Employment and Occupational Safety and Health* Indicators

Employment Indicators

	Unit	FY 2009	FY2010	FY 2011	FY 2012	FY 2013
Number of Employees on a Consolidated Basis※1 ※3	Persons	14,210	13,834	13,407	13,052	13,107
Female	Persons	—	—	1,335	1,536	1,430
Male		—	—	12,072	11,516	11,677
Pulp and Paper Business	Persons	8,589	8,232	7,853	7,449	7,516
Paper-Related Business		1,221	1,297	1,313	1,316	1,285
Wood Products and Construction Related Business		1,798	1,687	1,632	1,669	1,670
Other Businesses		2,372	2,383	2,377	2,397	2,399
Cross-Organizational※2		230	235	232	221	237
Number of employees on overseas bases	Persons	—	1,716	1,625	1,621	1,785
Female	Persons	—	—	—	—	254
Male		—	—	—	—	1,531
The rate of employment of people with disabilities ※6※9	%	1.84	1.82	1.82 1.86※6	1.91※6	1.78
Number of new graduate hired※4	Persons	—	118	83	106	150
Female	Persons	—	27	10	9	15
Male	Persons	—	91	73	97	135
Number of Mid-career recruits※4	Persons	—	62	100	189	123
Female	Persons	—	8	14	20	13
Male	Persons	—	54	86	169	110
Number of employees reemployed after retirement age※10	Persons	52	59	43 69※6	33 67※6	53
Average years of employment※9	Year	—	20.7	21.2	20.9	21.0
Female	Year	—	19.5	19.8	20.0	20.0
Male	Year	—	20.8	21.3	20.9	21.1
Turnover※9	%	—	—	—	—	3.29
Percentage of female employees in management※7	%	1.70※5	1.88※5	2.09※5 1.35※6	1.49※6	1.48
Percentage of overseas management positions filled by women※8	%	—	—	—	12.3	16.0

※1 Fiscal year-end data

※2 "Cross-Organizational" means employees responsible for multiple businesses.

※3 Data coverage: consolidated subsidiaries

※4 Data coverage: consolidated subsidiaries in Japan

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

※6 In fiscal 2012, Nippon Paper Industries Co., Ltd. merged with Nippon Daishowa Paperboard Co., Ltd., NIPPON PAPER- PAK CO., LTD., and Nippon Paper Chemicals Co., Ltd. To present the year-to-year change, fiscal 2011 figures for Nippon Daishowa Paperboard Co., Ltd., NIPPON PAPER-PAK CO., LTD., and Nippon Paper Chemicals Co., Ltd. have been combined with that for Nippon Paper Industries Co., Ltd.

※7 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.

※8 Refers to managers of sections or higher level organizational units (section managers, department managers, etc.)

※9 Data coverage: Nippon Paper Industries Co., Ltd.

※10 Data coverage: regular employees of Nippon Paper Industries Co., Ltd.

Work-Life Balance Indicator

	Unit	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total Number of Working Hours※1	Hours	1,776	1,792	1744 1759※4	1836 1821※4	1831
The rate of annual paid leave taken※1	%	67.7	73.0	68.0 65.2※4	74.4 69.3※4	70.9
Number of employees who took childcare leave※2	Persons	—	33	27	25	29
Female	Persons	—	30	25	25	28
Male	Persons	—	3	2	0	1
(childcare leave usage rate)	%		(100%)	(89%)	(96%)	(90%)
Number of employees who took childbirth leave※3	Persons	—	—	—	—	153
Female	Persons	—	—	—	—	13
Male	Persons	—	—	—	—	140
Average days of childbirth leave taken※3						
Female	Days	—	—	—	—	66.0
Male	Days	—	—	—	—	3.3
Average days of nursing care leave taken※3	Days	—	—	—	—	0
Female	Days	—	—	—	—	0
Male	Days	—	—	—	—	0

※1 Data coverage: regular employees from Nippon Paper Industries Co., Ltd.

※2 Data coverage: consolidated subsidiaries

※3 Data coverage: Nippon Paper Industries Co., Ltd.

※4 In fiscal 2012, Nippon Paper Industries Co., Ltd. merged with Nippon Daishowa Paperboard Co., Ltd., NIPPON PAPER-PAK CO., LTD., and Nippon Paper Chemicals Co., Ltd. To present the year-to-year change, fiscal 2011 figures for Nippon Daishowa Paperboard Co., Ltd., NIPPON PAPER-PAK CO., LTD., and Nippon Paper Chemicals Co., Ltd. have been combined with that for Nippon Paper Industries Co., Ltd.

Occupational Accident

	2009	2010	2011	2012	2013
Occupational accident frequency rate※	0.96	0.75	0.39	0.77	0.30
Occupational accident severity rate※	0.12	0.75	0.03	0.74	0.76

※ Data coverage: Manufacturing sites of Nippon Paper Industries Co., Ltd., Nippon Paper Crecia Co., Ltd., and Nippon Paper Papylia Co., Ltd.

Acquisition of ISO Certification

Acquisition of ISO 9001 Certification
(As of March 31, 2014)

Company Name	Mill /Manufacturing Companies /Works
Nippon Paper Industries Co.,Ltd	Akita Mill, Nakoso Mill, Ashikaga Mill, Soka Mill, Yoshinaga Mill, Otake Mill
(Paper-Pak Division) ※1	
(Chemical Division)	Gotsu Mill※2, Iwakuni Mill,Higashimatsuyama Mill, Yufutsu Mill
Nippon Paper Crecia Co., Ltd	Tokyo Mill
Nippon Paper Papylia Co.,Ltd	Harada Mill, Suita Mill, Kochi Mill
SHIKOKU COCA-COLA BOTTLING CO., LTD.	Komatsu Plant
SHIKIKU CUSTMER 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.	Ishinomaki Office (Finished Product Operations / Raw Material Operations / Port Operations / Land Operations / Shipping Management Center) / Tokyo Branch / Iwanuma Office / Nakoso Office / Akita Sales Office
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
JTOy	Kauttua Mill

※1 SOKA PAPER-PAK CO., LTD., EGAWA PAPER-PAK CO., LTD., MIKI PAPERPAK CO., LTD., and ISHIOKA KAKO CO., LTD., which are the production subsidiaries overseen by the Paper Pak Division of Nippon Paper Industries,have obtained ISO 9001 certification.

※2 Nippon Paper Chemicals' Gotsu Mill has gained certification for specific products.

Acquisition of ISO 14001 Certification
(As of March 31, 2014)

Company Name	Mill /Manufacturing Companies /Works
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)
(Chemical Division)	Gotsu Mill, Iwakuni Mill, Higashimatsuyama Mill, Yufutsu Mill
Nippon Paper Crecia Co., Ltd	Tokyo Mill, Kaisei Mill, Kyoto Mill, Koyo Mill
Nippon Paper Papylia 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/Shikoku 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.	Headquarter, 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
JTOy	Kauttua Mill

※ The production subsidiary of Nippon Paper Industries' Paper-Pak Division,SOKA PAPER-PAK CO., LTD., EGAWA PAPER-PAK CO., LTD., MIKI PAPERPAK CO., LTD., and ISHIOKA KAKO CO., LTD. have also acquired ISO 14001 certification.

Forest Management and Raw Material Procurement-Related Indicators

Tree Species Nippon Paper Industries Co., Ltd. Procured from Overseas, and Their Countries of Origin (Fiscal 2013)

Hardwood

(tonnes=bone dry tonnes)

Country	1,000 tonnes	Percentage	Species
Australia	908	36.5%	Eucalyptus
South Africa	569	22.9%	Eucalyptus
Brazil	513	20.6%	Eucalyptus, Acacia
Chile	363	14.6%	Eucalyptus
Vietnam	133	5.3%	Acacia
Total	2,486	100.0%	

Softwood

(tonnes=bone dry tonnes)

Country	1,000 tonnes	Percentage	Species
Australia/ New Zealand	233	76.1%	Radiata pine
U.S.A	69	22.5%	Douglas fir
Russia	4	1.4%	Yezo spruce
Total	306	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
Australia	81	80	79	77	38	38
Chile	13	13	13	13	13	13
Brazil	62	62	62	62	62	54
South Africa	12	11	11	11	11	11
Total	167	166	165	163	124	116

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
VTP (Australia)	AFS	May 2005
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-C022307)	April 2003
AMCEL (Brazil)	FSC® (FSC-C023383)	December 2008
	CERFLOR	September 2014 (Expected)

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	666	14,564
②Global environmental conservation costs	3,551	947
③Resources circulation costs	330	8,089
(2) Upstream/downstream cost	—	2,208
(3) Administration cost	—	360
(4) R&D cost	—	927
(5) Social activity costs	—	74
(6) Environmental remediation costs	—	512
Total	4,547	27,681

Environmental Benefits of Environmental Conservation

(Millions of Yen)

Effect	Amount
Income from company–owned forests in Japan	638
Reduced expenses from energy saved	2,164
Reduced disposal expenses through the effective use of waste	5,754
Gain on sales from the effective recycling of waste	429
Reduced expenses through the recycling of shipping material	71
Total	9,056

※ Accounting standards are based on Environmental Accounting Guidelines 2005.

Environment-Related Indicators

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

Note: t indicates Tonnes (also called Metric Tons)

INPUT

Fossil energy input

Electricity	2,220 GWh
Oil	185,000 kℓ
Coal	2,550,000 t
Gas	239,000 t

Non-fossil energy input

Black liquor	3,987,000 t
Other non-fossil fuels※2	1,622,000 t

Chemical substances subject to the PRTR Law

(Amount handled)	11,824 t

Water consumption 883,000,000 t

River water	680,000,000 t
Industrial water	175,000,000 t
Well water	27,000,000 t
Public water supply	1,000,000 t

Raw Material

Woodchips	4,903,000 BDt
Logs	746,000 BDt
Pulp	395,000 ADt
Recycled paper (Pulp)	3,306,000 ADt
Base paper	122,000 BDt

OUTPUT

CO2 emission from fossil energy	7,290,000 t
Sox emissions	3,340 t
Nox emissions	9,030 t
Soot and dust	1,520 t
Chemical substances subject to the PRTR Law	
(Amount released)	294 t
(Amount transferred)	159 t
Wastewater	907,000,000 t
Public water	899,000,000 t
Sewerage	8,000,000 t
COD/BOD	56,000 t
SS	22,000 t
Nitrogen	1,490 t
Phosphorous	260 t
Waste generation	769,000 BDt
Final waste disposal	79,000 BDt
Recycling of waste	690,000 BDt
Products manufactured	
Paper, household paper	4,410,000 t
Paperboard	1,700,000 t
Pulp	136,000 t
Paper container	107,000 t
Chemical products	108,000 t
Building materials	82,000 t
Beverages	132,000 t

※1 Australian Paper was added to the data collection scope in fiscal 2013.
※2 Biomass fuels, except for black liquor, and waste fuels

Major Environmental Performance Data ※1

Note: t indicates Tonnes (also called Metric Tons)

		Unit	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Energy	Fossil energy input	Millions GJ	98	97	88	91	97
	Non-fossil energy input※2	Millions GJ	73	76	69	66	77
	CO_2emissions from fossil energy	Million t-CO_2	7.40	7.23	6.55	6.63	7.29
Water consumption		Million t	963	958※3	870	953	883
Waste water	Amount discharged	Million t	937	942※3	843	905	907
	COD/BOD	Thousand t	53.7	55.5※3	46.9	54.0	56.0
	SS	Thousand t	21.0	20.3※3	16.8	21.3	22.0
Gas emissions	SOx	Thousand t	3.23	3.96※3	3.37	3.50	3.34
	NOx	Thousand t	7.46	7.73※3	7.05	7.95	9.03
	Soot and dirt	Thousand t	1.12	1.23※3	1.25	1.04	1.52
Waste	Amount generated	Thousand t	649	699※3	688	737	769
	Final waste disposal	Thousand t	24	31※3	44	49	79

※1 Australian Paper was added to the data collection scope in fiscal 2013.
※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 2013)

Complaints	Noise	Vibration	Odor	Dust and mist dispersal	Smoke	Other	Total
Number	15	0	5	4	3	2	29

The Status of PCB-Containing Devices Held

(The end of March, 2014) (Unit)

Transformers/capacitors	Reactors	Stabilizers
446	1	5,043

External Awards for Environmental Conservation Activities (FY 2013)

Recipient	Award	Award Organization
Nippon Paper Industries, Co., Ltd , Hokkaido mill (Asahikawa)	Activities for cherry seedlings and tree plantation	Asahikawa City

Amounts of Substances Subject to the PRTR Law Handled, Released and Transferred(FY2013)※1

Cabinet Order No.	CAS No	Chemical Substance	Unit	Amount Handled (Amount Generated)	Amount Released	Amount Transferred
1	-	Water-soluble zinc compounds	t	11	2	9
2	79-06-1	Acrylamide	t	1,004	0	0
4	-	Acrylic acid and water-soluble salt	t	738	0	0
6	818-61-1	Acrylic acid 2-hydroxyethyl ester	t	2	0	0
9	107-13-1	Acrylonitrile	t	2	0	0
16	78-67-1	2, 2'-azobisisobutyronitrile	t	1	0	0
48	2104-64-5	O-ethyl-O-(4-nitrophenyl) phenylphosphonothioate	t	2	2	0
57	110-80-5	Ethylene glycol monoethyl ether	t	38	1	7
80	-	Xylene	t	29	4	0
98	79-11-8	Chlorodifluoromethane	t	1,555	0	0
127	67-66-3	Chloroform※2	t	297	167	17
144	-	Inorganic cyanide compounds (except complex salts and cyanates)	t	2	2	0
149	56-23-5	Tetrachloromethane	t	23	0	23
154	108-91-8	Cyclohexylamine	t	4	1	1
213	127-19-5	N, N-dimethyl acetamide	t	66	0	0
232	68-12-2	N,N-dimethylmethanamide	t	6	0	6
243	-	Dioxins※2	g-TEQ	4	0	7
272	-	Copper salts (water-soluble, except complex salts)	t	2	2	0
296	95-63-6	1,2,4-trimethylbenzene	t	29	4	0
300	108-88-3	Toluene	t	2,197	41	8
302	91-20-3	Naphthalene	t	418	0	0
318	75-15-0	Carbon disulfide	t	6	6	0
333	302-01-2	Hydrazine	t	1	0	0
374	-	Hydrogen fluoride and its water-soluble salts	t	27	26	0
392	110-54-3	N-hexane	t	1	0	0
395	-	Water-soluble salts of peroxodisulfuric acid	t	87	0	6
405	-	Boron compounds	t	27	27	0
407	-	Poly (oxyethylene) alkyl ether (alkyl C=12-15)	t	10	0	3
411	50-00-0	Formaldehyde	t	4,481	6	0
412	-	Manganese and its compounds	t	2	2	0
414	108-31-6	Maleic anhydride	t	30	0	0
415	79-41-4	Methacrylic acid	t	292	0	0
418	2867-47-2	2-(dimethylamino) ethyl methacrylate	t	159	0	0
420	80-62-6	Methyl methacrylate	t	8	0	0
438	-	Methylnaphthalene	t	259	1	0
448	101-68-8	Methylenebis (4,1-phenylene) diisocyanate	t	2	0	0
455	110-91-8	Morpholine	t	4	0	0
Total※3			t	11,824	294	80

※1 A summary of the amounts of substances, excluding dioxins, handled, 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.

Note: t indicates Tonnes (Metric Tons)

The Nippon Paper Group Environmental Action Plan (Green Action Plan 2015) fiscal 2013 status

	Green Action Plan 2015	Progress
1. Anti-global warming action	Reduce CO_2 emissions from fossil energy by 25% versus fiscal 1990.	• Notwithstanding the impact of decreased production volumes in the Paper and Paperboard departments, reduced CO_2 emissions from fossil energy by 26.6% as well as the use of fossil energy by 36.5% versus fiscal 1990 through energy-saving initiatives and successful efforts to promote the conversion of fuel.
	Reduce the use of fossil energy by 30% versus fiscal 1990.	
	Reduce logistics-generated CO2 emissions.	• With persistent efforts, paper operations have continued to far surpass the domestic industry average with a 91% adoption rate for highly efficient modal shift transport • Initiative by Nippon Paper Industries, Nanko Unyu, and JR Freight to transport waste paper by rail succeeded in reducing CO2 emissions by approximately 1,750 tonnes per year (awarded certification as a modal shift project by Japan's Ministry of Land, Infrastructure, Transport and Tourism).
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	• As of the end of 2013, the afforested area in overseas afforestation operation came to 116,000 ha with the sale of shares in WAPRES. Shares were sold in connection with AMCEL becoming a wholly owned subsidiary. • 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 of the energy business.
	Maintain forest certification in all proprietary forests, both domestically and internationally.	• Currently working to maintain SGEC, FSC®※2, and PEFC certification at all company-owned forests in Japan and overseas.
	Ensure that all imported hardwood chips are PEFC- or FSC®-certified.※3	• All hardwood chips imported in fiscal 2013 were PEFC- or FSC®-certified.
	Enhance traceability and facilitate the procurement of sustainable forest resources.	• Cleared the requirements of PEFC rules in their entirety and FSC® rules to 75% with respect to the assessment of imported wood risk as of December 31, 2013. • FSC Japan national risk assessment (with cooperation by Nippon Paper Industries) for FSC controlled wood was approved by FSC headquarters in August 2014.
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%	• Achieved ratios of recycled paper to paper and recycled paper to paperboard of 39.1% and 89.5%, respectively, through proactive efforts to utilize recycled paper.
	Increase the waste recycling rate to at least 97%.	• As a result of progress in the effective use of granulated combustion ash and other waste, achieved a waste recycling rate of 95.6% (vs. total waste generated) and an on-site recycling rate 32.2% for waste generated at mills.
	Recycle at least 40% of waste generated within mills.	
	Reduce water use in the manufacturing process.	• Taking steps to conserve water consumption by assessing material balance of water.
4. Observance of environment related laws and reduction of environmental load	Use the environmental management system to strengthen environmental management.	• Strengthening of the environmental management system, which is led by the Management Execution Committee, is underway and adoption of environmental management systems at individual works is being promoted. As of March 31, 2014, 52 business locations at 19 consolidated subsidiaries, and 4 business locations at 4 non-consolidated subsidiaries, had obtained ISO14001 certification. Eco-Action 21 certification had been obtained by 1 business location at 1 non-consolidated subsidiary.
	Properly control and reduce the use of chemical substances.	• Established the Nippon Paper Group Chemical Substance Management Guidelines and used them as a basis for ascertaining the types and volumes of chemical substances handled, and endeavoring to promote proper chemical substance management.
	Facilitate the procurement of raw materials and equipment with a smaller environmental burden throughout the supply chain.	• Under energy management rules, energy efficiency is used as one selection benchmark for purchasing and updating equipment.
5. Development of eco-friendly technologies and products	Enhance the more sophisticated use of wood materials.	• A test facility for cellulose nanofiber (CNF) production has been installed at Nippon Paper Industries' Iwakuni Mill. Mass-production technologies are being examined and product samples are being provided 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.
	Develop equipment technology for facilitating a departure from reliance on fossil energy.	• Continuing to develop biomass processed fuel for pulverized coal boilers. Have begun evaluation of high-temperature, high-speed torrefaction and steam explosion for reducing facility investment and running costs. • Regarding biomass power generation at Yatsushiro Mill, established a committee for supplying raw materials for the startup of an FIT project as the first in Japan to use 100% unused material.
	Reduce the environmental load through ecofriendly products and services.	• Considering use of waste-paper processing technology to commercialize recycling of used paper diapers. Participating as an observer on a committee (created in July 2013) considering possibilities for a paper diaper recycling system for the city of Fukuoka. Also providing technical cooperation for constructing an optimal system for material recycling. • Introduced the Aluminum-Free Fuji Pak, a long-term storage aseptic container that can be collected through the same channels used for traditional milk and other gable-top paper containers.
6. Proactive environmental communication	Disclose environment-related information to stakeholders whenever appropriate with the use of CSR reports, the website etc.	• Sustainability reports are being made available in both printed and online editions. Also, *ShikiOrio*ri, an environmental and social communication magazine is being published to provide reader-friendly information on environmental and social issues.
	Proactively facilitate environmental communication on a regional basis through, for example, dialogue with local people and governments.	• 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.
	Proactively participate in and support environment conservation activities.	• Actively participated in environmental endeavors including clean-up and beautification initiatives organized by local communities, while promoting various activities including mill tours and internships.
7. Biodiversity commitments	Remain aware of the impact of business activities on biodiversity, and facilitate companywide biodiversity commitments.	• 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. • Concluded an agreement with Coca-Cola (Japan) Co., Ltd. to conserve and protect forest and water resources over the medium-to-long term as an initiative that makes the most of proprietary resources and technologies.

※1 No deadline has been set at this point. ※2 FSC® Logo License No. FSC-C001751, FSC-C005984, FSC-C095114
※3 Aside from FM certification, CW certification is also included