	Thousand t	7.73 ※3	7.05	7.95	9.03
	Soot and dirt	Thousand t	1.23 ※3	1.25	1.04	1.52
Waste	Amount generated	Thousand t	699 ※3	688	737	819
	Final waste disposal	Thousand t	31 ※3	44	49	71.9

※1 Australian Paper was added to the data collection scope in fiscal 2013. Jujo Thermal Oy and South East Fibre Exports Pty. Ltd. were added in fiscal 2014.

※2 Energy from biomass and waste

※3 The Group was unable to compile information for the Ishinomaki and Iwanuma mills, due to the impact of the Great East Japan Earthquake. Accordingly, fiscal 2009 data for each mill was used and modified to enable a year-on-year comparison.

Environment-Related Complaints (FY 2014)

Complaints	Noise	Vibration	Odor	Dust and mist dispersal	Smoke	Other	Total
Number	8	0	2	3	0	1	14

External Awards for Environmental Conservation Activities (FY 2014)

Recipient	Award	Award Organization
Nippon Paper Industries Co., Ltd., Ishinomaki Mill; Nanko Unyu Co., Ltd.	Green Logistics Partnership Conference Special Award ※	Ministry of Land, Infrastructure, Transport and Tourism and the Ministry of Economy, Trade and Industry
Nippon Paper Industries Co., Ltd., Head office	Excellent Waste Manager Award	Chiyoda City, Tokyo
Nippon Paper Crecia Co., Ltd., Kaisei Mill	Fiscal 2014 Environmental Conservation Award (Chairman's Award) Western Prefecture Region	Kanagawa Environmental Conservation Association
Kitakami Paper Co., Ltd.	Iwate Prefecture Southern Wide-Area Development Bureau Environmental Grand Prize	Iwate Prefecture Southern Wide-Area Development Bureau

※ Named a co-recipient, together with Japan Freight Railway Company

Amounts of Substances Subject to the PRTR Law Released and Transferred^{※1} (FY2014)

Cabinet Order No.	CAS No	Chemical Substance	Unit	Amount Released	Amount Transferred
1	—	Water-soluble zinc compounds	t	3	9
2	79-06-1	Acrylamide	t	0	0
4	—	Acrylic acid and water-soluble salt	t	0	0
6	818-61-1	Acrylic acid 2-hydroxyethyl ester	t	0	0
9	107-13-1	Acrylonitrile	t	0	0
16	78-67-1	2,2'-azobisisobutyronitrile	t	0	0
37	80-05-7	4,4'-isopropylidenediphenol	t	0	0
48	2104-64-5	O-ethyl-O-(4-nitrophenyl)phenylphosphonothioate	t	2	0
53	100-41-4	Ethyl benzene	t	0	0
57	110-80-5	Ethylene glycol monoethyl ether	t	1	4
80	1330-20-7	Xylene	t	4	1
85	111-30-8	Glutaraldehyde	t	0	0
98	79-11-8	Chlorodifluoromethane	t	0	0
127	67-66-3	Chloroform ^{※2}	t	72	11
134	108-05-4	Vinyl acetate	t	0	0
144	—	Inorganic cyanide compounds (except complex salts and cyanates)	t	2	0
149	56-23-5	Tetrachloromethane	t	0	33
154	108-91-8	Cyclohexylamine	t	1	0
213	127-19-5	N,N-dimethyl acetamide	t	0	0
232	68-12-2	N,N-dimethylmethanamide	t	0	0
243	—	Dioxins ^{※2}	g-TEQ	0	7
272	—	Copper salts (water-soluble, except complex salts)	t	2	0
296	95-63-6	1,2,4-trimethylbenzene	t	5	0
300	108-88-3	Toluene	t	24	3
302	91-20-3	Naphthalene	t	0	0
318	75-15-0	Carbon disulfide	t	6	0
333	302-01-2	Hydrazine	t	0	0
374	—	Hydrogen fluoride and its water-soluble salts	t	16	0
392	110-54-3	N-hexane	t	0	0
395	—	Water-soluble salts of peroxodisulfuric acid	t	0	0
405	—	Boron compounds	t	26	0
407	—	Poly (oxyethylene) alkyl ether (alkyl C=12-15)	t	0	0
410	9016-45-9	Polyoxyethylene nonylphenyl ether	t	0	0
411	50-00-0	Formaldehyde	t	6	0
412	—	Manganese and its compounds	t	20	0
414	108-31-6	Maleic anhydride	t	0	0
415	79-41-4	Methacrylic acid	t	0	0
418	2867-47-2	2-(dimethylamino) ethyl methacrylate	t	0	0
419	97-88-1	N-butyl methacrylate	t	0	0
420	80-62-6	Methyl methacrylate	t	0	0
438	1321-94-4	Methylnaphthalene	t	2	0
448	101-68-8	Methylenebis (4,1-phenylene) diisocyanate	t	0	0
455	110-91-8	Morpholine	t	0	0
Total ^{※3}			t	190	62

※1 A summary of the amounts of substances, excluding dioxins, released or transferred in quantities of at least 1 tonne by each Group company.

Dioxins and formaldehyde are designated type 1 chemical substances.

※2 Includes unintentionally generated chloroform and dioxins.

※3 Dioxins are not included in total data.

The Nippon Paper Group Environmental Action Plan (Green Action Plan 2015) fiscal 2014 status

	Green Action Plan 2015	Progress
1. Anti-global warming action	Reduce CO2 emissions from fossil energy by 25% versus fiscal 1990.	<ul style="list-style-type: none"> •Notwithstanding the impact of decreased production volumes in the Paper and Paperboard departments, reduced CO2 emissions from fossil energy by 28.7% as well as the use of fossil energy by 38.4% versus fiscal 1990 through energy-saving initiatives and successful efforts to promote the conversion of fuel. •With persistent efforts, paper operations have continued to far surpass the domestic industry average with an 89% adoption rate for highly efficient modal shift transport. •The decision to use freight trains to transport wastepaper on return trips, thereby, reducing energy consumption and CO2 emissions earned the Fiscal 2014 Green Logistics Partnership Conference Special Award and the Logistics Environment Special Award at the Japan Association for Logistics and Transport's 16th Environmental Awards.
	Reduce the use of fossil energy by 30% versus fiscal 1990.	
	Reduce logistics-generated CO2 emissions.	
2. Protection and development of forest resources	Facilitate the Tree Farm Initiative, an overseas afforestation project for procuring sustainable resources, with the aim of increasing overseas afforested area up to 200,000 hectares.※1	<ul style="list-style-type: none"> •As of the end of 2014, total afforested areas came to 114,000 ha. •Going forward, plans to take full advantage of AMCEL's 130,000 ha (70,000 ha remaining) of afforestable areas will be drawn up for purposes including afforestation for the energy business. • Currently maintaining SGEN, FSC®※2, and PEFC certification at all company-owned forests in Japan and overseas. • AMCEL S.A., adding to its FSC®-FM certification, obtained the PEFC reciprocal CERFLOR FM certification in September 2014. •Continuing from fiscal 2013, achieved PEFC- or FSC®-certification for 100% of imported hardwood chips. •Cleared the requirements of PEFC rules in their entirety and FSC® rules to 82% with respect to the assessment of imported wood risk as of December 31, 2014.
	Maintain forest certification in all proprietary forests, both domestically and internationally.	
	Ensure that all imported hardwood chips are PEFC- or FSC®-certified.※3	
3. Recycling of resources	Increase the ratio of recycled paper to paper to at least 40%. Increase the ratio of recycled paper to paperboard to at least 88%	<ul style="list-style-type: none"> Achieved ratios of recycled paper to paper and recycled paper to paperboard of 38.2% and 92.3%, respectively, through proactive efforts to utilize recycled paper. •As a result of progress in the effective use of granulated combustion ash and other waste, achieved a waste recycling rate of 98.2% (vs. total waste generated) and an on-site recycling rate 27.9 % for waste generated at mills. •Taking steps to conserve water consumption by assessing material balance of water.
	Increase the waste recycling rate to at least 97%.	
	Recycle at least 40% of waste generated within mills.	
	Reduce water use in the manufacturing process.	
4. Observance of environment-related laws and reduction of environmental load	Use the environmental management system to strengthen environmental management.	<ul style="list-style-type: none"> •Together with strengthening and maintenance of the environmental management system, which is led by the Management Execution Committee, environmental management systems have been adopted at individual works. As of March 31, 2015, 51 business locations at 18 consolidated subsidiaries, and 4 business locations at 4 non-consolidated subsidiaries, had obtained ISO 14001 certification. Eco-Action 21 certification had been obtained by 1 business location at 1 non-consolidated subsidiary. •Based on the Nippon Paper Group Chemical Substance Management Guidelines, the types and volumes of chemical substances handled are being ascertained, and proper chemical substance management is being pursued. • Establishing and updating of facilitate, based on energy management rules, energy efficiency is one selection benchmark for the procurement of raw materials.
	Properly control and reduce the use of chemical substances.	
	Facilitate the procurement of raw materials and equipment with a smaller environmental burden throughout the supply chain.	
5. Development of eco-friendly technologies and products	Enhance the more sophisticated use of wood materials.	<ul style="list-style-type: none"> • A test facility for cellulose nanofiber (CNF) production is being used to examine mass-production technologies, and provide samples to support application development. • Participated in a NEDO project for the development of a manufacturing process for non-edible plant-based chemical products, advancing the development of a process for manufacturing various types of chemical product raw materials from wood biomass through an industry-government-academia collaboration. •Work to develop a new biomass fuel for pulverized coal boilers continues. The ability to co-fire imported steam explosion pellets and high-temperature, high-speed torrefaction pellets was confirmed, opening the door to the use of both fuels. •Participated as an observer on a committee considering possibilities for using wastepaper processing technology to create a paper diaper recycling system for the city of Fukuoka, and provided technical cooperation for constructing an optimal processing system. •The Aluminum-Free Fuji Pak, a brick-shaped aluminum free paper carton, received the Eco-Products Awards Steering Committee Chairperson's Award at the 11th Eco-Products Awards. •Commenced power generation at the Mega-Solar Plant in Komatsushima City, Tokushima Prefecture.
	Develop equipment technology for facilitating a departure from reliance on fossil energy.	
	Reduce the environmental load through ecofriendly products and services.	
6. Proactive environmental communication	Disclose environment-related information to stakeholders whenever appropriate with the use of CSR reports, the website etc.	<ul style="list-style-type: none"> • Sustainability reports are being made available in both printed and online editions. Also, ShikiOriori, communication magazine is being published to provide reader-friendly information on environmental and social issues. •Placed particular emphasis on risk communication as a part of efforts to share risk information with local communities and to foster relationships of mutual trust. • Actively participated in environmental endeavors including clean-up and greening initiatives organized by local communities, while promoting various activities including mill tours and internships.
	Proactively facilitate environmental communication on a regional basis through, for example, dialogue with local people and governments.	
	Proactively participate in and support environment conservation activities.	
7. Biodiversity commitments	Remain aware of the impact of business activities on biodiversity, and facilitate companywide biodiversity commitments.	<ul style="list-style-type: none"> • Positioning forest certification systems as one of several biodiversity conservation benchmarks in an effort to promote sustainable forest management in line with core business activities. • As an initiative that makes the most of proprietary resources and technologies, concluded a memorandum of understanding with the Wild Bird Society of Japan regarding preserving Blakiston's fish owl habitat while pursuing logging in company-owned forests in the Kushiro region of Hokkaido.

※1 No deadline has been set at this point.

※2 FSC® Logo License No. FSC-C120260, FSC-C022307, FSC-C023383

※3 Aside from FM certification, CW certification is also included