

Reference Table for United Nations Global Compact Advanced Level COP (August 2016 Version)

The Lion's sustainability activities introduced in the Sustainability Report 2019 and Websites are laid out in this Reference Table based on the GC Advanced COP Self-Assessment (Updated 19 August 2016) .

Criteria for the GC Advanced Level (August 2016 Version)	Pages to find information/remarks
General	
Does your COP contain a statement by the CEO (or equivalent) expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles?	p11-14
Does your COP contain a description of actions and policies related to the following issue areas? Human Rights, Labour, Environment, Anti-Corruption	p19-22, p33-34
	Web (Charter for Corporate Behavior / Behavioral Guidelines)
	Web (LION Human Rights Policy)
	Web (LION Anti-Bribery Principles)
Does your COP include qualitative and/or quantitative measurement of outcomes illustrating the degree to which targets/performance indicators were met?	p19-22
How does your organization share its COP with stakeholders?	
a) Through the UN Global Compact website only	-
b) COP is easily accessible to all interested parties (e.g., via its website)	Available on our website
c) COP is actively distributed to all key stakeholders (e.g., investors, employees, consumers, local community)	Web (Promoting Communication with Stakeholders)[Japanese Only]
	Web (Promotion of engagement) [Japanese Only]
Both b) and c)	-
How is the accuracy and completeness of information in your COP assessed by a credible third-party?	
The COP describes any action(s) that the company plans to undertake to have the credibility of the information in its COP externally assessed, including goals, timelines, metrics, and responsible staff	-
Information is reviewed by multiple stakeholders (e.g., representatives of groups prioritized in stakeholder analysis)	-
Information is reviewed by a panel of peers (e.g., members of the same industry, competitors, benchmarked leaders, others organized via Global Compact Local Network)	-
Information is assured by independent assurers (e.g., accounting or consulting firm) using their own proprietary methodology	-
Information is assured by independent assurers (e.g., accounting or consulting firm) against recognized assurance standard (e.g., ISAE3000, AA1000AS, other national or industry-specific standard)	-
Other established or emerging best practices	p61
The COP incorporates the following high standards of transparency and disclosure:	
Applies the GRI Sustainability Reporting Guidelines	Web (GRI Standard)
Is 'in accordance - core' with GRI G4	-
Is 'in accordance - comprehensive' with GRI G4	-
Applies elements of the International Integrated Reporting Framework	-
Provides information on the company's profile and context of operation	p5
	p6
	p7-8

Criteria for the GC Advanced Level (August 2016 Version)	Pages to find information/remarks
Which of the following Sustainable Development Goals (SDGs) do the activities described in your COP address?	
SDG 1: End poverty in all its forms everywhere	-
SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	-
SDG 3: Ensure healthy lives and promote well-being for all at all ages	<p>p17-18, p23-32, p55-57</p> <p>Web (Contributing SDGs)</p> <p>Web (Introduction of Lion's Measures for SDGs) [Japanese Only]</p>
SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	p55-57
SDG 5: Achieve gender equality and empower all women and girls	<p>p31-32, p44, p60</p> <p>Web (Human Rights Due Diligence)[Japanese only]</p> <p>Web (Promoting a Sustainable Supply Chain)[Japanese only]</p>
SDG 6: Ensure availability and sustainable management of water and sanitation for all	<p>p38, p39-40, p57</p> <p>Web (Promoting a Sustainable Supply Chain)[Japanese only]</p>
SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	<p>p37, p39-40</p> <p>Web (Promoting a Sustainable Supply Chain)[Japanese only]</p>
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>p31-32, p43-45</p> <p>Web (Human Rights Due Diligence)[Japanese only]</p> <p>Web (Promoting a Sustainable Supply Chain)[Japanese only]</p>
SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	p33-38, p39-40
SDG 10: Reduce inequality within and among countries	<p>p31-32, p43-44, p60</p> <p>Web (Human Rights Due Diligence)[Japanese only]</p> <p>Web (Promoting a Sustainable Supply Chain)[Japanese only]</p>
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	-

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
SDG 12: Ensure sustainable consumption and production patterns		p23-30, p39-40
		Web (Together with the Global Environment) [Japanese Only] Web (Promoting a Sustainable Supply Chain)[Japanese only]
SDG 13: Take urgent action to combat climate change and its impacts		p33-38, p39-40
		Web (Together with the Global Environment) [Japanese Only] Web (Promoting a Sustainable Supply Chain)[Japanese only]
		Web (In collaboration with our customers) [Japanese Only]
SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development		p33-38, p39-40 Web (Promoting a Sustainable Supply Chain)[Japanese only]
SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss		p39-40
		Web (Together with the Global Environment) [Japanese Only] Web (Promoting a Sustainable Supply Chain)[Japanese only]
SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		p58-60
		Web (Human Rights Due Diligence)[Japanese only] Web (Promoting a Sustainable Supply Chain)[Japanese only]
SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development		p23-30, p48-49, p55-57
		Web (Together with the Global Environment) [Japanese Only] Web (Human Rights Due Diligence)[Japanese only]
		Web (Promoting a Sustainable Supply Chain)[Japanese only]
With respect to your company's actions to advance the Sustainable Development Goals (SDGs), the COP describes:		
Opportunities and responsibilities that one or more SDGs represent to our business		Web (Lion Group Value Creation) [Japanese Only]
		p17-18
Where the company's priorities lie with respect to one or more SDGs		Web (Contributing SDGs)
		Web (Introduction of Lion's Measures for SDGs) [Japanese Only]
Goals and indicators set by our company with respect to one or more SDGs		-
How one or more SDGs are integrated into the company's business model		p23-30
		Web (Lion Group Value Creation) [Japanese Only] Web (Promotion of Sustainability Material Issues) [Japanese Only]
The (expected) outcomes and impact of your company's activities related to the SDGs		p17-18
If the companies' activities related to the SDGs are undertaken in collaboration with other stakeholders		Web (Contributing SDGs)
		Web (Introduction of Lion's Measures for SDGs) [Japanese Only]
Other established or emerging best practices		p26

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks	
Items	Implementing the Ten Principles into Strategies & Operations		
Criterion 1	The COP describes mainstreaming into corporate functions and business units		
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	Web (Management Vision) [Japanese Only]	
	Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives	p11-14, p58 Web (Report regarding Corporate Governance) [Japanese Only]	
	Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	-	
	Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	p58	
	Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	p19-22	
	Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	p58 p59	
	Other established or emerging best practices	-	
	Criterion 2	The COP describes value chain implementation	
Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff		p19-22 Web (Basic Policy of Supply Chain)[Japanese only]	
Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts		p19-22 Web (Basic Policy of Supply Chain)[Japanese only]	
Communicate policies and expectations to suppliers and other relevant business partners		Web (Procurement Principles) [Japanese Only] Web (Sustainable Material Procurement Policy) Web (Lion Group Supplier CSR Guideline)	
Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence		Web (Promoting a Sustainable Supply Chain)[Japanese only]	
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners		Web (Promoting a Sustainable Supply Chain)[Japanese only]	
Other established or emerging best practices Please use the text box below to publicly share any other best practices. 255 characters or less, including spaces.		-	
Items		Robust Human Rights Management Policies & Procedures	
Criterion 3		The COP describes robust commitments, strategies or policies in the area of human rights	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22	
	Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights)	Web (LION Human Rights Policy)	
	Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	Web (LION Human Rights Policy) Web (Charter for Corporate Behavior / Behavioral Guidelines)	
	Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	Web (LION Human Rights Policy) Web (Charter for Corporate Behavior / Behavioral Guidelines)	
	Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties	Web (LION Human Rights Policy) Web (Charter for Corporate Behavior / Behavioral Guidelines)	
	Other established or emerging best practices	-	

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Criterion 4	The COP describes effective management systems to integrate the human rights principles	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	Process to ensure that internationally recognized human rights are respected	Web (LION Human Rights Policy)
	On-going due diligence process that includes an assessment of actual and potential human rights impacts	p41-42
	Internal awareness-raising and training on human rights for management and employees	p41-42
	Operational-level grievance mechanisms for those potentially impacted by the company's activities	p60
	Allocation of responsibilities and accountability for addressing human rights impacts	p48-49
	Internal decision-making, budget and oversight for effective responses to human rights impacts	-
	Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to	p60
	Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action	p49
	Other established or emerging best practices	-
Criterion 5	The COP describes effective monitoring and evaluation mechanisms of human rights integration	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain	p19-22, p60 Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Monitoring drawn from internal and external feedback, including affected stakeholders	p59-60 Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Leadership review of monitoring and improvement results	p58-60
	Process to deal with incidents the company has caused or contributed to for internal and external stakeholders	p58, p60 Web (Report regarding Corporate Governance) [Japanese Only]
	Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue	p60
	Outcomes of integration of the human rights principles	p60 Web (LION Human Rights Policy)
	Other established or emerging best practices	-

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Items	Robust Labour Management Policies & Procedures	
Criterion 6	The COP describes robust commitments, strategies or policies in the area of labour	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	Web (LION Human Rights Policy)
	Reflection on the relevance of the labour principles for the company	-
	Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).	Web (Charter for Corporate Behavior / Behavioral Guidelines)
	Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	-
	Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	Web (Charter for Corporate Behavior / Behavioral Guidelines)
	Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).	-
	Structural engagement with a global union, possibly via a Global Framework Agreement	-
	Other established or emerging best practices	-
Criterion 7	The COP describes effective management systems to integrate the labour principles	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Risk and impact assessments in the area of labour	p19-22
	Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	p43
	Allocation of responsibilities and accountability within the organization	-
	Internal awareness-raising and training on the labour principles for management and employees	P31-32, p43
	Active engagement with suppliers to address labour-related challenges	Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	p43 p60
	Other established or emerging best practices	-
	Criterion 8	The COP describes effective monitoring and evaluation mechanisms of labour principles integration
Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff		-
System to track and measure performance based on standardized performance metrics		p19-22, p43-47
Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future		p31-32, p43
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards		-
Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices		-
Outcomes of integration of the Labour principles		p44, p60 Web (Human Rights Due Diligence)[Japanese only]
Other established or emerging best practices		-

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Items	Robust Environmental Management Policies & Procedures	
Criterion 9	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	
		p19-22
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p35-36
		p40
	Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)	-
	Reflection on the relevance of environmental stewardship for the company	p35-36
	Written company policy on environmental stewardship	p33-34
	Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Specific commitments and goals for specified years	p35-36
Other established or emerging best practices	-	
Criterion 10	The COP describes effective management systems to integrate the environmental principles	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p33-34
	Environmental risk and impact assessments	p36-38
		p37-40
	Assessments of lifecycle impact of products, ensuring environmentally sound management policies	Web (Input/Output)[Japanese only]
	Allocation of responsibilities and accountability within the organisation	p34
	Internal awareness-raising and training on environmental stewardship for management and employees	Web (Develop Environmental Awareness among Employees) [Japanese Only]
	Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	p60 Web (Environmental Communication through Products and Events) [Japanese Only]
	Other established or emerging best practices	-
Criterion 11	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p33-34
	System to track and measure performance based on standardized performance metrics	p33-36
	Leadership review of monitoring and improvement results	p33-34
	Process to deal with incidents	p33-34
		p19-22
	Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Outcomes of integration of the environmental principles	p34-35
	Other established or emerging best practices	-

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Items	Robust Anti-Corruption Management Policies & Procedures	
Criterion 12	The COP describes robust commitments, strategies or policies in the area of anti-corruption	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	Web (LION Anti-Bribery Principles)
	Publicly stated formal policy of zero-tolerance of corruption	p59
		Web (Charter for Corporate Behavior / Behavioral Guidelines)
		Web (Procurement Principles) [Japanese Only]
		Web (LION Anti-Bribery Principles)
	Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes	Web (Charter for Corporate Behavior / Behavioral Guidelines)
		Web (Procurement Principles) [Japanese Only]
		Web (LION Anti-Bribery Principles)
	Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption	p59
	Detailed policies for high-risk areas of corruption	-
	Policy on anti-corruption regarding business partners	Web (Procurement Principles) [Japanese Only]
Web (Charter for Corporate Behavior / Behavioral Guidelines)		
Web (LION Anti-Bribery Principles)		
Other established or emerging best practices	-	
Criterion 13	The COP describes effective management systems to integrate the anti-corruption principle	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Support by the organization's leadership for anti-corruption	p59
	Carrying out risk assessment of potential areas of corruption	p59
		Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]
	Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	p60
	Internal checks and balances to ensure consistency with the anti-corruption commitment	p59
		Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]
	Actions taken to encourage business partners to implement anti-corruption commitments	Web (Promoting a Sustainable Supply Chain)[Japanese only]
	Management responsibility and accountability for implementation of the anti-corruption commitment or policy	p59
		Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]
	Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	p60
Internal accounting and auditing procedures related to anticorruption	p59	
	Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]	
Other established or emerging best practices	-	

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Criterion 14	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Leadership review of monitoring and improvement results	p59 Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]
	Process to deal with incidents	p59 Web (Basic Approach to and Status of the Internal Control System) [Japanese Only]
	Public legal cases regarding corruption	-
	Use of independent external assurance of anti-corruption programmes	-
	Outcomes of assessments of potential corruption and mechanisms for seeking advice /reporting procedures supporting anti-corruption policy.	-
	Other established or emerging best practices	-
Items	Taking Action in Support of Broader UN Goals and Issues	
Criterion 15	The COP describes core business contributions to UN goals and issues	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	Align core business strategy with one or more relevant UN goals/issues	-
	Develop relevant products and services or design business models that contribute to UN goals/issues	Web (Management Vision) [Japanese Only] p35-36
	Adopt and modify operating procedures to maximize contribution to UN goals/issues	p35-36
	Other established or emerging best practices	-
Criterion 16	The COP describes strategic social investments and philanthropy	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	p55-57 p35-36
	Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors	Web (Eco First commitment)[Japanese only] p48 p56
	Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	p49
	Other established or emerging best practices	-
Criterion 17	The COP describes advocacy and public policy engagement	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Publicly advocate the importance of action in relation to one or more UN goals/issues	p11-14 Web (Eco First commitment)[Japanese only]
	Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Web (Eco First commitment)[Japanese only]
	Other established or emerging best practices	-

Criteria for the GC Advanced Level (August 2016 Version)		Pages to find information/remarks
Criterion 18	The COP describes partnerships and collective action	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy	p56 Web (Eco First commitment)[Japanese only]
	Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain	p48 Web (Eco First commitment)[Japanese only]
	Other established or emerging best practices	-
Items	Corporate Sustainability Governance and Leadership	
Criterion 19	The COP describes CEO commitment and leadership	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	p19-22
	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	p11-14
	CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	Web (Eco First commitment)[Japanese only]
	CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	p11-14
	Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	-
	Other established or emerging best practices	-
Criterion 20	The COP describes Board adoption and oversight	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	p58
	Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	Web (Board of Directors) [Japanese Only]
	Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	-
	Other established or emerging best practices	-
Criterion 21	The COP describes stakeholder engagement	
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	-
	Publicly recognize responsibility for the company's impacts on internal and external stakeholders	p11-14
	Define sustainability strategies, goals and policies in consultation with key stakeholders	p19-22
	Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	Web (Promoting Communication with Stakeholders)[Japanese Only]
	Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'	p60
	Other established or emerging best practices	-