

ESG Data

	Indicator		Unit	FY2019	FY2020	FY2021	Scope
Labor & Employment	Total number of consolidated employees*1		Persons	<u>4,298</u>	<u>4,042</u>	4,097	Japan Pulp & Paper Co., Ltd. and its domestic and overseas consolidated and non-consolidated subsidiaries
	Number of employees by segment*1	Japan Wholesaling	Persons	<u>829</u>	<u>822</u>	839	
		Non-Japan Wholesaling		<u>1,656</u>	<u>1,431</u>	1,518	
		Paper Manufacturing & Processing		<u>1,197</u>	<u>1,161</u>	1,136	
		Raw Materials & Environment		<u>452</u>	<u>462</u>	441	
		Real Estate Leasing		7	7	6	
		Total (All segments)		<u>157</u>	<u>159</u>	157	
	Number of employees by region*1	Japan	Persons	<u>2,197</u>	<u>2,164</u>	2,164	
		Asia/Middle East (Excluding Japan)		<u>662</u>	<u>643</u>	707	
		North & South America		<u>426</u>	<u>409</u>	384	
		Europe		<u>532</u>	<u>429</u>	438	
		Oceania		<u>481</u>	<u>397</u>	404	
	Number of employees (Average age in years)*2	Male	Persons	448 (42.6)	444 (42.8)	434 (43.3)	Japan Pulp & Paper Co., Ltd.
		Female		261 (41.3)	261 (41.9)	263 (42.7)	
		Total (All segments)		709 (42.1)	705 (42.5)	697 (43.1)	
	Number of career-track employees		Persons	483	481	475	
	Ratio of females employees in career-track positions		%	7.4	7.9	8.8	
	Average years of service		Years	18.4	18.8	19.3	
	Ratio of employees with disabilities		%	2.2	2.2	2.0	
	Number of new-graduate recruits	Male	Persons	5	11	9	
		Female		3	4	3	
	Number of mid-career recruits	Male	Persons	3	1	2	
		Female		2	2	2	
	Turnover ratio (Including retirees)		%	2.1	1.4	1.8	
	Turnover ration within three years for new-graduate recruits		%	0.0	11.0	0.0	
	Average monthly overtime hours		Hours per month	13hrs 39min	13hrs 54min	14hrs 38min	
	Paid leave acquisition rate		%	76.0	67.7	69.7	
	Number of employees taking maternity leave		Persons	6	18	8	
	Number of employees taking childcare leave (Including male employees)		Persons	6	18	8	
	Ratio of employees returning to work (After taking childcare leave)		%	93	100	100	
	Number of employees taking nursing leave		Persons	0	0	1	
	Number of occupational accidents		Cases	1	1	0	
	Occupational accident frequency rate		Frequency rate	0.82	0.82	0.00	
	Lost time injury frequency rate		Frequency rate	0.00	0.00	0.00	
	Occupational accident intensity rate		Intensity rate	0.00	0.00	0.00	
	Raio of employees taking annual health checkups		%	99.5	99.0	99.3	
	Ratio of employees taking stress check screenings		%	96.1	98.2	99.1	

	Indicator	Unit	FY2019	FY2020	FY2021	Scope
Input	Energy consumption	GJ	<u>1,774,363</u>	<u>1,538,126</u>	1,504,271	Japan Pulp & Paper Co., Ltd. and its domestic consolidated and non-consolidated subsidiaries
	Electricity consumption	Thousand kwh	<u>230,644</u>	<u>215,364</u>	205,838	
	Water consumption	Thousand m3	<u>22,160</u>	<u>21,867</u>	21,772	
	Wastepaper consumption	t	476,256	441,808	435,290	Domestic consolidated paper manufacturing subsidiaries
	Release and transfer of chemical substances subject to the PRTR system	t	810	754	764	
Output	Scope 1	t-CO ₂	<u>87,205</u>	<u>83,496</u>	75,167	Japan Pulp & Paper Co., Ltd. and its domestic consolidated and non-consolidated subsidiaries
	Scope 2	t-CO ₂	<u>106,711</u>	<u>96,043</u>	93,636	
	Scope 1+2	t-CO ₂	<u>193,916</u>	<u>179,539</u>	168,803	
	6.5 greenhouse gases (Included in Scope 1)	t-CO ₂	40,177	42,620	35,718	
	Water emissions	Thousand m3	<u>22,315</u>	<u>22,292</u>	22,154	
	Industrial waste generated	Thousand t	74	66	60	
		Quantity effectively utilized	Thousand t	61	56	
		Quantity for final disposal	Thousand t	13	10	

*1: As at the end of March

*2: Excluding employees on secondment

Note: The underlined figures have been corrected. Please refer to the [Corrected \(Post Revision\) sheet](#) for details of corrections.



Forest Certification Status

Jul-22

*Holders of multiple sites

FSC Chain of Custody (CoC) Certification

Group Companies - Japan	
Company Name	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSHK-COC-001165
Eco Paper JP Co., Ltd.	SA-COC-005417
Taiho Paper Co., Ltd.	SA-COC-005309
Showa Packaging Industry Co., Ltd.	SGSHK-COC-350126
Corelex Shin-Ei Co., Ltd.*	SA-COC-006892
Corelex San-Ei Co., Ltd.	
Corelex Doh-Ei Co., Ltd.	SA-COC-007596
JP Household Supply Co., Ltd.	SGSHK-COC-011272
Koyosha Inc.	SGSHK-COC-002906
Gokura Co., Ltd.	SGSHK-COC-003027
Cosmo Paper Trading Co., Ltd.	SGSHK-COC-002796
Kyoto Kami Shoji Co., Ltd.	SGSHK-COC-003718
Maruni Chikiriya Co., Ltd.	SGSHK-COC-002769
Honshu Electrical Materials Sales Co., Ltd. - Nagoya Office	SGSHK-COC-004933
Fuchikami - Head Office	SGSHK-COC-350605
Fuchikami - Okinawa Office	SGSHK-COC-350539
Misuzushigyo Co., Ltd.	SA-COC-006012

Group Companies - Outside Japan		
Region	Company Name	Certification Number
Asia	Japan Pulp & Paper (Shanghai) Co., Ltd.	SGSHK-COC-010811
	Japan Pulp & Paper Co., (H.K.) Ltd.	SGSHK-COC-004214
	Tai Tak Paper Co., Ltd.	RINA-COC-000297
	Tai Tak Paper (Shenzhen) Co., Ltd.	SAI-COC-002933
	Japan Pulp & Paper (Korea) Co., Ltd.	SGSHK-COC-007972
	OVOL Singapore Pte. Ltd.	BV-COC-015534
	OVOL Malaysia Sdn.Bhd.	SCS-COC-001581
	PT. Oriental Asahi JP Carton Box	SGSHK-COC-440007
	JP Corelex (Vietnam) Co., Ltd.	SCS-COC-006514
	Fine Paper Takeo (M) Sdn. Bhd.	SCS-COC-001818
North America	Japan Pulp & Paper (U.S.A.) Corp.	SCS-COC-001121
	Gould Paper Corporation(OVOL USA)*	TT-COC-006318
	Bosworth Papers, Inc.	
Europe	Western-BRW Paper Co., Inc.- High Point	GFA-COC-001722
	Japan Pulp & Paper GmbH	
	Gould International UK Limited*	INT-COC-002366
	Gould Publication Papers U.K. Limited	
	Gould Paper Sales UK Limited	
	Gould Papiers France	
	Harlech PPM Limited	
	OVOL Fiber Europe B.V.	
Oceania	Premier Paper Group Limited	INT-COC-002103
	Ball & Doggett Group Pty Ltd*	SAI-COC-001146
	Ball & Doggett Pty Ltd - Brisbane	
	Ball & Doggett Pty Ltd - Perth	
	Ball & Doggett Pty Ltd - Sydney	
	Ball & Doggett Pty Ltd - Adelaide (Beverley)	
	Ball & Doggett Pty Ltd - Melbourne	
	BJ Ball Limited - Christchurch	
	BJ Ball Limited - Dunedin	
	BJ Ball Limited - Wellington	

PEFC Chain of Custody (CoC) Certification

Group Companies - Japan	
Company Name	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSJP-PCOC-0219

Group Companies - Outside Japan		
Region	Company Name	Certification Number
Asia	OVOL Singapore Pte. Ltd.	BV/CDC/3369723
	OVOL Malaysia Sdn. Bhd.	SIRIM-COC 0053
North America	Gould Paper Corporation (OVOL USA)	BMT-PEFC-1577
Europe	Gould International UK Limited*	INT-PEFC-COC-002366
	Gould Papers Sales UK Limited	
	Gould Papiers France	
	Gould Publication Papers UK Limited	
	Harlech PPM Ltd	
	OVOL Fiber Europe B.V.	
Oceania	Premier Paper Group Limited	INT-PEFC/COC-002103
	Ball & Doggett Pty Ltd - Melbourne	SAI-CERT-0130216
	Ball & Doggett Pty Ltd - Perth	
	Ball & Doggett Pty Ltd - Sydney	
	Ball & Doggett Group Pty Ltd - Auckland*	
	BJ Ball Limited - Christchurch	
	BJ Ball Limited - Dunedin	
	BJ Ball Limited - Wellington	

