



Compliance and Risk Management

Compliance

Compliance education (Fujifilm in Japan)

Intended audience	Details	2015 results
Executive officers (Fujifilm and its affiliates)	Overall compliance (by CP & RM*)	Once, 80 participants
Managerial personnel (Fujifilm and its affiliates)	Examples of corporate misconduct, punitive actions, consulting facility, risk reporting system, etc. (by CP & RM*)	55 times, 2,900 participants
New managerial personnel (Fujifilm and its affiliates)	Overall compliance (by CP & RM*)	2 times, 154 participants
All employees (Fujifilm and its affiliates, including agency contracted employees)	Discussions based on compliance case studies (by managerial personnel)	All divisions
New employees (Fujifilm)	Basic knowledge of compliance, employee code of conduct, corporate rule, consulting facility, etc. (by CP & RM*)	Once, 183 participants

*CP & RM: Compliance & Risk Management Division of FUJIFILM Corporation

Compliance education (Fuji Xerox in Japan)

Intended audience (Fuji Xerox and its affiliated companies)	Details	2015 results
All managerial staff	Importance of Labor Management for business (Web-based training to disseminate the importance of Labor Management that is the foundation of business management)	Once, 5,400 participants/ 5,000 participants completed the program
All executive officers and employees	Training on general legal knowledge (Web-based training for fraud/harassment as well as basic legal knowledge)	Once, 23,592 participants
All employees (including contract/temporary employees)	Risk Management Training (Web-based training on risk management including information security)	Once, 30,000 participants
New executive officers	New executive officer training (Group training on general risk management for executives including directors' management duties and responsibilities, corporate laws, and risk concerning general affairs, human resources, etc.)	Once, 15 participants
New managerial staff	New managerial staff program (Group training such as lectures about disciplinary action and group discussions using examples to obtain general compliance knowledge that managerial staff should know)	5 times, 399 participants
New employees	New employee training (Group training for legal compliance that maintain the Basic Corporate Quality by understanding the basic CSR policies and activities)	Once, 396 participants

Risk Management

Acquisition of P-Mark and ISMS (As of May, 2016)

Certification	Certified affiliates	Certification	Certified affiliates
P-Mark ^{*1}	FUJIFILM Medical Co., Ltd.	ISMS ^{*2}	FUJIFILM Global Graphic Systems Co., Ltd.
	FUJIFILM Imaging Systems Co., Ltd.		Fuji Xerox of Shanghai Limited
	FUJIFILM Techno Service Co., Ltd.		Fuji Xerox Korea Company Limited
	Fuji Xerox System Service Co., Ltd.		FUJIFILM Software Co., Ltd.
	Fuji Xerox Learning Institute Inc.		Fuji Xerox of Shenzhen Ltd.
	FUJIFILM Imaging Protec Co., Ltd.		FUJIFILM Imaging Systems Co., Ltd.
	FUJIFILM Media Crest Co., Ltd.		FUJIFILM Imaging Protec Co., Ltd.
	FUJIFILM Business Expert Corporation	Fuji Xerox Service Creative Co., Ltd.	
	Fuji Xerox Co., Ltd. (Global Service Sales)	Fuji Xerox Eco-Manufacturing (Suzhou) Co., Ltd.	
	Fuji Xerox domestic sales representative and sales companies	Fuji Xerox (Thailand) Co., Ltd.	
	Fuji Xerox InterField Co., Ltd.	Fuji Xerox Advanced Technology Co., Ltd.	
	Fuji Xerox System Service Co., Ltd.	Fuji Xerox Manufacturing Co., Ltd.	
	Fuji Xerox Prefectural Dealers 11 companies (12 offices)	Fuji Xerox Service Link Co., Ltd.	

*1 Privacy Mark (P-Mark): A mark granted by the Japan Information Processing Development Corporation (JIPDEC) to companies in which personal information is handled appropriately.

*2 ISMS: Certification regarding the overall management framework for information including personal information (Information Security Management System).

Personnel and Labor (FUJIFILM Corporation)

Employment

Composition of the Fujifilm workforce

As of March 31, 2016

Executive officer*	11	Male: 11, Female: 0
Regular employees	5,006	General employees: 3,682 (Male: 2,898, Female: 784) Managerial personnel: 1,165 (Male: 1,134, Female: 31) Senior expert: 159 (Male: 159, Female: 0)
Non-regular employees	207	Temporary employees: 139, Part-timers: 7, Employees re-employed after retirement: 19, Other (Contract employees, etc.): 42

*Executive officer = All executive officer - Directors

Status of regular employees

As of March 31, 2016

Average age	Average length of employment (years)	Average number of dependents	Average annual salary* ¹
Total: 41.9 Male: 42.2 Female: 40.3	Total: 17.5 Male: 17.4 Female: 18.1	1.41	8.7 million yen
Utilization of paid leave* ²	Turnover rate* ³	Returning rate from childcare leave* ⁴	Retention rate after 3 years from reinstatement* ⁵
64.6%	Total: 2.93% Male: 2.74% Female: 3.89%	Total: 97.7% Male: 100.0% Female: 97.5%	Total: 80.0% Male: 50.0% Female: 82.1%

*¹ Average annual salary is calculated for the period from January 1, 2015 to December 31, 2015.

*² Data on utilization of paid leave is calculated based on data for the period from October 1, 2014 to September 30, 2015.

*³ Turnover rate =

Attrition + Retirement + Voluntary + New start for senior employees program
Annual average number of employees at FUJIFILM Corporation (non-consolidated)

*⁴ Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2014 to March 31, 2015.

*⁵ Retention rate after 3 years from reinstatement =
Number of employees as of the end of FY2015 among those returning to work after childcare leave in FY2013
Number of employees reinstated after childcare leave in FY2013

Recruitment

New graduate recruitment (FY2016)	79* ¹	<Technical positions> Male 31, Female 7 <Administrative positions> Male 25, Female 13 <On-site recruitment> Female: 3
Mid-career recruitment	11* ²	Male 10, Female 1

*¹ As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, 2016.

*² Number of mid-career recruitment represents those from April 2015 to March 2016.

Employment of the challenged and re-employment

	FY2011	FY2012	FY2013	FY2014	FY2015
Employment of the challenged* ¹	1.81%	1.96%	2.01%	2.12%	2.10%
Re-employment* ²	33	29	10	13	19

*¹ Data up to April 30, 2016.

*² Re-employment refers to employees re-employed after retirement during the relevant fiscal year (April 1 to March 31).

Labor

Composition of labor union membership

As of March 31, 2016

Union members	Proportion of union membership	Average age of union members
3,560	71.1%	39.4

*Based on the number of regular employees (5,524)

Work accident rate and work accident severity

Industry average in parenthesis

	FY2011	FY2012	FY2013	FY2014	FY2015
Work accident rate* ¹	0.00 (0.25)	0.09 (0.43)	0.11 (0.20)	0.00 (0.40)	0.20 (0.24)
Work accident severity* ²	0.00 (0.13)	0.01 (0.12)	0.00 (0.01)	0.00 (0.13)	0.00 (0.00)

*Source for industry average: FY2015 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Target: 0

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Number of employees taking a leave of absence*

	FY2011	FY2012	FY2013	FY2014	FY2015
Leave of absence for nursing care	2 (Male 1, Female 1)	2 (Male 2, Female 0)	5 (Male 1, Female 4)	3 (Male 1, Female 2)	2 (Male 0, Female 2)
Leave of absence for childcare	34 (Male 2, Female 32)	52 (Male 5, Female 47)	42 (Male 1, Female 41)	43 (Male 1, Female 42)	53 (Male 5, Female 48)
Leave of absence for volunteer work	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)

*Number of employees who began a leave of absence during the relevant fiscal year.

Number of employees taking a care leave and volunteer work leave*

	FY2011	FY2012	FY2013	FY2014	FY2015
Nursing care leave	5 (Male 3, Female 2)	13 (Male 6, Female 7)	16 (Male 9, Female 7)	13 (Male 9, Female 4)	15 (Male 10, Female 5)
Childcare leave	2 (Male 1, Female 1)	2 (Male 0, Female 2)	9 (Male 6, Female 3)	6 (Male 4, Female 2)	7 (Male 5, Female 2)
Child medical care	55 (Male 5, Female 50)	71 (Male 11, Female 60)	108 (Male 27, Female 81)	48 (Male 9, Female 39)	59 (Male 16, Female 43)
Volunteer work leave (total number of days)	35 (Male 26, Female 9)	1 (Male 1, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	1 (Male 1, Female 0)

*Number of employees who began a leave during the relevant fiscal year.

System for a good work-life balance

• In response to the 2010 amendment to Child Care and Family Care Leave Law, programs for supporting a balance between work and childcare or family care have been improved, and programs that exceed legal requirements are now in place, such as the improved child medical care leave program and the newly introduced family care leave program.

• Stock leave is a system enabling employees to accumulate unused leave time up to 60 days. Accumulated leave days may be used for treatment needed for personal health problems, rehabilitation, childcare, nursing care, and volunteer activities.

Giving birth and childcare	• Systems catering for pre- and post-birth requirements • Leave of absence for childcare • Use of stock leave for childcare • Systems for employment while raising children • Three-person interview at the time of returning to work from childcare leave • Child medical care leave program (1 relevant child: 6 days per year; 2 or more children: 11 days per year)	• Reduced work hour program (child in the third grade or lower) • Use of stock leave for fertility treatment • Leave of absence for fertility treatment • Exemption from restrictions on non-scheduled hours worked and from work on holidays • Reinstatement to same workplace after leave of absence for childcare
	Nursing care	• Leave of absence for nursing care program • Nursing care leave program (1 care recipient: 12 days per year; 2 or more care recipients: 24 days per year) • Use of stock leave for volunteer work • Use of stock leave for self-development • Active Life Leave • Flextime
Other	• Discretionary labor system • Leaving the office on time (2 days per week) • Re-employment Program • Female Mentor Program • Home Working System • Paid Leave by the Hour System	

Revisions to systems operating in accordance with agreements between the labor union and the company (in the last five years)

As of March 31, 2016

FY	Item
2011	• Revision of employees systems
2012	• Revision of travel expenses • Revision of overseas working conditions • Revision of re-employment after retirement
2013	• Revision of work regulations, wage rules and other labor-related regulations
2014	• Extension of the period of nursing care leave • Flexible application for the flextime (for pregnant, childcare, and nursing care) • Expansion of the domestic affiliates for secondment • Revision of work regulations, wage rules and other labor-related regulations party
2015	• Partial revision of work regulations, wage rules, retirement allowance regulations and overseas travel regulations • Expansion of job assignment destinations within the Fujifilm Group in Japan • Introduction of Home Working System • Introduction of Paid Leave by the Hour System



Personnel and Labor (Fuji Xerox)

Employment

Composition of the Fuji Xerox workforce

As of March 31, 2016

Executive officers*	23	Male: 23, Female: 0
Regular employees	8,703	General employees: 6,260 (Male: 5,104, Female: 1,156) Managerial personnel: 2,375 (Male: 2,237, Female: 138) Contract employees: 68 (Male: 44, Female: 24)
Non-regular employees	766	Temporary employees: 206, Part-timers: 6, Employees re-employed after retirement: 554

Status of regular employees

As of March 31, 2016

Average age	Average length of employment (years)	Average number of dependents	Average annual salary*1
Total: 45.3 Male: 46.2 Female: 40.3	Total: 20.2 Male: 20.9 Female: 16.5	1.22	9.0 million yen
Utilization of paid leave	Turnover rate*2	Returning rate from childcare leave*3	Retention rate after 3 years from reinstatement*4
66.4%	Total: 4.1% Male: 4.2% Female: 3.2%	Total: 97.8% Male: 100.0% Female: 97.3%	Total: 87.9% Male: 100.0% Female: 86.3%

*1 Average annual salary is calculated for the period from January 1, 2015 to December 31, 2015.

*2 Turnover rate =

Attrition + Retirement + Transfer + New start for senior employees program

Number of employees in Fuji Xerox at the end of preceding fiscal year (non-consolidated)

+ number of assigned employees

*3 Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2015 to March 31, 2016.

*4 Retention rate after 3 years from reinstatement =

Number of employees as of the end of current fiscal year among those returning to work

after childcare leave in the second preceding fiscal year

Number of employees reinstated after childcare leave in the second preceding fiscal year

Recruitment

New graduate recruitment (FY2016)	110*1	<Technical positions> Male 51, Female 9 <Administrative positions> Male 25, Female 25
Mid-career recruitment	50*2	Male 38, Female 12

*1 As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, the number in the chart above represents new institute of technology graduate recruitment (Male 1) at the beginning of April 2016.

*2 Number of mid-career recruitment represents those from April 2015 to March 2016.

Employment and re-employment of persons with disabilities

	FY2011	FY2012	FY2013	FY2014	FY2015
Employment of persons with disabilities*1	2.19%	2.08%	2.07%	2.06%	2.09%
Re-employment*2	508	485	524	506	554

*1 Data up to March 31, 2016

*2 Re-employment refers to the number of employees re-employed as of March 31, 2016.

Number of employees taking a leave of absence*1

* Data only for regular employees (non-regular employees are to be added actually)

	FY2011	FY2012	FY2013	FY2014	FY2015
Leave of absence for nursing care	2 (Male 0, Female 2)	7 (Male 4, Female 3)	4 (Male 1, Female 3)	3 (Male 1, Female 2)	4 (Male 2, Female 2)
Leave of absence for childcare	62 (Male 8, Female 54)	52 (Male 4, Female 48)	46 (Male 8, Female 38)	56 (Male 9, Female 47)	60 (Male 10, Female 50)
Leave of absence for volunteer work*2	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	3 (Male 2, Female 1)	0 (Male 0, Female 0)

*1 Number of regular employees who took a new leave during the relevant fiscal year (April 1, 2015 to March 31, 2016).

*2 Number of employees who used the social service program.

Labor

Composition of labor union membership

As of March 1, 2016

Union members	Proportion of union membership	Average age of union members
6,223	71.5%	41.9

*Based on the number of full-time worker

Work accident rate and work accident severity

Industry average in parenthesis

	FY2011	FY2012	FY2013	FY2014	FY2015
Work accident rate	0.55 (0.20)	0.31 (0.25)	0.11 (0.18)	0.00 (0.16)	0.00 (0.11)
Work accident severity	0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.13)	0.00 (0.10)

*Source for industry average: FY2015 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Target: 0

Number of fatal work accidents

	FY2013	FY2014	FY2015
Employees	0	0	0
Contracted employees	0	0	0

Number of employees taking a care leave*1, and total number of volunteer work leave

* Data only for regular employees (non-regular employees are to be added actually)

	FY2011	FY2012	FY2013	FY2014	FY2015
Nursing care leave*2	26 (Male 17, Female 9)	27 (Male 15, Female 12)	26 (Male 16, Female 10)	26 (Male 17, Female 9)	44 (Male 27, Female 17)
Childcare leave*3	237 (Male 86, Female 151)	197 (Male 72, Female 125)	284 (Male 97, Female 187)	298 (Male 86, Female 212)	314 (Male 147, Female 167)
Volunteer work leave*4 (total number of days)	118 (Male 94, Female 24) (530 days)	50 (Male 38, Female 12) (135 days)	15 (Male 11, Female 4) (54 days)	18 (Male 12, Female 6) (47 days)	20 (Male 16, Female 4) (62 days)

*1 Number of regular employees who took a new leave during the relevant fiscal year (April 1, 2015 to March 31, 2016).

*2 Number of employees taking leave of nursing care leave under the "accumulated paid leave (nursing care for family members)," "nursing care for family members" and "one-day nursing care leave" programs

*3 Number of employees taking childcare leave under the "accumulated paid leave (child healthcare)" and "child medical care" programs

As a program equivalent to childcare leave, special leave (of 5 days at most) is granted for care of the eldest child at the time of birth of the second child.

*4 Volunteer work leave shows the number of employees who took "accumulated paid leave (volunteer activity)" and the number of days spent for such activities.

System for a good work-life balance

All those systems provide for generous leave beyond that required by law.

Giving birth and childcare	<ul style="list-style-type: none"> • Maternity leave (paid) • Leave of absence for childcare program (until two years old, including the housing cost support) • Program for rehiring former employees who left the company for reasons such as spouse's transfer or childcare • Accumulated paid leave*1 for healthcare of employees' family • Shortened working hours in pregnant and for childcare (from pregnancy to third grade of elementary school) 	<ul style="list-style-type: none"> • Limited off-hours work for childcare (until sixth grade of elementary school) • Limited late-night work for childcare (until six grade of elementary school) • Special leave for supporting the wife during her childbirth period (first child's birth: 2 days; second child's birth and thereafter: 5 days) • Leave of absence for birth support (one year leave system for fertility treatment)
	<ul style="list-style-type: none"> • Leave of absence for caring for a family member (maximum 2 years) • Shortened working hours for caring for a family member • Limited off-hours work for caring for a family member 	<ul style="list-style-type: none"> • Limited late-night work for caring for a family member • One-day nursing care leave • Accumulated paid leave*1 for caring for a family member
Nursing care	<ul style="list-style-type: none"> • Flexitime • Homeworking system • Continuous service award special vacation; "refresh vacation" • Social service system (leave of absence program for employees participating in socially beneficial activities) • Accumulated paid leave*1 for volunteer activities 	<ul style="list-style-type: none"> • Leave of absence for education • Leave of absence for senior theme (support for senior employees' second career) • Flexible work schedules (support for senior employees' second career) • Double job program*2 (support for senior employees' second career)
	<ul style="list-style-type: none"> • Leave of absence for education • Leave of absence for senior theme (support for senior employees' second career) • Flexible work schedules (support for senior employees' second career) • Double job program*2 (support for senior employees' second career) 	<ul style="list-style-type: none"> • Leave of absence for education • Leave of absence for senior theme (support for senior employees' second career) • Flexible work schedules (support for senior employees' second career) • Double job program*2 (support for senior employees' second career)

*1 Accumulated paid leave: A system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.

*2 Double job program: This is not double duties by order, rather it is program, they are allowed engage in both their current work and work in another division through a system that matches the needs of divisions wanting to utilize senior workers' skills and experience with the will of senior workers who wish to use their special skills or to take on new challenges.

Revisions to systems operating in accordance with agreements between the labor union and the company (in the last five years)

As of March, 2016

FY	Item
2011	• Revisions to work system on April 1, 2012 in accordance with agreements between the labor union and the company
2012	• Introduction of irregular working hours support system for developers and SEs • Revision of the employment and evaluation criteria for post-retirement re-employees
2013	• Introduction of on-site irregular working hours support system for SEs
2014	• Introduction of new work style (co-working hour system, homeworking system, remote working system for domestic sales)
2015	• Revision of working conditions, work support and employee welfare with consolidation of various programs at Group companies in Japan

Number of employees taking occupational health and safety training

9,659

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Environmental Aspects

*Organizations covered in the environmental performance data are, as a general rule, those that are shown in the consolidated financial statements, and are significant in terms of environmental burden. However, certain sales and manufacturing (assembly) subsidiaries are excluded. Those not shown specifically are included in the tabulation figures above. Moreover, figures for the Group total may not reflect the sum of each subtotal.

Priority Targets

Fujifilm FY2016 Priority Issues

Priority Issues	Strategies
1. Contributing to resolving environmental issues through products and services <ul style="list-style-type: none"> • Measures against global warming*1 • Water resource conservation • Energy *1 Target: Reducing CO ₂ emissions by 20 million tons by FY2020	Develop and disseminate products and services that contribute to resolving environmental issues. (CO ₂ emission reduction, water issues, energy issues) <ol style="list-style-type: none"> 1) Quantifying Fujifilm's contribution to CO₂ emissions reduction based on the Environmental Contribution Effectiveness Guidelines to convey our efforts to customers. 2) Quantifying the effects of Fujifilm's contribution to resolving water resource issues based on the Water Footprint Guidelines to convey our efforts to customers.
2. Promoting the reduction of energy costs through measures against global warming*2 and efficient energy use *2 Target: By FY 2020, reduce CO ₂ emissions throughout the life cycle of products by 30% based on the standards set in FY 2005	<ol style="list-style-type: none"> 1) Continually promote CO₂ emission reduction at each of the stages of product lifecycle. (procurement, manufacturing, transportation, use, disposal) 2) Conserve energy so as to contribute to resolving energy issues and promote the reduction of energy costs. 3) Draw up Fujifilm's policy on the promotion of measures against global warming from 2020 and beyond.
3. Promoting the efficient use of resources	<ol style="list-style-type: none"> 1) Use resource efficiently by promoting the 3Rs: Reduce-Reuse-Recycle. 2) Reduce waste. (by yield increase, reuse of manufacturing waste, conversion of waste into valuables, etc.) 3) Promote the concept of Zero Waste Disposal at main production sites both inside and outside of Japan. 4) Promote the effective use of water resources. (saving water to reduce the amount of water use per unit of production) 5) Determine main products' indices per unit, and verify their validity.
4. Ensuring product and chemical safety	<ol style="list-style-type: none"> 1) Continue dissemination of approaches and systems to the supply chain concerning management of chemicals in products. 2) Continue to improve the systems for ensuring product compliance. 3) Implement safety management based on risk assessment of all chemical substances used. 4) Monitor, communicate, and assess product safety information thoroughly.
5. Value chain management from the view point of corporate social responsibility	<ol style="list-style-type: none"> 1) Reinforce Ethical Sourcing investigation for suppliers. 2) Have FF and each of the group companies carry out self CSR assessment and improve their CSR performance.
6. Environment and safety risk management	<ol style="list-style-type: none"> 1) Maintain systems that abide by laws and regulations and adheres to voluntary management targets. 2) Improve and promote industrial safety and health. 3) Continue to control and maintain the level of VOC emissions generated from the production process.
7. Information disclosure and communication of relevant information	<ol style="list-style-type: none"> 1) Enhance information disclosure through various methods. (e.g., Sustainability Reports, websites) 2) Expand and enhance global management for information regarding environmental performance.
8. Employee education	<ol style="list-style-type: none"> 1) Educate and train employees in the areas of environment, chemicals, product safety, occupational safety, etc. 2) Continue implementing employee awareness campaigns on the need to reduce environmental burdens.

Fuji Xerox FY2016 Priority Issues

Priority Issues	Strategies
1. Controlling global warming <ul style="list-style-type: none"> • Greenhouse gas reduction target by 2020 (1) By FY2020, 30% reduction in CO₂ emissions during the company's overall lifecycle stage from the level in FY2005 (2) Reduce CO₂ emissions at customers by seven million tons by FY2020 	<ol style="list-style-type: none"> 1) Contribute to help reduce CO₂ emissions from customers' office and factory by providing energy saving products & solutions 2) Reduce CO₂ emissions by installing the new energy-efficient equipment and improving productivity in production process at the development and production sites 3) Reduce CO₂ emissions in office by reforming employees' work style 4) Reduce CO₂ emissions by improving efficiency in the product logistics
2. Preservation of natural resources	<ol style="list-style-type: none"> 1) Establish the next generation eco-friendly material technologies, such as biomass 2) Reduction of resource input with lighter equipment 3) Curb use of new resources by recycling used parts 4) Reduction of waste output and recovery of valuable substances at production and product development sites 5) Reduce water usage in production and product development sites
3. Reduction in environmental risk from chemical substances	<ol style="list-style-type: none"> 1) Reinforce measures against laws and regulations to reduce chemical substance risks from products (observing RoHS, REACH, etc.) 2) Expansion for risk assessment method for chemical substances into sales and service divisions (domestic) 3) Establishment of company-wide explosion prevention standards and project
4. Preservation of ecosystems and biodiversity	<ol style="list-style-type: none"> 1) Promote sustainable paper procurement concerning for forest ecosystems 2) Participate in Japan Business Initiative for Biodiversity (JBIB)
5. Improvement of the infrastructure for promoting environmental targets	<ol style="list-style-type: none"> 1) Reinforce systems to grasp environmental performance data 2) Reinforce measures to respond proactively to environmental regulation



Environmental Aspects

*Organizations covered in the environmental performance data are, as a general rule, those that are shown in the consolidated financial statements, and are significant in terms of environmental burden. However, certain sales and manufacturing (assembly) subsidiaries are excluded. Those not shown specifically are included in the tabulation figures above. Moreover, figures for the Group total may not reflect the sum of each subtotal.

Anti-Global Warming Measures

CO₂ emissions*

	FY2005	FY2011	FY2012	FY2013	FY2014	FY2015
Japan/Manufacturing	1,084	918	903	895	872	856
Japan/Non-manufacturing	28	24	25	30	27	30
Overseas/Manufacturing	345	367	384	351	347	331
Overseas/Non-manufacturing	30	29	26	42	42	39
Group total	1,487	1,338	1,338	1,317	1,288	1,256

*Calculation method: Calculation of CO₂ emission by energy usage specified in the Act on the Rational Use of Energy. Emission coefficient by electric power utility used for purchased power.

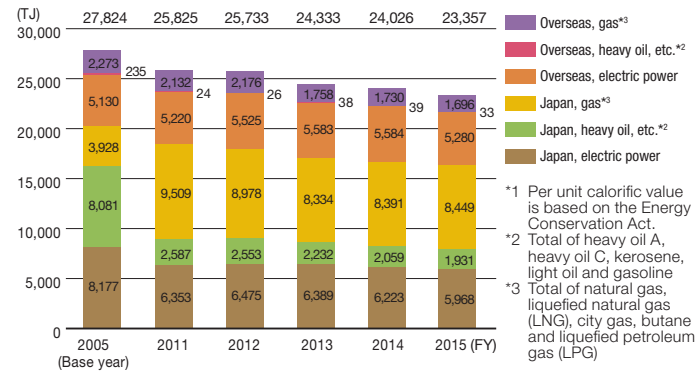
2015 CO₂ emission by region* (manufacturing)

	CO ₂ emission (kt-CO ₂ /year)
Japan	886
Overseas	
Americas (USA, Canada & Brazil)	154
Europe (Netherlands, Germany, Belgium, UK & France)	85
China	97
Asia excl. China & Oceania (Australia, South Korea, Singapore, etc.)	33
Group total	1,256

*Calculation method: Calculation of CO₂ emission by energy usage specified in the Act on the Rational Use of Energy. Emission coefficient by electric power utility used for purchased power.

Energy-Saving Measures

Annual changes in energy consumption*¹



*1 Per unit calorific value is based on the Energy Conservation Act.
*2 Total of heavy oil A, heavy oil C, kerosene, light oil and gasoline
*3 Total of natural gas, liquefied natural gas (LNG), city gas, butane and liquefied petroleum gas (LPG)

Breakdown of consumption of heavy oil, etc. (Fiscal 2015)*

	Heavy oil	Kerosene	Light oil	Gasoline
Japan	45.8	1.1	0.1	0.0
Overseas	0.0	0.0	0.7	0.2
Group total	45.8	1.1	0.8	0.2

*Consumption in manufacturing only

Environment Conscious in Logistics

Annual changes in total CO₂ emissions in domestic logistics*

	FY2011	FY2012	FY2013	FY2014	FY2015
Total CO ₂ emissions (tons of CO ₂ /year)	41,450	44,278	47,075	45,633	50,229

*Total CO₂ emissions are calculated as the amount of CO₂ emitted by FUJIFILM Logistics Co., Ltd. in its logistics activities for the Fujifilm Group companies. Since FY2006, we shifted calculation method to the method based on revised Act on the Rational Use of Energy (travel distance of empty cars not included in calculations, etc.).

Annual changes in amount of CO₂ reductions and reduction rates through transportation efficiency improvements* (Domestic distribution)

	FY2011	FY2012	FY2013	FY2014	FY2015
Amount of CO ₂ reductions (tons of CO ₂ /year)	6,969.9	7,753.6	6,353.7	11,403.5	12,691.6
CO ₂ reduction rate (%)	14.4	14.9	11.9	20.0	20.2

CO₂ reduction rate (%) = $\frac{\text{Amount of CO}_2 \text{ reductions}}{\text{Total CO}_2 \text{ emissions} + \text{CO}_2 \text{ reductions}}$

*In FY2015, we enforced our activities for CO₂ reductions in collaboration with a specified consigner. Major reduction initiatives, which proved effective, include modal shifts (road transport to sea transport) starting in FY2014, as well as improving carrying efficiency by double stacking during transport and enhancing gasoline mileage by eco-driving. The amount was a total figure of each facility's CO₂ reduction measure.

Annual changes in domestic transport volume* (million tons/kilometer)

	FY2011	FY2012	FY2013	FY2014	FY2015
Transportation volume	175	194	186	181	190

*Range of transportation volume is calculated within the range of ownership in compliance with reporting under the Revised Act on the Rational Use of Energy.

Annual changes in reduction in export packaging material weight* (Cumulative total)

	FY2011	FY2012	FY2013	FY2014	FY2015
Packaging material reduction rate (%)	3.4	10.1	15.5	9.3	10.5

Packaging material reduction rate (%) = $\frac{\text{Weight reduced}}{\text{Total material weight} + \text{weight reduced}}$

*Total weight of export packaging materials handled by FUJIFILM Logistics in FY2015 was 1,180,463.3 tons. Weight was reduced by 138,501.8 tons, with yearly reduction rate of 10.5%.

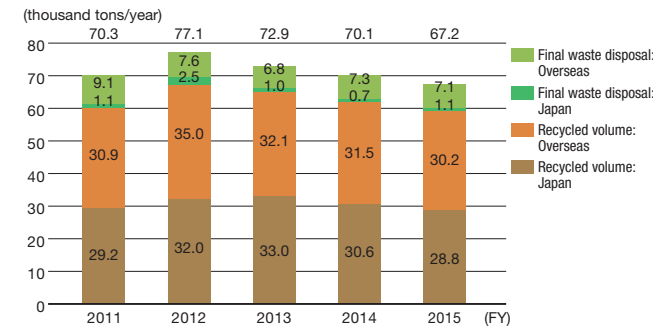
Annual changes in container and packaging material* used (Fujifilm non-consolidated)

	FY2011	FY2012	FY2013	FY2014	FY2015
Total consumption (thousand tons/year)	18.5	18.2	16.3	15.5	15.2

*Total of corrugated paper boxes, paper materials, paper containers, metal materials, plastic molds, plastic film/sheet and glass used.

Conserving Resources Measures

Annual changes in waste generation¹, recycling & final disposal²



*1 Processed by external service providers
*2 Simple incineration or landfill disposal

Annual changes in valuable resources*

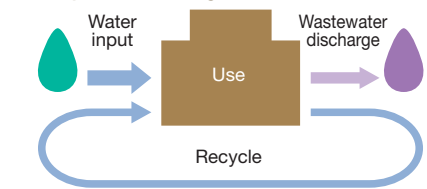
	FY2011	FY2012	FY2013	FY2014	FY2015
Japan (thousand tons/year)	55.0	38.1	34.0	34.0	34.1
Overseas	21.3	28.4	27.2	30.1	24.5
Group total	76.3	66.5	61.2	64.1	58.6

*Valuable resources sold to the third party.

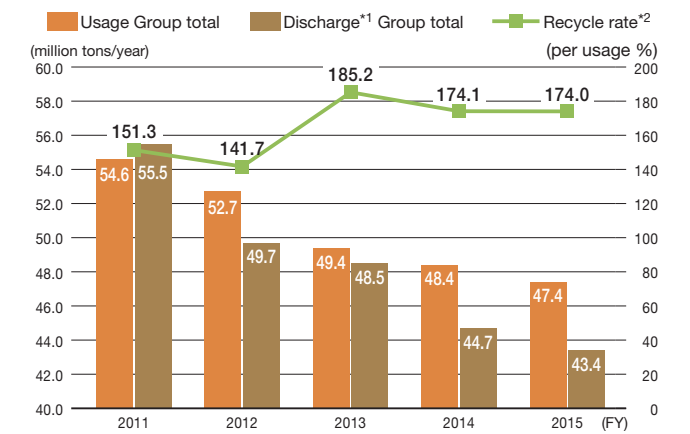
Main recycling methods for waste products

Waste product	Recycling method
Plastics (sorted)	Pallets, pipes, clothing, heat insulation materials
Plastics (mixed)/Filters	Blast furnace fuel
Magnetic tape	Blast furnace fuel, tatami mat material, heat insulation materials
Aluminum hydroxide	Aluminum sulfate (flocculant for water treatment)
Inorganic sludge, polishing agent	Cement, roadway material, construction materials
Organic solvent	Paint thinner
Acids and alkalines	Neutralizer
Mixed flammable waste products	Solid fuels, electricity and hot water production
Fluorescent lamp	Glass wool
Batteries	Zinc, smelt iron
Left over food, raw garbage, organic sludge	Fertilizer, animal feed
Documents, empty boxes	Recycled paper
Iron, aluminum, copper, etc.	Smelt metal

Fujifilm Group's water usage

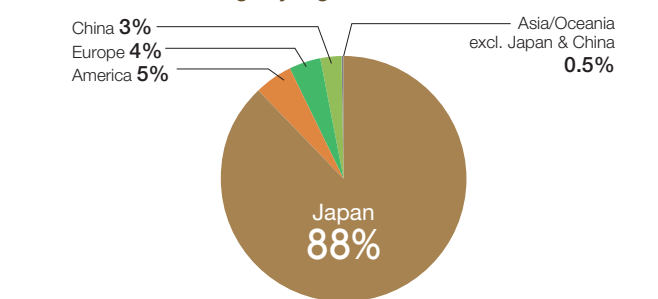


Annual trend in water usage, recycling and discharge as wastewater



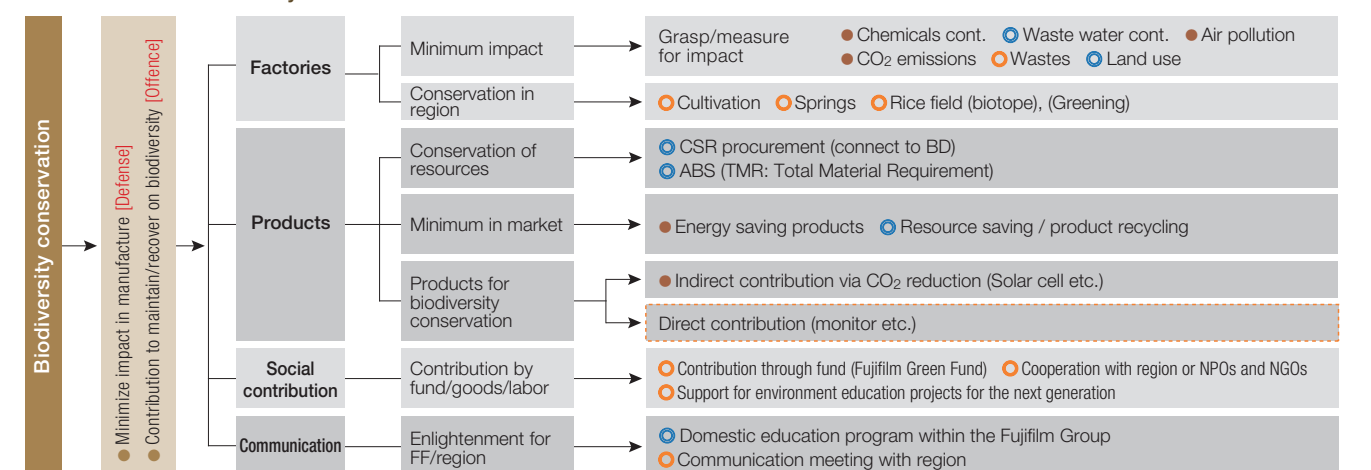
*1 Includes water, rainwater, etc. used in the business activities
*2 Recycle rate including cooling water usage

FY2015 water usage by region



Activities on Biodiversity Conservation

Activities on biodiversity conservation -online-



○: Measure related to biodiversity conservation (on going) ●: Measure related to biodiversity conservation (middle target: plan) ●: Measure indirectly related to biodiversity conservation



Environmental Aspects

Reducing Chemical Substances Emissions

Response to the PRTR Law (Fujifilm and its domestic affiliates)

In addition to those substances that must be reported under the PRTR Law (Pollutant Release and Transfer Register Law), Fujifilm controls another 10 items on a voluntary basis, primarily substances specified by the Japan Chemical Industry Association as requiring autonomous monitoring, and has been endeavoring to reduce those emissions on consolidated basis. Data (usage volume, atmospheric emissions volume, emission into public water, volume going into sewage water, volume moved outside of facilities, and volume recycled) on substances used in amounts of one ton or more per year by Fujifilm and its domestic affiliates may be found on the following Fujifilm website.

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/atmosphere/prtr.html) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/atmosphere/prtr.html> (in Japanese only)

Annual changes in atmospheric emissions of VOCs (hundred tons/year)

	FY2011	FY2012	FY2013	FY2014	FY2015
Japan	10.1	7.6	6.9	6.9	6.6
Overseas	1.8	1.9	1.9	2.1	1.9
Group total	11.9	9.5	8.8	9.0	8.5

Storage and management of devices/equipment containing PCBs* (FY2015)

Types of equipment containing PCBs	Unit	Storing and managing amount	
		Japan	Group total
High voltage transformers	Quantity	20	34
High voltage condensers	Quantity	298	388
PCB oil waste, etc.	kg	1,188	1,188
Sludge, etc.	m ³	0.1	0.1
Fluorescent lamp stabilizers	Quantity	14,658	15,202
Low voltage condenser excluding fluorescent lamps	Quantity	117,082	117,082
Low voltage transformer	Quantity	1	1
Rags	kg	911	911
Other devices	Quantity	20	20

*Excludes PCB in minute quantity

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/pcb.html) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/pcb.html> (in Japanese only)

Reductions in VOCs atmospheric emissions* (Fujifilm non-consolidated)

Category	Name of substance	Reduction (tons)	Reduction rate in comparison to previous fiscal year (%)
Substances requiring reporting under the PRTR Law	Dichloromethane	12	17
	Methyl alcohol	16	7
Substances voluntarily controlled by the company	Ethyl acetate	10	16
	Methyl ethyl ketone	-1	-5
	Acetone	-9	-51

*Reduction in volumes in FY2015 compared with actual levels in previous year

Legal Compliance Measures

Legal compliance and reports on complaints in FY2015

In 2015, there were two violations of environment-related laws (of which two were overseas) and nine customer complaints (none in overseas), and nine incidents (of which nine were overseas). Violation of law concerned the need for improvement in document management indicated in on-site administrative audit.

	Japan	Overseas	Group total
Number of legal violations (number of cases solved)	0 (0)	3 (3)	3 (3)
Number of complaints (number of cases solved)	9 (9)	0 (0)	9 (9)
Number of incidents (number of cases solved)	0 (0)	3 (3)	3 (3)

Pollution Prevention Measures

Annual changes in volume of atmospheric emissions (tons/year)

	FY2011	FY2012	FY2013	FY2014	FY2015	
SOx emissions	Japan	22	20	21	22	9
	Overseas	1	1	4	6	5
	Group total	24	20	25	28	13
NOx emissions	Japan	459	376	416	394	424
	Overseas	40	66	74	61	69
	Group total	500	442	490	455	493
Soot particle emissions	Japan	2.9	5.5	4.8	4.2	3.1
	Overseas	0.7	0.6	6.9	1.0	1.1
	Group total	3.6	6.1	11.7	5.2	4.2
Atmospheric emissions of specified CFCs*	CFC-11	0.10	0.20	0.00	0.21	0.21
	CFC-12	0.02	0.00	0.00	0.00	0.00

*Group total, below the limit of detection = 0

Annual changes in water contaminant burden & emissions*1 (tons/year)

	FY2011	FY2012	FY2013	FY2014	FY2015	
Total amount of COD*2	Japan	93.2	85.0	85.2	82.3	82.1
	Overseas	21.7	24.4	31.3	57.0	67.3
	Group total	115.0	109.5	116.5	139.4	149.4
Total amount of BOD*3	Japan	46.7	43.6	43.3	38.3	37.1
	Overseas	6.2	2.9	1.6	10.1	16.6
	Group total	52.8	46.5	45.0	48.3	53.7
Total amount of nitrogen emissions	Japan	254.5	259.0	246.5	223.3	232.3
Total amount of phosphorous emissions	Japan	5.2	2.5	3.4	5.3	4.2

*1 Effluent release into public water bodies

*2 COD (Chemical Oxygen Demand): An indicator of water pollution. COD indicates the amount of oxygen consumed when water-borne pollutants (primarily organic contaminants) are oxidized upon the introduction of an oxidant.

*3 BOD (Biochemical Oxygen Demand): BOD is a way to measure the degree of water pollution, and indicates how much oxygen in the water is being used by organisms to decompose contaminants by looking at the reduction in oxygen in the water.

Surveying and remediating soil and underground water pollution (FUJIFILM Corporation and its domestic affiliates/Fuji Xerox and its domestic affiliates)

The Fujifilm Group autonomously conducts environmental surveys on soil and underground water pollution. Regarding substances that are used at manufacturing facilities and that are subject to environmental limits set by regulations, the Group rigorously manages the usage and storage of such substances and monitors the concentrations of such substances in underground water. We are prepared to deal with any unforeseen pollution incidents in a timely fashion.

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/leakage/) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/leakage/> (in Japanese only)

[URL](http://www.fujixerox.co.jp/company/csr/stakeholder/environment/target.html) <http://www.fujixerox.co.jp/company/csr/stakeholder/environment/target.html> (in Japanese only)

Responses to environment-related complaints and legal violations in FY2015*

Company/site name	Description	Response
FUJIFILM Hunt Chemicals U.S.A., Inc.	Inadequacy in waste management documents	Documentation on hazardous waste storage and management and on plan for waste volume minimization was pointed out as inadequate, and the relevant documents have been revised.
FUJIFILM Speciality Ink Systems Limited	Latex leakage to protective barrier as a result of container damage	Leakage from latex container caused by contact with forklift. Latex leakage was stopped inside the barrier. No external damage. Forklift travel routes have been revised and improved.
FUJIFILM BELGIUM NV.	Excessive nitrogen concentration in wastewater	Caused by degradation of filter membrane. Replacement executed immediately.

*Relatively minor violations have been excluded.

Domestic and International Appraisals

Ranking and status of SRI audit

FUJIFILM Holdings has received the following evaluations by external organizations as a corporate group that proactively promotes CSR actions toward sustainable development. It is included in the Socially Responsible Investment (SRI) index listed below. Also listed right are evaluations of FUJIFILM Holdings in domestic and international ranking surveys.

Survey	Evaluation for FUJIFILM Holdings
10th CSR Corporate Ranking (2016, Toyo Keizai, Inc.)	1st out of 1,325 companies (573.6 points)
19th Nikkei Environmental Management Survey (sponsored by Nikkei Inc.)	16th out of 413 manufacturers; 1st in the petrochemical field for the ninth consecutive year
8th JUSE Quality Management Level Research (Union of Japanese Scientists and Engineers)	4th out of 192 companies; 1st in the machinery and precision equipment field
FY2015 "Companies that maximize human resources" (Nihon Keizai Shimbun, Nikkei HR, Nikkei Research)	3rd out of 454 companies
CDP (Carbon Disclosure Project)	Score of 100, Performance Band: B

Included in the global of Socially Responsible Investment (SRI) indexes

- Dow Jones Sustainability World Index
- FTSE4Good Global Index
- Morningstar Socially Responsible Index (As of June 2016)

Evaluations by SRI research agencies

- RobecoSAM Sustainability Award 2016
- Gold Class & Industry Leader

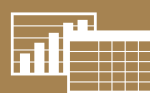
Evaluation by the international non-profit organization, CDP

- Climate Disclosure Leadership Index (CDLI)

Appraisals and awards in FY2015

See pages [19](#) [20](#) [21](#) [28](#) [29](#) [33](#) [46](#) [51](#) [55](#)

Recipient	Name and description of the award	Awarding entity
FUJIFILM Holdings Corporation	Awards from Minister of Economy, Trade and Industry, FY2015 Intellectual Property Achievement Awards	Ministry of Economy, Trade and Industry/Japan Patent Office
FUJIFILM Holdings Corporation	The Excellence Prize, Environmental Report Section of the 19th Environmental Communication Awards	Ministry of the Environment/Global Environmental Forum
FUJIFILM Corporation	Incentive Award, the 12th LCA Japan Forum Awards (Environmental impact reduction measures using LCA)	Japan Environmental Management Association for Industry
FUJIFILM Corporation	Good Design Awards 2015 (Fujifilm's 9 major products such as instant photo system or X-ray diagnostic imaging systems)	Japan Institute of Design Promotion
FUJIFILM Corporation	Photo Inspiration Prize in the Mécénat Awards 2015 (The Heart to Heart Communication - "PHOTO IS" 30,000 - Person Photo Exhibition)	Association for Corporate Support of the Arts
FUJIFILM Corporation	The 14th Green and Sustainable Chemistry Award Awarded by the Minister of Economy, Trade and Industry	Japan Association for Chemical Innovation
FUJIFILM Corporation	Supplier Excellence Award Life Science Bio Process / Research and Market (Next-generation CCD Imager for Life Sciences Research)	"Global Supplier Day" GE Healthcare
FUJIFILM Corporation	The 61st Annual Okochi Memorial Grand Technology Prize, Mass (Production technologies of large capacity data tape cartridge that use barium ferrite magnetic particles)	Okochi Memorial Foundation
FUJIFILM Corporation	The 48th Special Technology Prize, JCIA Technology Award (Thin double-sided sensor film for touch panels)	Japan Chemical Industry Association
FUJIFILM Corporation	2015 Nikkei Global Environmental Technology Award (Backsheets for prolonging the useful life of solar cells and reducing environmental impact)	Nihon Keizai Shimbun
FUJIFILM Kyushu Co., Ltd.	Gold Certificate, the Kumamoto Ground Water Conservation Awards FY2014	Kumamoto Ground Water Foundation
FUJIFILM Global Graphic Systems Co., Ltd.	Technical Development Award (Process-less thermal CTP plates)	Japan Newspaper Publishers & Editors Association
FUJIFILM Global Graphic Systems Co., Ltd.	Research and Development Award (Process-less thermal CTP plates)	Japanese Society of Printing Science and Technology
FUJIFILM Electronic Materials U.S.A., Inc.	The Intel Supplier Continuous Quality Improvement (SCQI) award	Intel Corporation
FUJIFILM Ultra Pure Solutions, Inc.	Supplier Excellence Award	Texas Instruments Incorporated
FUJIFILM North America Corporation	"Supplier Summit 2015" Supplier of the Year (Push Pin Project), Innovation Award (Apps for store printers)	Walmart Stores, Inc.
FUJIFILM Speciality Ink Systems Limited	Britains Best Factory 2015 award	Cranfield University School of Management
FUJIFILM Imaging Colorants Ltd.	Presidents Award for Occupational Health & Safety	The Royal Society for the Prevention of Accidents (RoSPA)
FUJIFILM Manufacturing U.S.A., Inc.	2015 Gold Award	Greenwood Metropolitan District
Fuji Xerox Co., Ltd.	The Selection Committee's Special Prize, the 19th Environmental Communication Awards	Ministry of the Environment, Global Environmental Forum
Fuji Xerox Co., Ltd.	Highest in 2015 Japan Color Copier Customer Satisfaction Index Study SM Highest in 2015 Japan Color Printer Customer Satisfaction Index Study SM	J.D. Power Asia Pacific, Inc.
Fuji Xerox Co., Ltd.	The Prize of invention (Low fusing temperature toner using crystalline polyester)	Japan Institute of Invention and Innovation
Fuji Xerox Co., Ltd.	Incentive Award, 2015 Award for Development of Environmental Leaders in Companies (Basic environmental education & training for Nature Conservation Educators)	Ministry of the Environment, Environmental Consortium for Leadership Development
Fuji Xerox Co., Ltd.	The 5th Carbon Offset Grand Prize (Off-set for multifunction devices)	Carbon Offset Network, Japan
Fuji Xerox Co., Ltd.	Judge's Prize, Biodiversity Action Award 2015	Japan Committee for UNDB
Fuji Xerox Co., Ltd.	Energy Conservation Grand Prize 2015 (Products/business model category), Chairman's Prize of the Energy Conservation Center	The Energy Conservation Center, Japan
Fuji Xerox Co., Ltd.	Environment Preservation Award 2015	Environment Department, Bangkok Metropolitan Administration; Kasetsart University and The Energy and Environmental Engineering Center (EEEC)
Fuji Xerox Co., Ltd.	Product Stewardship Scheme certification	The Ministry of the Environment in New Zealand
Fuji Xerox Singapore Pte Ltd.	Sustainable Business Award Singapore 2015	Global Initiatives
Fuji Xerox Taiwan Corporation	Highest Prize, Taipei City Environmental Education Award	Department of Environmental Protection, Taipei City Government
Fuji Xerox Taiwan Corporation	2015 ROC Enterprise Environmental Protection Award (Bronze)	Environmental Protection Administration
TOYAMA CHEMICAL CO., LTD.	2015 Prize for Creativity	Ministry of Education, Culture, Sports, Science and Technology



Sustainability Accounting

(Labor Environment and Social Benefit Accounting, Environmental Accounting)

Labor Environment and Social Benefit Accounting

Overview of FY2015

- Expenditure on improving working conditions and for socially beneficial activities for different stakeholders is summarized.
- Efforts are made to create a worker-friendly environment through expanding educational seminars and supporting mental healthcare programs.
- For local communities, expenditure includes a donation to build the Japan Photographic Preservation Center and a product donation to the Nature Conservation Society of Japan. In the promotion of art and culture, expenditure includes Fujifilm Square as the base for preservation and communication concerning photographic culture, as well as for photo contests.

<Period of coverage>

FY2015 (April 1, 2015 to March 31, 2016)

<Scope of labor environment and social benefit accounting>

69 domestic companies in the Fujifilm Group (FUJIFILM Holdings, Fujifilm and 19 Fujifilm affiliates, Fuji Xerox and 46 Fuji Xerox affiliates, and TOYAMA CHEMICAL)

<Basic items>

● **Objectives of labor environment and social benefit accounting**
These accounts are prepared to allow the Fujifilm Group to keep up with its activities for improving the working environment of its employees and the amounts spent for social contributions by preparing data on these activities from an economic perspective.

● Accounting method

The expenditures (including investments) for the year have been added up to arrive at the figures shown. These figures do not include depreciation. Figures for personnel training and social contributions may overlap with figures in the Environmental Account as well.

Environmental Accounting

Overview of FY2015

● Environmental conservation costs

Reduction by approx. 17% in total. The breakdown is roughly the same as last year's, with approx. 5% into facility investment and roughly 95% into expenditure.

[Facility investments]

Reduced 140 million yen (approx. 7%) year-on-year. This is due to drop in investments into facilities related to plants.

[Expenditure]

Reduced 7.4 billion yen (approx. 18%) year-on-year. This is due to drop in R&D costs.

● Environmental conservation benefits

This resulted in year-on-year reduced by 11 billion yen (7%), when internal and external economic effects are combined.

[Internal economic effect]

Reduced roughly by 13% year-on-year.

[External economic effect]

Reduced benefits for customers by 6% on year-on-year.

Customer benefits

The customer benefits were calculated in amounts through comparing the use of a new product purchased by the client with the environmental burden when the customer uses an older product.

The total customers benefits for FY2015 reduced by 7.8 billion yen (approx. 7%) over the previous fiscal year. The decline in effect on customers is due to decline in effect in the area of LCD display films.

<Period of coverage>

FY2015 (April 1, 2015 to March 31, 2016)

<Scope of environmental accounting>

69 domestic companies in the Fujifilm Group (FUJIFILM Holdings, Fujifilm and 19 Fujifilm affiliates, Fuji Xerox and 46 Fuji Xerox affiliates and TOYAMA CHEMICAL)

<Basic items>

● Objectives of environmental accounting

- (1) To provide accurate quantitative information on volumes and economic effects to interested parties inside and outside the Group
- (2) To provide numerical environment-related information useful for decision making by management and supervisors at the working level

● Accounting method

Based on the "Environmental Accounting Guidelines (2005 edition)" published by the Ministry of the Environment in Japan.

- (1) Depreciation is calculated in principle according to the straight-line method over a three-year period.
- (2) When costs include expenditures for both environmental and non-environmental purposes, the portion relating to non-environmental purposes has been excluded.
- (3) Economic impact within the Group: The difference in value terms from the previous year in fines for polluting and usage of energy, raw materials, water, and other resources is accounted for, as well as the real impact of recovery, recycling, and other measures in value terms for the year in question.
- (4) Economic impact outside the Group: The difference in value terms from the previous fiscal year has been shown for SOx, VOCs, and CO₂. For recycling, the anticipated benefit in value terms has been shown for the year in question.

Product	Amount (million yen)		
	FY2013	FY2014	FY2015
1. High-density magnetic memory materials	3,987	7,710	5,086
2. Pre-sensitized aluminum plate not using plate-making film	75,333	74,967	75,384
3. Film for LCDs: WV films	11,769	9,605	5,081
4. Digital color multifunction device and printers	24,656	27,585	26,482
Total	115,745	119,867	112,033

Labor Environment and Social Benefit Accounting

Breakdown of labor environment and social benefit accounting (million yen)

Stakeholder	Goal	Cost totals	
		FY2014	FY2015
Employees	Work health and safety	1,567	1,903
	Personnel training	2,655	3,011
	Protect diversity	1,088	829
	Develop a workplace in which employees can work comfortably	1,323	1,194
Customers	Ensure appropriate customer response and safety	282	258
Future generations	Education for future generations	3	12
Communities (local society and government)	Harmony with the local community	62	94
	Promote culture and the arts in society (in Japan)	813	902
International community	Consideration for the international community and international cultures	8	103
NGOs and NPOs	Cooperation with NGOs and NPOs	19	17
Suppliers	Consideration for products	59	57
Total		7,880	8,382

Volunteer activities during working hours

	FY2013	FY2014	FY2015
Hours spent on volunteer activities	7,210	1,435	1,505
Volunteering cost	19 million yen	4 million yen	4 million yen

*Volunteer activities
Calculated based on the hours spent on volunteer activities, such as area clean-up, working hours, the salary equivalent to that of those hours, and cost of the activities.

Environmental Accounting

Environmental accounting for FY2015 (million yen)

	Environmental conservation costs				Environmental conservation benefits					
	Capital investment		Expenses		Economic impact inside the Group			Economic impact outside the Group		
	FY2014	FY2015	FY2014	FY2015		FY2014	FY2015		FY2014	FY2015
1. Costs incurred within the business site	1,307	1,127	7,793	5,015						
(1) Environmental damage prevention	237	352	2,034	1,313	Reduced pollution levy	0	1	Reduction in SOx emissions ¹	0.000	0.000
								Reduction in volume of SOx emissions	-1 tons	13 tons
								Reduction in volume of NOx emissions	40 tons	30 tons
(2) Global environmental protection	1,068	723	3,506	1,983	Energy conservation	505	557	Reduction in VOC emissions ²	2	9
								Reduction in volume of CO ₂ emissions	5 tons	25 tons
								Reduction in CO ₂ emissions ³	9	10
(3) Resource recycling	1	52	2,254	1,718	Reduced raw materials and resources used	8,590	6,025	Reduction in volume of CO ₂ emissions	10 kilotons	16 kilotons
					Reduced water resource consumption ⁵	882	367	Reduced waste materials through reuse and recycling ⁴	16,210	15,340
					Recovery and recycling			Reduced volume ⁶	162.1 kilotons	153.4 kilotons
					Silver	1,109	920			
					Polymeric materials	451	394	Reuse of aluminum materials	24	17
					Aluminum materials	122	125	Reduced volume of CO ₂ emissions	20 kilotons	20 kilotons
Others	231	1,189								
2. Upstream/downstream costs Recovery from the market	0	37	7,348	7,474	QuickSnap recovery, Parts recovered from used equipment	5,630	5,630			
3. Cost of management activities	71	46	9,134	8,150						
4. Research and development costs	592	629	17,464	13,672				Customer benefits are shown in the table on page 68.	119,867	112,033
5. Costs for social programs	6	0	61	62						
6. Costs for handling environmental damage Pollution levies	9	3	43	38						
Total	1,985	1,842	41,845	34,411		17,521	15,207		136,112	127,408

*1 SOx emissions reductions: ¥13/ton
Bidding price of SOx emissions credits offered by the United States Environmental Protection Agency in March 2015 (US\$0.11/ton).

*2 VOC emissions reductions: ¥350,000/ton
From the "Economics Evaluation Report on Countermeasures for Harmful Atmospheric Pollutants" issued by Japan Environmental Management Association for Industry, February 2004.

*3 CO₂ emissions reductions: ¥907/tons
Trading price of EU emissions credit 2015 futures (€6.8/ton) at the end of March 2015.

*4 Landfill costs for the waste product (¥100/kg).

*5 Water resource consumption reduction: ¥200/ton for clean water supply, ¥200/ton for sewage water times the reductions amount.

*6 Volume of recycle and valuable resources in generated industrial waste