Sustainability

DNP's Approach to Sustainability

Create new value to realize a sustainable society





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Message from the President

Yoshinari Kitajima, President and Chairman of the Sustainability Committee



Transforming risks into opportunities to create a better future

At the DNP Group, we continually take on the challenge of advancing sustainable social well-being for all. For DNP, a challenge entails "making the future better than the present," and we accomplish this by taking the initiative in solving diverse social issues and creating value that exceeds people's expectations.

To realize this goal, in April 2022, we strengthened our corporate structure to manage medium-and long-term environmental, social and economic risks, identify business opportunities, and reflect them in our management strategies. The existing Sustainability Committee, which was reorganized at the time and which I myself chair, works with the Corporate Ethics Committee, the BCM Promotion Committee and other committees to address risks relevant to the entire company. Throughout the supply chain, we will reduce the negative impact of all potential risks and create new value with positive impact, thereby improving our corporate sustainability as well as our environmental, social and economic sustainability.

For DNP to continue to provide value, we must keep the trust of all our stakeholders. To this end, we have three responsibilities: value creation, integrity in conduct and transparency (accountability). Of late, there has been particular demand for management that emphasizes ESG (Environmental, Social and Governance) and sustainability. We will continue to fulfill our responsibilities to the diverse environment, society, economy and the diverse people who live in them. We will continue to embrace the challenge of creating a better future together.

President
Chairman of the Sustainability Committee
Yoshinari Kitajima

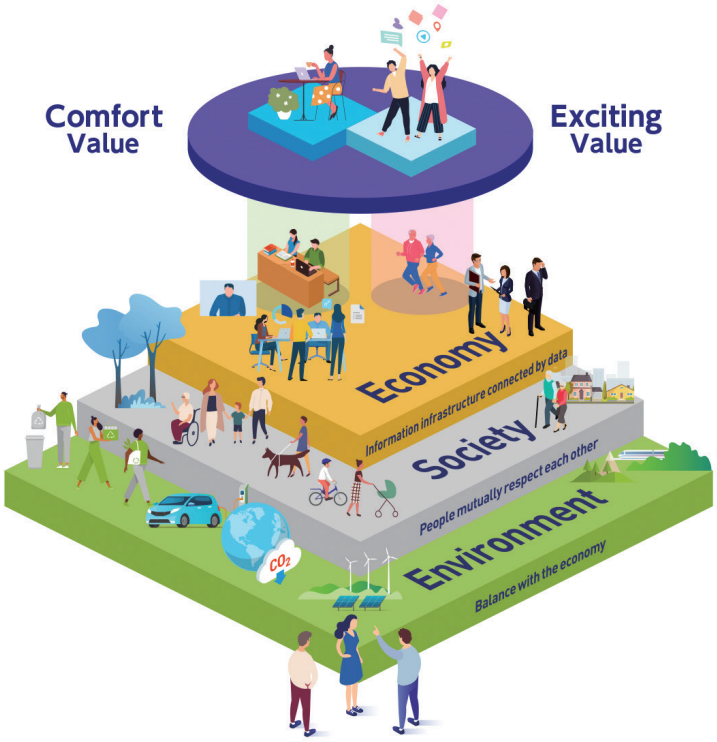
Identifying Materiality

DNP believes that a healthy society and economy as well as comfortable and well-being lives for people can be achieved on a sustainable earth. Toward realizing the “better future” envisioned by DNP, we will identify key issues (materiality) for the sustainable growth of both society and DNP. In identifying materiality, DNP comprehensively ascertains social issues, identifies and evaluates medium- to-long-term risks (variable factors) for DNP in undertaking business activities, and identifies and prioritizes social issues with high materiality for DNP, society and stakeholders. Additionally, to create value and strengthen the management foundation that supports value creation, we have selected “CSR Management Principal Themes” and are progressing with efforts to strengthen management across the entire supply chain.

A “better future” aimed for by DNP

Well-being
Enriched lifestyle

Sustainability
Sustainable Environment, Society and Economy



- A society where people can live safe, secure, healthy and well-being lives
- An information society that connects real and digital
- A society that realizes a balance between economic growth and the global environment
- A society where people mutually respect each other

Process for identifying materiality

Ascertaining social issues

DNP comprehensively ascertains social issues from the perspectives of market changes and megatrends and the materiality of these for each stakeholder as well as international frameworks such as SDGs, the GRI standards and ESG social evaluation items.

Related stakeholders

Employees, local communities, business partners, shareholders/institutional investors, education/research institutions, NPOs/NGOs, various organizations, etc.

International frameworks considered

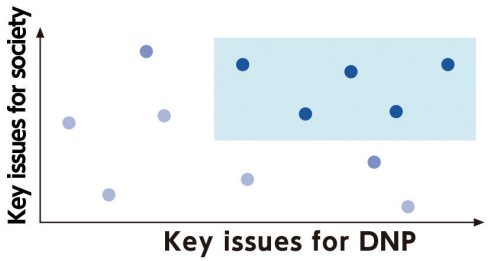
SDGs, the GRI Standards, United Nations Global Compact, SASB Standards, UN Guiding Principles on Business and Human Rights, etc.

Economic risks | **Social risks** | **Environmental risks**

Identifying and prioritizing social issues

DNP identifies and prioritizes social issues with high materiality for DNP, society and stakeholders by identifying the relationship of these issues with our Corporate Philosophy and Business Strategy, as well as by identifying short-, medium-, and long-term risks and opportunities and assessing the impact of these on management.

Prioritization of issues



We identify and prioritize key issues for society and stakeholders as well as key issues for DNP.

Identifying materiality

DNP holds opinion exchanges with relevant internal departments, external experts and outside directors. We identify DNP's materiality after discussion with and approval by the Sustainability Committee, Management Committee and Board of Directors.

Ascertaining social issues

DNP strives to realize a sustainable, better society and well-being lives through the two approaches of “creating value” and “strengthening business infrastructure,” accurately grasping and analyzing changes and issues in the economy, society and the environment.

Risks (variables) closely associated with DNP’s business activities

Economic risks

Short-term and medium- to-long-term variables in economic activity occurring in each country/region and in the global market

- Accelerate development of business models/technologies/products/services, etc.
- Acceleration of digital transformation (DX) and establishment of a global network, etc.
- Rapid changes in various economic indicators (domestic and overseas economic conditions, industry trends, consumer confidence, prices, exchange rates, GDP and others)
- Changes in the balance as well as the fragmentation of the global economy due to geopolitical factors, etc.

Variables in systems that form the basis of economic activities and in market trends

- Changes in financial infrastructure due to reassessment of capitalism, the establishment of virtual economic zones and other factors
- Changes related to the information infrastructure (strengthening and loosening of various rules and regulations such as GDPR, threats to information security and others)
- Depletion of natural resources, shortages or restrictions in the supply of energy and resources, soaring prices, etc.

Social risks

Variables related to human capital and human rights

- Declining birthrates and aging population, labor shortage and acceleration of employment mobility
- Changes in issues related to the dignity of diverse people living in diverse societies
- Changes in various conditions needed for all people to live comfortably (mental and physical health, safety, hygiene and others)
- Increasing importance of responding to human rights risks throughout the supply chain, etc.

Variables in systems for building a healthy society and in market trends

- Changes in legal and political systems in each country/region and strengthen responses to risks in the supply chain
- Expansion of geopolitical risk/country risk
- Manifestation of various risks due to differences in culture, systems and rules, and other factors

Environmental risks

Variables related to the sustainability of the global environment that form the foundation of all corporate activities

- Increased frequency and severity of natural disasters and increased water risks such as droughts and floods due to climate change
- Accelerating plastic pollution and biodiversity loss, etc.

Changing variables in market trends and systems related to global environmental conservation

- Strengthening and globalization of disclosure of climate change risks and nature-related information
- Tightening of regulations on GHG emissions, revisions to Japan's energy policy and acceleration of the transition to a circular economy
- Expansion of market for environmentally positive products and services and acceleration of technology innovation, etc.

Creating value	Strengthening business base
We will contribute to achieving the SDGs by turning risks into chances for expanding business opportunities. We aim to solve social issues through our business activities.	We will minimize the impact of assumed risks by prescribing priority themes in CSR management and implementing PDCA.

CSR Management >

Sustainability Management

Sustainability Management System

In order to further strengthen its sustainability promotion system, in April 2022 the DNP Group established the Sustainability Committee consisting of directors and corporate officers in charge of the head office divisions. This committee, chaired by the president and vice-chaired by senior managing directors, collaborates with the Corporate Ethics Committee and the BCM Promotion Committee to manage medium- to long-term company-wide risks, with an emphasis on ESG (environment, society, governance). Additionally, the DNP Group recognizes that the variation factors it has identified as risks are also simultaneously opportunities for business expansion and will promote new value creation that contributes to the achievement of the SDGs.

Corporate Governance >

Identifying Materiality >

Principal themes：CSR Management

DNP has set eight principal themes to be addressed as part of CSR management. In addition to identifying themes that we deem important and a priority based primarily on our management strategy and business fields, we also include themes that the international community views as critical, starting with the United Nations Global Compact* Ten Principles and the Sustainable Development Goals (SDGs), and comprehensively analyze them.

*DNP announced its support for the United Nations Global Compact in July 2006.
*DNP agrees with the initiatives of the United Nations Global Compact's local network in Japan (Global Compact Network Japan) and participates in subcommittees that are based on such themes as human rights, the environment, and procurement.

Principal themes/Medium- to Long-Term Vision

Our own medium- to long-term vision and its corresponding SDGs are set for each of the principal themes in CSR management.

Value Creation

Business to Contribute to SDGs Achievement	We create new value through products and services, which will contribute to the achievement of the SDGs, and help society grow in a sustainable manner.	

Foundation to Support Value Creation

> Fair Operating Practices	We help to maintain and develop orderly, free and competitive markets based on laws and social ethics and by always remaining fair and equitable.	
> Human Rights and Labor	We place human dignity first and foremost and respect diversity unique to all persons that includes their culture, nationality, race, ethnicity, language, religion, values, gender, age, gender identity, sexual orientation and whether they have disabilities. We accordingly respect working styles suited to the diversity of our employees and make efforts to create a safe, healthy and vibrant working environment based on the assumption of acting with discipline.	
> Environment	DNP Group Environmental Vision 2050 >	
> Responsible Procurement	For creating excellent value and cultivating strong compliance awareness at the same time, we work jointly with our supply chain stakeholders and conduct procurement that gives due consideration to human rights, the environment and more.	
> Product Safety and Quality	We seek to gain the trust of society by prioritizing the safety and quality of our products and services as part of our responsibility as a company that supplies these to society.	
> Information Security	We ensure the exceptional security of personal information and all other information assets through management and protection as part of the social responsibility of a company handling such information assets.	
> Corporate Citizenship	We contribute to society by resolving social issues, conducting volunteer activities and through cultural activities as we look to deepen our relationship with society as a good corporate citizen that coexists with society.	

Principal themes/Prioritized Indicators and Targets

DNP determines indicators and targets that it prioritizes in its effort to achieve medium- to long-term vision for each principal and apply them to continued activities in order to carry out sustainable business.

Principal themes	Indicators prioritized in an effort to achieve medium- to long-term vision	Medium- to long-term targets* * Target values without a target fiscal year set are for each fiscal year.	FY2022 results
Business to Contribute to SDGs Achievement	(1) Ratio of Super Eco-Products*1 in total sales	(1) Achieve 10% by 2025.	(1) 11.9% (163,1 billion yen)
Fair Operating Practices	(1) Number of meetings of the Corporate Ethics Committee*2 (2) Ratio of Autonomous Corporate Ethics Training conducted*3	(1) Hold meeting once a month (12 times a year) or more. (2) Achieve 100% (covering all organizations concerned).	(1) Once a month (12 times) (2) 100% (107 organizations)
Human Rights and Labor	(1) Number and ratio of female managers* (2) Ratio of employees with disabilities (3) Rate of annual paid leave taken (4) Frequency rate of lost workday injuries * Changed indicators and target values from FY2022 (1)	(1) By FY2025 i. Increase the number of women at or above the general manager level to 150% of the number at the end of March 2022 ii. Increase the ratio of women in section manager level to 15% or more iii. Increase the ratio of women in leadership positions to 25% or more (2) Achieve the ratio not lower than 2.3% (3) Achieve an increase over the previous fiscal year (57.5%). (4) Keep rate not more than 0.2.	(1) i.116% ii.11.8% iii.21.8% (2) 2.6% (3) 60.8% (4) 0.3
Environment	To the page17 of the DNP Group Environmental Report 2023 for Environmental Activity Targets and Results List >		
Responsible Procurement	(1) Average score of DNP Group CSR Procurement Guidelines survey on key suppliers* (2) Percentage of key suppliers that have obtained the conformance certificate of DNP Group Guidelines for Procurement of Paper for Printing and Converting * The content of the survey and its evaluation indicators were reviewed in FY2022 (1).	(1) Achieve the average score of 90 points or more by FY2030. (2) Achieve 100% by FY2030.	(1) 82 points in Japan* (2) 94%
Product Safety and Quality	(1) Number of serious accidents*4 caused by our products (2) Percentage of newly developed products undergoing product safety and risk assessment (3) Percentage of quality system inspections*5 carried out.	(1) Achieve zero accidents. (2) Achieve 100% (covering all products concerned). (3) Achieve 100% (covering all organizations concerned).	(1) Zero accidents (2) 100% (330 products) (3) 100% (51 units and companies)
Information Security	(1) Rate of information security compliance assessments conducted (2) Rate of inspections and instructions by executive officer in charge of divisions implementing priority measures for personal information protection, etc. (3) Participation rate of information security education and training (4) Rate of security vulnerability tests for publicly open websites	(1) Achieve 100% (covering all business units and Group companies) (2) Achieve 100% (covering all organizations concerned) (3) Achieve 100% (covering all organizations concerned) (4) Achieve 100% (covering all websites concerned)	(1) 100% (88 units and companies) (2) 100% (91 times) (3) 100% (Approx. 41,000 persons) (4) 100% (574 web systems)

Corporate Citizenship	(1) Number of external participants in social contribution activity programs (2) Number of employee participants in social contribution activity programs (3) Number of fair trade-related products consumed in-house (4) Number of dishes served in company cafeterias to support disaster areas and groups engaging in future generations development	(1) Achieve an accumulated total of 10,000 persons (2,000 per year) from FY2020 to FY2024. (2) Achieve an accumulated total of 6,000 persons (1,200 per year) from FY2020 to FY2024. (3) Achieve an accumulated total of 250,000 items (50,000 per year) from FY2020 to FY2024. (4) Achieve an accumulated total of 70,000 dishes (14,000 per year) from FY2020 to FY2024.	(1) Accumulated total:4,303 (1,610 in FY2022) (2) Accumulated total:2,064 (681 in FY2022) (3) Accumulated total:88,815 (29,767 in FY2022) (4) Accumulated total:74,063 (38,912 in FY2022)

*1 Super Eco-Products：Excellent eco-conscious products and services designated through DNP's original certification system

*2 the Corporate Ethics Committee：An organization overseeing internal controls, responsible for promoting a compliance framework to ensure that all business activities of the DNP Group are carried out in an appropriate manner.

*3 Autonomous Corporate Ethics Training：Training in which the heads of each business division provide lectures on corporate ethics as a foundation of business and explain to their staff the issues and countermeasures relevant to the operations of their respective divisions.

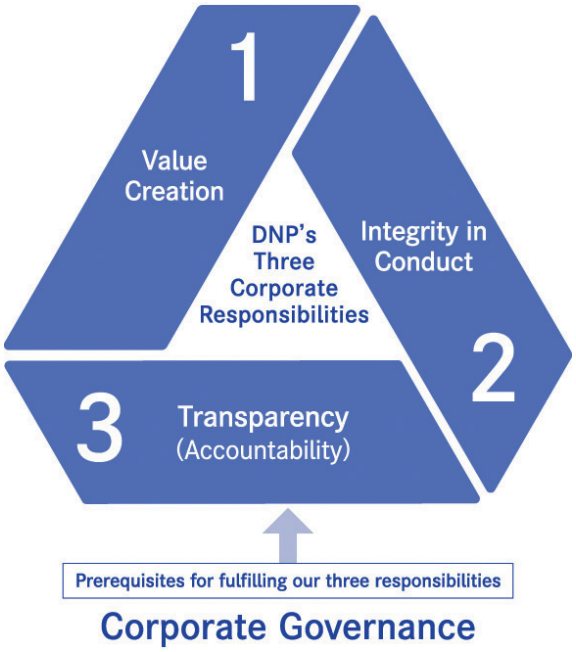
*4 serious accidents：Including cases where a defect in our products jeopardizes the user's life, causes serious bodily harm or inflicts serious damage on the user's property (other than the product itself)

*5 Quality system inspection : Conducted by the head office's quality assurance supervisory division, target sites are inspected once a year to check the operation of the quality management system

DNP's Approach to CSR "Three Corporate Responsibilities"

DNP's most important mission is to remain a company that can always be fully trusted by its various stakeholders. We will work to improve our credibility by carefully responding to each of the expectations of our various stakeholders, and by fulfilling the following "three responsibilities."

DNP's Three Corporate Responsibilities



Corporate Governance >

Responsibility #1 : Value Creation

The first and most fundamental responsibility of a company to society is "providing new value to society." We are working to link the offering of products and services necessary to the sustainable development of society to the growth of the company. Through our Business Vision, we will continue to provide new value which contributes to the solution of social issues and meets people's expectations.

Responsibility #2 : Integrity in Conduct

The second responsibility is "practicing fairness and impartiality in value creation processes." No matter how superior or useful to society the value produced is, value is compromised if, for example, environmental damage occurs or laws are broken during the value creation process. Therefore, DNP seeks to fulfill this responsibility by ensuring that all employees always conduct business with integrity in accordance with the DNP Group Code of Conduct.

Responsibility #3 : Transparency (Accountability)

Finally, the third vital corporate responsibility is "being a company that is accountable and highly transparent." DNP achieves accountability by encouraging all employees, during the course of their regular duties, to engage in TAIWA (dialogue) with stakeholders, listen to their opinions and provide correct information themselves.

DNP Group Vision 2015/Code of Conduct

As preconditions for fulfilling our Three Responsibilities, we have established the DNP Group Vision 2015, the foundation of our business activities, and the DNP Group Code of Conduct, setting forth the conduct with integrity that all employees must adhere to.
The Group Vision comprises the three elements of the Corporate Philosophy, Business Vision and Guiding Principles, showing our commitment to society, to drive the creation of new value that contributes to solving the challenges faced by society

DNP Group Vision 2015



DNP Group Vision / Code of Conduct >

Code of Conduct

The DNP Group's Code of Conduct forms the basis for everything we do toward realizing our Management Concept. In accordance with the Code of Conduct, our employees strive to act with integrity based on a high level of ethics.

1. Contributing to the development of society	1. Realization of a 'universal society'
1. Social contribution as a good corporate citizen	1. Ensuring the safety and quality of our products and services
1. Compliance with the law and social ethics	1. Ensuring information security
1. Respect for human dignity and diversity	1. Proper disclosure of information
1. Environmental conservation and realization of a sustainable society	1. Realization of a safe and vibrant workplace

Environment

With regard to environmental management, environmental activities are summarized in PDF format each fiscal year, and DNP publishes “The DNP Group Environmental Report.”

DNP Group Environmental Report 2023 (April 2022 - March 2023)



All pages 5,036KB >

Social



Human rights and labor >

- Medium-to long-term vision >
- Initiatives for human rights >
- Initiatives for human resources >
- Labor-management relations >



Diversity & Inclusion >

- Structure to promote management >
- Fostering a culture where diverse human resources can play active roles >
- Initiatives and systems that support active roles of diverse human resources >



Human resources development and training >

- Structure to promote management >
- Pay grade system / Hiring situation >
- Initiatives and systems for human resources development and training >



Occupational safety and health >

- Structure to Promote Management >
- Initiatives for maintaining and improving health >
- Initiatives for the prevention of industrial accidents >



Key data related to human capital >



Responsible procurement >

- Medium-to long-term vision >
- Structure to promote management >
- DNP's main initiatives >



Product safety and quality >

- Medium-to long-term vision >
- Structure to promote management >
- DNP's main initiatives >



Corporate citizenship >

- Medium-to long-term vision >
- DNP Group social contribution policy and social contribution themes >
- DNP's main initiatives >

Human Rights and Labor

DNP recognizes that “respect for human rights” is a responsibility that a company must fulfill as a member of society and is therefore strengthening initiatives in this area through dialogue with diverse stakeholders that include shareholders and investors, customers, suppliers, local communities and employees. Moreover, DNP respects and encourages the mutual acceptance of differences among individuals, and by leveraging their diversity, connects people and society and provides new value (promotion of diversity) . At the same time, by striving to maintain and improve safe and healthy workplace environments and maintaining and promoting the physical and mental health of employees and their families, the DNP Group will promote the creation of safe, healthy and vibrant workplaces, leading to sustainable growth (promotion of occupational safety and health).

Medium-to Long-term Vision

We place human dignity first and foremost and respect diversity unique to all persons that includes their culture, nationality, race, ethnicity, language, religion, values, gender, age, gender identity, and sexual orientation or whether they have disabilities. We accordingly respect working styles suited to the diversity of our employees and make efforts to create a safe, healthy and vibrant working environment based on the assumption of acting with discipline.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance Indicators	Targets	Results
(1) Number and ratio of female managers*1 (2) Ratio of employees with disabilities*2 (3) Ratio of annual paid leave taken*3 (4) Frequency rate of lost workday injuries *1 Revised indicators and target values from FY2022 *2 Revised target values from FY2023 *3 Revised indicators from FY2023	(1)By FY2025 i. Increase the number of women at or above the general manager level to 150% of the number at the end of March 2022 ii. Increase the ratio of women in section manager level to 15% or more iii. Increase the ratio of women in leadership positions to 25% or more (2) Achieve ratio not lower than 2.5%. (3) Achieve an increase over the previous fiscal year (4) Keep rate not more than 0.2.	For most-recent fiscal year results

Various data on human rights and labor at DNP >

Initiatives for Human Rights

Policies and Structure

In recent years, interest in the impact of business on human rights has grown rapidly. After deliberations of the Board of Directors, DNP established the DNP Group Human Rights Policy in 2020 based on its previous efforts and in accordance with the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other international rules. In line with this, each department related to human rights at the head office, including the Personnel & Employee Relations Division, Diversity Promotion Department, Sustainability Promotion Department, Purchasing Division, Strategic Business Planning & Development Division and Legal and Compliance Department, is working together to promote initiatives for human rights.

- DNP Group Code of Conduct >
- Human Capital Policy >
- DNP Group Human Rights Policy >
- DNP Group Diversity Declaration >
- DNP Group Safety and Health Charter >
- DNP Group Declaration on Health >
- DNP Group Basic Procurement Policy >
- DNP Group CSR Procurement Guidelines >

Education and Permeation

DNP believes that every employee who supports our business activities needs to understand the importance of respecting human rights and reflect this in their daily activities. In FY2021, DNP conducted a business and human rights e-learning program for all of its Group employees with the goal of fostering an understanding of human rights. Approximately 25,000 employees took part in this program. Additionally, DNP provides a wide range of training courses, including courses whose focus is diversity and inclusion, addressing the different forms of harassment, specialized courses for procurement staff and specific education regarding mineral procurement for particular business units. DNP also continuously uses a range of opportunities, such as surveys, interviews and briefings based on the DNP Group CSR Procurement Guidelines, to increase its suppliers' awareness of human rights issues.

Relief System

Including building a grievance mechanism, DNP is making group-wide efforts globally to establish an environment where employees, suppliers and outsourcing contractors can more easily report and consult on compliance-related issues and the Company is able to understand and identify any infringements on rights. DNP protects the confidentiality of reported information as well as the anonymity of the whistleblower and operates the system in a manner that ensures the whistleblower does not suffer any disadvantages.

- Open Door Room >
- Global Internal Whistle-blowing System >
- Consultation Office >
- Compliance Hotline (Japanese site opens) >

Human Rights Due Diligence

From 2014 to 2016, we carried out interview surveys with all business units in addition to implementing written surveys at all 22 overseas consolidated Group companies. Through these surveys, we worked to ascertain risks from a wide range of stakeholder perspectives, including the countries and communities where we operate, suppliers and outsourcing contractors, raw materials countries of origin, consumers, customers and employees. DNP recognizes there is no significant risk associated with human rights within the scope of this information obtained from these investigations. In 2017, to formulate a human rights policy and implement detailed risk assessment, we promoted considerations, which also incorporated the opinions of experts, on how to proceed with these initiatives.

As part of due diligence on human rights based on the DNP Group Human Rights Policy, in 2020 risk assessment utilizing the Human Rights Compliance Assessment (HRCA) Quick Check of the Danish Institute for Human Rights was implemented at nine overseas consolidated Group companies with manufacturing departments. The results confirmed no significant risks at any of the nine companies. We will continue our efforts to understand risks by undertaking local surveys and taking other measures.

Click here for the latest DNP Group Integrated Report. >

Initiatives in the Supply Chain

DNP is promoting a variety of initiatives to undertake Responsible Procurement that respects human rights throughout the supply chain. These efforts include the establishment of an array of guidelines, the implementation of fact-finding survey questionnaires to raise the effectiveness of the guidelines and the interviews and education based on these questionnaires.

DNP provides a variety of products and services to the global market from its domestic and overseas business locations, and its procurement activities are also globalized, including the sourcing of raw materials. To establish a secure and robust operational structure, DNP actively manages the risks throughout its entire supply chain. These initiatives involve annual compliance level surveys of its suppliers and outsourcing contractors, both domestic and international, based on the DNP Group CSR Procurement Guidelines. DNP particularly emphasizes respect for human rights by increasing its dialogue with suppliers, scrutinizing their management practices, and consistently working to reduce risk.

Responsible Procurement >

Initiatives as a Corporate Citizen

DNP supports the Convention on the Rights of the Child and the Principles on the Rights of the Child and Business. We not only prohibit child labor but also respect the four rights of children stipulated in the Convention on the Rights of the Child: the right to live, to grow up, to be protected, and to participate. As one of the DNP Group Social Contribution Policy and Social Contribution Themes, we emphasize the development of next generations, supporting the sound growth of the children who will lead the next generation.

DNP Group Social Contribution Policy and Social Contribution Themes >

Initiatives for Human Resources

Human Capital Policy

To achieve growth over the medium to long term, DNP is reinforcing its business infrastructure by utilizing financial and non-financial capital in an integrated manner. We are working to provide systems that take into account changes occurring in the entire society and are attractive both internally and externally, to support employees who form a particularly important foundation for our growth, and to transform their awareness and action. In FY2022, we established the belief that respecting employees leads to the respected employees driving corporate growth and enriching society, which represents the DNP Group's universal and basic approach to human resources, as Human Capital Policy. By placing this consept at the top of the other mission, visions, charter and declarations related to people we will endeavor to reinforce and maximize our human capital in a strategic, integrated manner for enhancing corporate value.



DNP Group Diversity Declaration >

DNP Group Safety and Health Charter >

Joint Labor-Management Declaration >

DNP Group Declaration on Health >

Diversity & Inclusion

The source of the strengths of the DNP Group is undoubtedly the presence of each and every employee. We seek to maximize the capacity of the organization and create new value by respecting individual differences, accepting each other and synergizing each other's strengths.

Diversity & Inclusion >

Fostering a corporate culture to support the active participation of diverse human resources

Diversity Week >

Diversity & Inclusion Training >

Mentor System >

Harassment Measures >

Promoting the Active Role of Women >

LGBTQ+ >

Initiatives and Systems to Support Active Roles of Diverse Human Resources

We are promoting initiatives for supporting active roles of diverse human resources for increasing our capabilities to resolve social issues and create new value that meets people's expectations.

- Work Style Reform >
- Work/Leave System >
- Support for Balancing Work and Childcare/Nursing Care >
- Employment of People with Disabilities >
- Employment of the Elderly Persons (flexible retirement system) >
- Reemployment of Retired Employees (Return-to-Work System) >
- Non-Regular to Regular Employee Conversion System >
- Telecommuting >
- Side Jobs/Dual (or Multiple) Jobs >
- Life Planning Promotion System >
- Consultation Office >
- Employee Awareness Survey >
- Renshikai (Mutual Relief Association) >
- DNP Family Friendly Days >

Human Resources Development and Training

DNP has devoted efforts to supporting active roles of its employees who are irreplaceable assets and who have driven innovation since our founding. We provide systems related to recruitment, development and promotion of excellent human resources in order to optimize and maximize our human capital while capturing overall trends in society.

- Human Resources Development and Training >

Initiatives and Systems for Human Resources Development and Training

- Human Resources Development and Training >
- Pay Grade System >
- Hiring Situation >
- DVO System >
- Evaluation system >
- In-House Recruiting System >
- Self-Reporting System >
- FA System >
- In-House Study Abroad System >
- Specialist Work System >
- ICT Professional System >
- Meister System >
- System for Encouragement of Qualification Acquisition >
- Award System >
- Career Counseling Center >
- Training Program >

Occupational Safety and Health

Under the DNP Group Safety and Health Charter, the DNP Group promotes All-DNP safety and health activities involving all employees with the aim of building a workplace culture of "safety and health takes precedence over everything else."

Occupational Safety and Health >

Initiatives for Promoting Industrial Safety and Health

DNP is promoting safety and health activities by formulating the three-year medium-term Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion based on the results of internal activities and the problems that need to be addressed, taking trends in the society and the industrial safety and health measures being taken by the Japanese government into consideration.

Initiatives for Maintaining and Improving Health >

Initiatives for the Prevention of Industrial Accidents >

Labor-Management Relations

Based on “mutual understanding and mutual trust” between labor and management, the DNP Group has established systems (Joint Management Council, Labor-Management Expert Committee, etc.) for undertaking labor-management discussions and exchanging opinions on a variety of issues to realize the stable and sustainable development of management as well as the spiritually enriched lives of employees. Also, the DNP Group holds a wide range of labor-management discussions on work styles, workplace environments, overall personnel systems, safety and health, and more. This fulfilling labor-management relationship is also one of the strengths of the DNP Group and we will further advance this relationship toward demonstrating the comprehensive strengths of “All DNP.”

Joint Labor-Management Declaration

In October 2006, DNP announced its Joint Labor-Management Declaration to share with all employees “the shape of labor-management relations to aim for” and “the starting point of labor-management relations.” “Labor-management collaboration” advocated in the Joint Labor-Management Declaration means that all employees, including those besides company and union members, have a shared recognition of the “direction we aim for" through Taiwa (dialogue) and fulfill their respective roles toward the direction.

Joint Labor-Management Declaration

Preamble

We mutually confirm the importance of“labor-management cooperation”to the goal of the perpetual development of the DNP Group and society, and to enhance the role we are bound to fulfill in society as a truly superior company, and we hereby issue the following declaration:

Page 1

To contribute to 21st Century society through cooperation

Page 2

To seek perpetual development and wealth

Page 3

To create a corporate culture based on TAIWA

Principal Themes:Human Rights and Labor

Diversity & Inclusion

DNP has devoted efforts to supporting active roles of its employees who are irreplaceable assets and who have driven innovation since our founding. DNP will respect every difference of each person and will synergize these as strengths for creating new value.

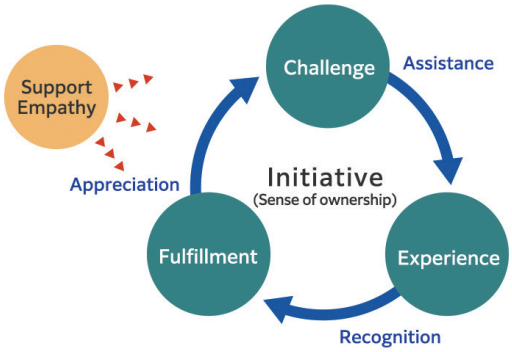
Promotion of Diversity & Inclusion utilizing diverse individuality



As part of our non-financial strategy to strengthen our business base, the DNP Group aims to significantly enhance human creativity (added value productivity). To realize this, we believe that it is important to transition from a homogenous and uniform organization to one rich in diversity. In particular, we have expanded various initiatives and systems to ensure that a wide range of talent can thrive within the Group amid the ongoing challenges of an aging population and declining birth rates.
While these efforts have received high praise both internally and externally, employee surveys have revealed disparities between the company's initiatives and the realities of individual workplaces, which we strive to resolve. This underscores the growing significance of “promoting Diversity and Inclusion (D&I) utilizing diverse individuality.” Working toward the FY2023-2025 Medium-term Diversity Vision, we will realize workplaces where “inclusion becomes second nature,” enhance the abilities of each employee, multiply those diverse strengths with each other and create new value.

Minako Miyama, Director

About the inclusion loop



Diverse individuals are inclusive of each other, and those around them support the challenges of individuals who take the initiative. We assess the results of these challenges as valuable experiences and, through open dialogue, connect them to a sense of fulfillment. This fosters a culture where inclusion becomes second nature, with individuals receiving recognition from their peers for their contributions and feeling motivated to embrace new challenges. These interconnected loops occur across various departments and, in unison, amplify the collective strength of All DNP.

Structure to Promote Management

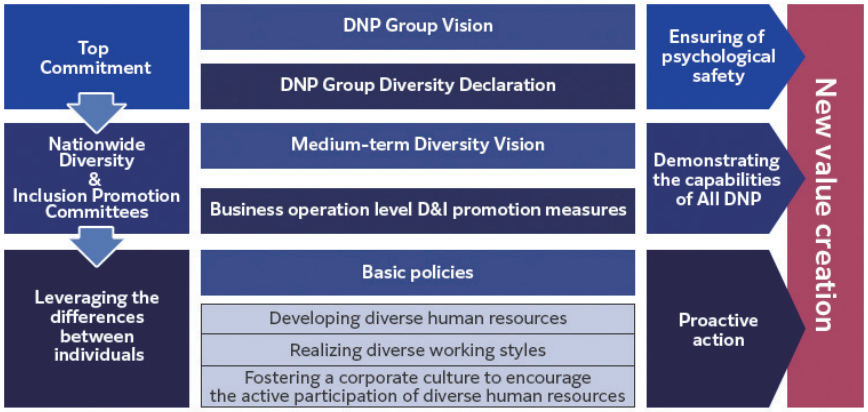
DNP has established the Diversity & Inclusion(D&I) Promotion Department under the Managing Director in charge and the direct control of the head office as the promotion organization for permeating and firmly positioning D&I throughout the Group. Moreover, we are accelerating the promotion of diversity in collaboration with the D&I Promotion Committee and the secretariat of each business unit and Group company throughout the country. In 2020, we introduced the DNP Group Diversity Declaration as top management's commitment to promote diversity as we strengthen the further promotion of diversity.

DNP Group Diversity Declaration

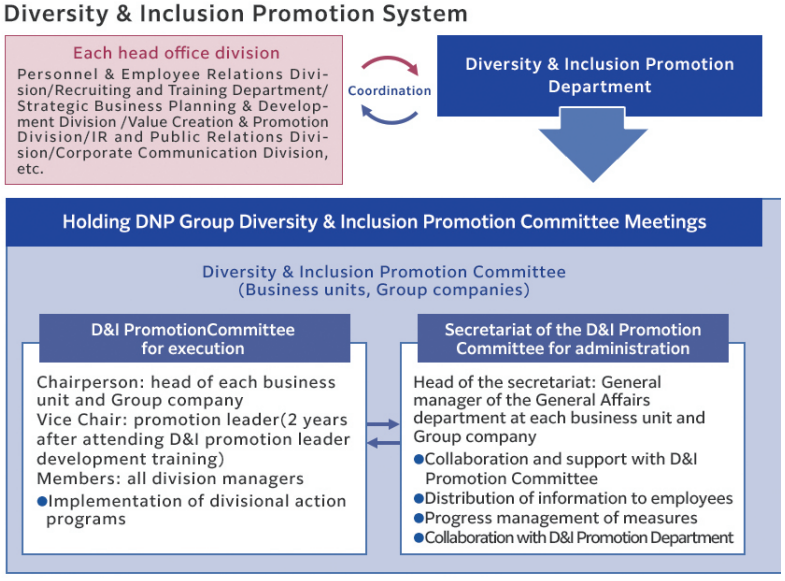
1. We will take the lead in working to promote diversity and inclusion.
2. We will transform the awareness of managers into a "Dialogue style" that utilizes the differences of each and every person as strengths.
3. We will make ourselves a company where each and every employee can actively take on challenges and create new value.

July 17, 2020
Yoshinari Kitajima, President

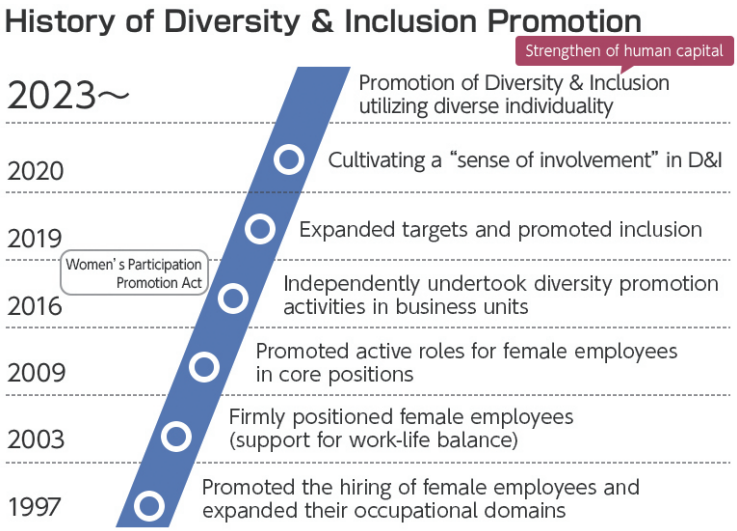
Conceptual diagram of the promotion of diversity and inclusion



Diversity & Inclusion Promotion System



In 1997, DNP increased its recruitment of women and expanded the scope of their work. It has been promoting Diversity and Inclusion (D&I) since then with the goal of developing a corporate culture that enables diverse human resources to play active roles. In 2016, we established the Diversity Promotion Office within the Employee Relations Department in the head office and the Diversity Promotion Committee in each business unit and Group company. We converted the then-Diversity Promotion Office (currently the D&I Promotion Department) into an independent, dedicated organization in June 2018 in our continued efforts to eliminate the gender gap and leverage the diverse strengths of all employees, including persons with disabilities, LGBTQ+, senior and non-Japanese employees.



Management Indicators

General business operator action plan

To accelerate the creation of new value, the DNP Group promotes the active participation of women and all other employees and focuses on the development of the next generation for the future. For example, we establish and implement action plans based on laws, including the setting of targets for the percentage of females in section managers or higher positions and the ratio of male employees taking childcare leave.

Action Plan Based on the Roles Played by Women(Japanese) >

Action Plan for the Development of the Next Generation(Japanese) >

Setting “D&I perception level”

We have established “D&I perception level” as our own internal indicator for measuring the entrenchment of D&I among employees, conduct surveys of our employees, and develop measures based on the results.

Recognition from Society

The efforts of DNP, aiming to create new value by promoting D&I, are highly recognized outside the company as well.

Selected as a Nadeshiko Brand

Acquisition of Kurumin certification for parenting support

Received Gold rating in the PRIDE Index

Highest-level certification in the D&I Award

J-Win Diversity Award Second Prize in the Company Prize Advanced Category

Fostering a Culture that Diverse Human Resources Can Play Active Roles

Diversity Week

Since 2021, we have held annual internal events to cultivate the sense of involvement of employees with diverse strengths that they are the members who themselves constitute DNP's diversity and to promote dialogue to enable employees to synergize their strengths. Many employees view D&I positively, which is shown in their actions.

Diversity Week(Japanese site opens) >

Implementing Diversity & Inclusion Training

DNP is working to improve the following training opportunities, among others, in order to accelerate value creation from further enhancing and multiplying the strengths of our diverse human resources.

- Diversity Course, LGBTQ+ Training and Normalization Education Training to deepen employees' understanding of D&I
- Mentor Development Training to acquire mentorship-related skills such as listening attentively and asking pertinent questions
- Practical Leadership Training for women to quickly engage in leadership in the workplace following promotion
- D&I Promotion Leader Development Training for deciding on and driving policies for D&I promotion activities in each organization

Training Programs(Japanese site opens) >

Mentor System

Under this system, senior employees (mentors) who have completed "mentor development training" utilize their own accumulated experience and knowledge while providing necessary information and advice to employees (mentees) who have worries in undertaking their jobs. By doing so, this system provides support for enabling mentees themselves to solve problems in a way suited to them.

Harassment Measures

With the aim of maintaining a healthy work environment, we have formulated sexual harassment prevention regulations, power harassment prevention regulations and maternity harassment/care harassment prevention regulations as we have established essential measures for the prevention and early detection of problems and for devising appropriate solutions.

Promoting the Active Role of Woman

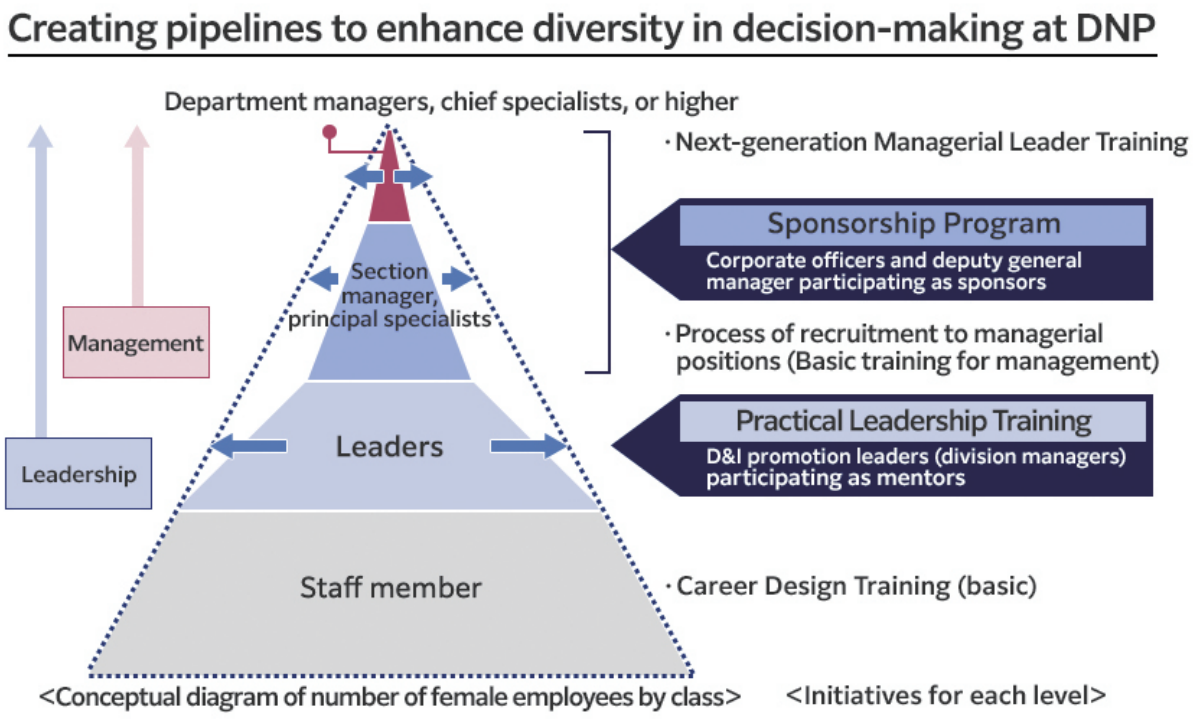
DNP follows an action plan based on the Act on the Promotion of Women's Active Engagement in Professional Life in advancing a variety of measures. For example, we are systematically conducting trainings for female employees at different levels to continuously prepare them for involvement in organizational decision-making. In fiscal 2021, we launched the Sponsorship Program, recruiting women to decision-making roles and expanding diversity in managerial positions. The program involves three parties: female section and department managers as participants, officers and other executives from other departments as sponsors and the owners of the participants' departments as partners. This allows them to obtain broader perspectives, including the All DNP perspective for creating new value by multiplying the diverse strengths of the DNP Group.

Moreover, in order to continue to increase the human resources we recruit, we need to expand the pipelines from the leader class. Leader-class women were selected for training until fiscal 2021, but we are currently conducting Practical Leadership Training for all leader-class female employees in the DNP Group, allowing them to gain a career vision from early on, exercise leadership in the workplace, and accumulate experience.

This training also promotes D&I in the departments by asking division manager-class D&I promotion leaders to expand their horizons to include women and think about these issues together as they engage with women's ideas and workplaces challenges for six months. In addition, we provide a learning group setting for women participants and D&I promotion leaders. The community is designed to discuss women's development and workplace issues while implementing the learning from the training in the workplace and providing feedback to each other.



The presentation of the Sponsorship Program



LGBTQ+

DNP is constantly working to create an organizational culture that makes better use of our diversity, striving to create value that is wanted by the diverse members of our society.
As part of this effort, in fiscal 2019, we expanded the scope of our D&I promotion to not only include women's activities, working to foster an understanding of the situations faced by LGBTQ+ people. In e-learning training for all employees, we addressed issues faced by LGBTQ+ people in the workplace and conveyed the necessity and significance of having basic knowledge about all sexes, gender identities, sexual orientations and gender expressions and the efforts to accept diversity and prevent SOGI harassment. We are also implementing D&I activities such as by not requiring applicants to state their gender in their documents during job recruitment and reviewing our systems.
At present, we are holding dialog meetings for LGBTQ+ people and "allies" who support them as well as creating internal communities, thus continuously advancing interactive efforts. In addition to internal activities, we participate in various social activities such as having book features to promote LGBTQ+ understanding at our DNP Plaza "Minna no Toi Bunko" (Books on Everybody's Questions) and Pride House Tokyo to demonstrate DNP's stance and actions both internally and outside the company.
DNP has been recognized for these efforts and has received the highest ranking "Gold" for two consecutive years since 2021 in the PRIDE Index, an evaluation index established by the general incorporated association "work with Pride" to promote the creation of workplaces that are comfortable for LGBTQ+ employees.

Pride House Tokyo >

Initiatives and Systems that Support Active Roles of Diverse Human Resources

Work Style Reform

The DNP Group launched a labor-management project in 2004 and started initiatives such as reducing working hours by improving work efficiency and promoting the taking of annual paid leave. Since 2009, as work style reform activities, DNP has advanced these initiatives to the stage of effectively utilizing time resources and increasing the added value of work. Presently, DNP is working to maintain and improve the physical and mental health of each and every employee to realize "work styles that create value." Concurrently, DNP is promoting the creation of an organizational culture that raises engagement so that employees can feel both job satisfaction and ease of work.

Work/Leave System

We have built flexible work systems suited to the job characteristics of each person.
● Flexible work systems ● Discretionary work system ● Short-time work system, etc.

Moreover, we have established diverse leave systems matched to the lifestyle of each person.
● Annual paid leave (maximum 20 days annually) ● Childcare leave (five-day paid leave per child) ● Caregiving leave ● Life support special leave (the number of days equivalent to expired annual paid leave of each person when the employee needs leave for childcare, caregiving, infertility, volunteering, illness, etc. and leave is approved by the company), etc.

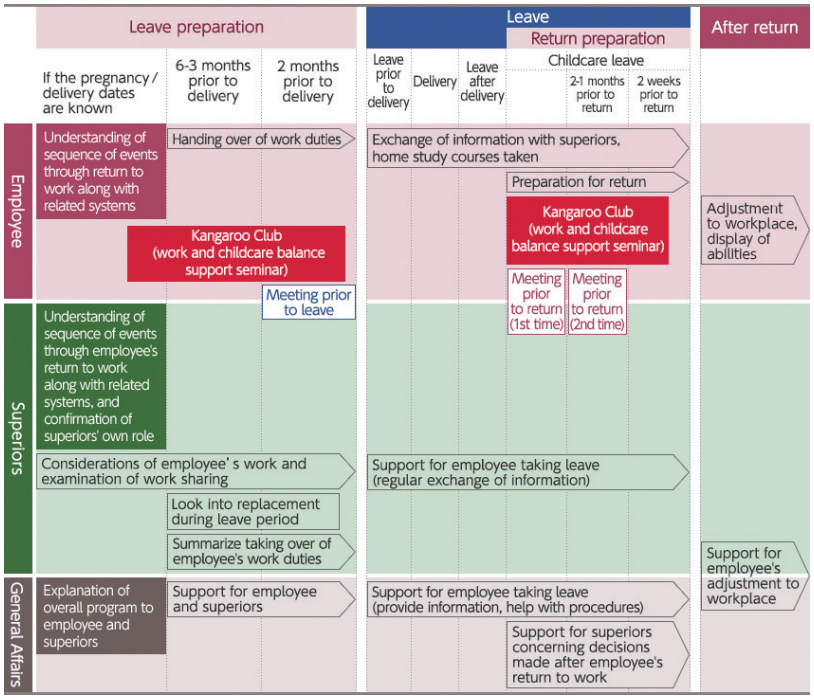
State of Taking Annual Paid Leave >

State of Taking Leave for Volunteering >

State of Taking Childcare Leave >

Support for Balancing Work and Childcare/Nursing Care

DNP has established the “Return to work from childcare leave program.” This system aims at creating an environment in which employees can take leave for childbirth and childcare with a sense of reassurance, smoothly return to their workplaces, and balance their work with household duties while deploying their capabilities.



The seminar, Kangaroo Club, to support balancing work and childcare

We provide annual seminars for employees to think together with their partners about balancing work and childcare, share their current anxieties and concerns and visions for the future, and build a vibrant career even during childcare. Many employees and their partners participate in the Pre-Mom and Dad seminars for those expecting a baby within one year and the “Dad and mom doing childcare” seminars for those on maternity leave/childcare leave or raising children three years of age or under, and their partners.

Encouraging male employees to take childcare leave

In December 2020, DNP announced its participation in the Male 100% Childcare Leave Declaration both internally and externally. We provide information about our childcare leave and other programs to both male and female employees who have reported their or their spouse’s pregnancy or the birth of a child and interview employees to confirm their intentions regarding taking a leave of absence. In addition to sharing information about the activities of the D&I Promotion Committee in which DNP Group management participates, we share within the company the relevant issues and experiences of male employees who have taken childcare leave to encourage other employees planning to take childcare leave in the near future by giving them tips such as how to take childcare leave, changes in behavior, perceptions, etc. after taking leave. This helps to facilitate the understanding of male childcare leave takers among their supervisors and colleagues in the workplace. As a result of these efforts, the ratio of male employees taking childcare leave increased to 83.6% in the fiscal year 2022.

Ratio of male employees taking childcare leave >

Other Childcare Support Systems

We support employees and their families in balancing work and childcare even after employees return to work through various systems that include assistance for babysitting fees, assistance for childcare facility fees, nursing care leave, and special leave for life support.

Supporting a Balance Between Work and Nursing Care

We provide information in a handbook which is a compilation of basic knowledge, programs, reference cases, etc. about nursing care. We are enhancing support tailored to the life stage of each employee, such as a family care leave system that allows each employee to take leave an unlimited number of times up to 366 days per each care recipient and enables them to have periodical consultations regarding nursing care.

State of Taking Nursing Care Leave >

Firmly Establishing the Employment of People with Disabilities

Over long years, DNP has been promoting efforts throughout the entire Group for recruitment, settlement, and support of the active participation of people with disabilities with the aim of creating workplaces where these persons can play active roles in keeping with the basic concept of “normalization,” which helps create a society in which all people live equally comfortable lives regardless of any disabilities. To further promote these initiatives, in February 2019, we established DNP Business Partners Co., Ltd. primarily employing people with disabilities. In October of the same year, this company obtained certification as a special subsidiary from the Minister of Health, Labour and Welfare. We will support the employment of people with disabilities by the Group companies and expand cross-organizational operations within the Group to create opportunities for many more employees to actively participate. Moreover, we decided to support the ideas and efforts of the Valuable 500, a global organization engaged in activities facilitating people with disabilities to play an active role in society, and joined the organization in July 2020.

DNP Business Partners Co., Ltd.(Japanese site opens) >

Employment Rate of Persons with Disabilities >

Support for Other Various Work Styles

Employment of Elderly Persons (Flexible Retirement System)

We have introduced a flexible retirement system that enables employees to continue working as professionals at workplaces even after they reach age 60.

Senior Staff System Utilization Rate >

Reemployment of Retired Employees (Return-to-Work System)

This system enables the re-employment of former DNP Group employees under certain conditions. We re-employ, as appropriate, former employees wishing to resume their work in the DNP Group as human resources with diverse values and careers who are able to use the knowledge, skills, career achievements and life experiences acquired during their time in other companies or organizations.

Return-to-Work System Utilization Rate >

Non-Regular to Regular Employee Conversion System

To draw out the capabilities of each person to the fullest and ensure this enables us to deploy our total strengths as an organization, we introduced this system for hiring as regular employees those outstanding part-time and non-regular staff who have a positive attitude toward their jobs and play large roles.

Telecommuting

Based on the premise of establishing and utilizing an IT environment, we are promoting the integration of telework, satellite office work, and mobile work as well as a large expansion of measures for doing so.

Side Jobs/Dual (or Multiple) Jobs

We allow some side-jobs and dual jobs involving various types of innovation and that lead to the creation of new value through DNP so long as these do not interfere with our core business.

Life Planning Promotion System

We provide information about retirement allowance, public pensions, and other topics through labor-management co-sponsorships to enable each employee to develop their own optimal life plan and live a fulfilling second life. The Second Life Preparation Guidance for employees aged 51 has been held 10 times with the participation of 922 employees and family members, while the Before Retirement Guidance for employees aged 58 has been held 12 times with participation of 601 employees and family members. Moreover, the Life Planning Seminar You Start in Your 20s for employees in their 20s and 30s has been held twice with the participation of 102 employees.

*Post-retirement Life Preparation Guidance

To realize a fulfilling and rich post-retirement life, this guidance explains the key points in preparing for the future from the three aspects of "life purpose, health and household finances." In particular, the guidance's explanation of the expected amount of public pension, which is the main source of income for a post-retirement life, as well as the estimated amount of retirement allowance, is a highly acclaimed approach.

Life Planning Consultation Office

We offer support for employees and their families to realize fulfilling life plans using the social insurance system and the company's welfare program. In fiscal 2022, we had 310 consultations with employees in a wide age range from their 20s to their 60s.

Consultation Office

We have built a system enabling employees to consult with experts, including lawyers, judicial scriveners and tax accountants, on issues such as housing (financial planning and property selection, design, construction, remodeling), laws (inheritance, family, traffic accidents), taxation and harassment and other matters of personal relevance or interest. We listen to the troubles and questions of not only employees but also family members, providing a consultation service that comprehensively supports employees of the DNP Group. In fiscal 2022, in addition to the permanent consultation services in Tokyo and Osaka, on-site consultations were held at six locations nationwide and 681 people consulted.

*Other main consultation contact points for employees

Besides the Life Planning Consultation Office and the Consultation Office, we operate the Open Door Room and the Global Internal Whistle-blowing System as consultation and whistle-blowing contact points for matters concerning corporate ethics in line with efforts to raise management fairness. Additionally, the Career Counseling Office is supporting the diverse career designs of employees.

Open Door Room >

Global Internal Whistle-blowing System >

Career Counseling Center >

Employee Awareness Surveys

DNP has presented TAIWA (dialogue) as one of its Guiding Principles established in 2001 and been implementing a variety of employee surveys on a regular basis to reflect the voices of employees in corporate activities. Currently, we conduct a monthly survey of about 30,000 employees with the goal of understanding the status of employee engagement and the conditions at each workplace and developing a better corporate culture. Each organization engages in dialogue based on the survey results, which is used in improvement activities on various themes and to strengthen management. Further, we conduct fact-finding surveys regarding various styles of working due to the increase in telecommuting, the promotion of diversity and inclusion and other themes, to understand employees' voices for the consideration of better personnel systems.

Renshikai (Mutual Relief Association)

The Company and its labor union contributed their own respective funds to establish a fund, and thereby have built an original system that allows the two parties to work together for operating various mutual aid programs.10,509 payments of benefits for births, marriages, or deaths in the family were made in FY2022.

DNP Family Friendly Days

We regularly hold the DNP Family Friendly Days ("FFD"), which are workplace tours for children aimed at promoting children's interest in work as they will be the people who will take charge of the next generation, and facilitating their communication with their families, who are our employees. Through FFD, we provide opportunities to increase the motivation of employees and for employees to think about work-life balance with their families or organizations.

[Topics] DNP Family Friendly Days(Japanese) >

Principal Themes:Human Rights and Labor

Human Resources Development and Training

DNP is making efforts to support the active role of employees as irreplaceable assets that have helped us achieve innovation. We provide systems related to recruitment, development and promotion of excellent human capital in order to optimize and maximize our human capital while capturing overall trends in society.

Human Capital Policy established to accelerate investments in human resources



Each and every employee is a key component for the DNP Group to create new value toward a sustainable and better future. We are accelerating our investments in human resources to support these employees and transform their awareness and conduct, leading to results that create new value.
We are making these investments based on our desire for all employees to develop strengths and grow as human resources capable of playing an active role both inside and outside the company. This is paired with our belief that when we value our employees, those employees will help our company grow and make society more prosperous. In fiscal 2022, we formulated our Human Capital Policy as a universal and basic approach to our employees.

During the three years since fiscal 2019, we have worked intensively to make our personnel systems attractive from both internal and external perspectives. As the first step in fiscal 2019, we enhanced our promotion systems mainly targeting young employees and human resources with varying careers both within and outside the Group, and carried out system reforms to permit certain side jobs or dual employment. The second step in fiscal 2020 involved facilitating a reform of our organizational culture, including revisions to our award systems, as well as updating our systems to respond to the concept of "equal pay for equal work" as well as support the work styles of senior employees. In fiscal 2021, which marked the third year of these efforts, we again analyzed our work and management styles and implemented diverse and specific personnel systems that accelerate new value creation, such as a dual-ladder career system for middle-ranking executives.

Since fiscal 2023, we are implementing the DNP version of “compensation and related policies that are more closely founded on a job-oriented perspective,” with a focus on supporting autonomous career development so that each employee can acquire expertise and skills that are applicable both within and outside the organization. This unique hybrid personnel system combines the merits of membership-based and job-based systems. We have also strengthened support for initiatives such as challenging preferred job roles based on voluntary aspirations and self-improvement, all of which are grounded on a multi-track role classification system that allows employees to autonomously choose management or specialist roles. We have placed greater emphasis on clarifying the roles and compensation associated with job positions after career choices have been made.

DNP considers Human Capital Policy as the highest concept of our previously communicated policies, visions and declarations regarding people and will keep endeavoring to reinforce and maximize our human capital. We will also cultivate a better corporate culture as well as more actively and effectively invest in people to contribute to the growth diverse individuals and human resources, thereby improving our corporate value.

Kenji Miya, Senior Managing Director

Structure to Promote Management

DNP established the Recruiting & Training Department as the organization that promotes the optimal securing of human resources and the development of active human resources essential for realizing and implementing the Corporate Philosophy and the Business Vision based on this philosophy, while ascertaining changes in the economic and social environments. We are also building and developing even better environments, frameworks, and organizations to ensure each employee can execute his or her role to the fullest and achieve personal growth and self-fulfillment as independent individuals and to nurture an emergent corporate culture as the basis for this.

Pay Grade System / Hiring Situation

Pay Grade System

Each employee is evaluated according to current role and results based on his or her pay grade. Monthly salary and bonus standards are interlocked, while seniority is excluded from evaluation. We revised this system in March 2007. For monthly salary, we introduced “role proficiency salary/role basic salary” and “role attainment salary.” Bonuses are paid on the basis of an “evaluation portion” and “uniform portion by pay grade.”

Average Annual Salary >>

Hiring Situation

New Graduate Hiring (Non-Consolidated)

We inform candidates of the type of person we are looking for, the steps in our hiring process, and the timing of each step. Also, we assign young employees as recruiting partners to give candidates a real-life picture of our company.

Mid-Career Hiring (Non-Consolidated)

We recruit broadly via the Internet, with no age restrictions. We explain clearly and specifically the job duties of the positions we seek to fill.

Internships (arranged jointly with the Group companies)

In response to the wishes of educational institutions and students seeking experience in the working world, we provide students with opportunities to gain work experience at the DNP Group. In fiscal 2022, long-term internships included 11 students in a business course on one theme, 82 students in a technical course on 35 themes, and 3 students in a design course on 1 theme. Moreover, 1,060 students participated in short-term workshop events. The technical course was held at manufacturing bases in Japan to improve the value of the experience.

Hiring Situation (Non-Consolidated) >

Initiatives and Systems for Human Resources Development and Training

DNP believes it is important to realize its Business Vision of contributing to society and to create corporate culture that enables employees to simultaneously achieve personal growth and self-fulfillment. DNP is deploying a variety of measures to create free-spirited and open workplaces that respect individual values, enable people to raise their own abilities, encourage utmost efforts, and that can promote mutual cooperation for deepening dialogue. DNP is focusing especially on enhancing personnel systems that support independently minded employees and training systems that support self-fulfillment.

Various Types of Systems

DNP Value Objectives (DVO System)

To realize "cultivation of team spirit," "visualization of processes and results," and "autonomous career support" as management in the New Normal era, we have transformed the conventional MBO system into the DVO (DNP Value Objectives) system, where in addition to KPI-based organizational objectives, we have set team objectives based on the autonomy and independence of individuals and teams. By operating the DVO system using the objectives, a team meeting and one-on-one meeting as a set, we aim to build trust in the organization and create value.

Evaluation system

We are promoting DNP Value Objectives (DVO System) that define “organizational objectives” based on KPI and “team objectives” based on team autonomy. Initiatives and results are checked and managed during the term in real time through weekly team meetings and one-on-one meetings. Premised based on a system that enables evaluations of “expected roles and results toward reaching the organizational objectives,” “actions and processes,” and “contents relating to human resources development,” comprehensive evaluations by element are conducted at the end of each term, including objective progress and fulfillment of expectations by profession and class according to role level tables.

In-House Recruiting System

To effectively utilize human resources and invigorate our organization, we promote open recruitment within the Group of experienced human resources with specialized skills for developing products, technologies, businesses and new solutions in accordance with the DNP Group’s business strategies. In this way, we provide employees with opportunities for independently selecting a workplace. 155 people were recruited and 80 transferred in fiscal 2022.

Self-Reporting System

This is a system under which employees envision their own career development while self-realization steps and workplace transfers desired by the employee to achieve this are entered onto a "self-reporting form" and reported to their superior once a year. This system also spurs the desire of employees toward self-development and enables them to acquire independent practical skills while raising the awareness of managers regarding guidance for and development of their subordinates. 251 people were interviewed and 109 transferred in fiscal 2022.

FA System

This system enables employees to improve their own careers by proactively seeking job transfers from across the DNP Group companies to jobs and departments that are different from the present. 10 people made declarations and 4 were transferred in fiscal 2022.

In-House Study Abroad System

This is a system under which employees, based on their own intentions, accumulate experience in other departments for a certain period of time and then return to their original departments and expand the range of work handled while raising quality utilizing the experience and knowledge and skills acquired in these other departments.

System for Encouragement of Qualification Acquisition

This system pays incentives to employees who successfully acquire specialized knowledge, skills, or qualifications needed for their jobs (covers about 130 types of qualifications, up to 100,000 yen). 778 people (388 in DNP non-consolidated) used the system in the DNP Group as a whole in fiscal 2022.

Specialist Work System

This system provides special compensation to employees who possess an extremely high level of outstanding specialties and who are highly valued inside and outside of the company. Though we had titles Fellow and Chief Specialist depending on the level of the specialty in the past, we have added Principal Specialist since FY2021, resulting in three stages for the titles in total.

1. Fellow

   Those Chief Specialists with outstanding character who have earned socially authoritative awards and those who have made remarkable achievements are certified as fellows. We expect that this will encourage employees to pursue a career path toward the achievement of fellow, the top title in the specialist work system. 1 person was certified in fiscal 2022, making it a total of 3 since the system was created.

2. Chief Specialist (Chief Researcher, Chief Planner, Chief Engineer)

   We accept certification applications for self-recommendations and other recommendations once a year from employees who utilize their extremely high degree of expertise and work actively inside and outside the company and evaluate and certify them based on Certification Standards set for outcomes, external evaluations, internal evaluations, and competency evaluation. 8 person was certified in fiscal 2022, making it a total of 59 since the system was created.

3. Principal Specialist (Principal Researcher, Principal Planner, Principal Engineer)

   We certify employees who utilize their high degree of expertise and work actively in each department once a year. 117 people were certified in fiscal 2022.

ICT Professional System

This system appropriately treats and motivates ICT professionals such as by providing a special allowance to project managers who handle projects of a certain size or larger.

Career Counseling Center

We provide employees with face-to-face and online counseling regarding their thoughts about their careers, how they approach the future, work-life balance, and problems at work. Moreover, we regularly hold caregiving consultation meetings for employees who are worried about caregiving, attended by care specialists. In fiscal 2022, in addition to the head offices (Tokyo), which has a permanent career consultation office, on-site consultation meetings were held at seven locations across Japan, allowing for 480 consultations.

Meister System

Introduced in 2001, this system is focused on our manufacturing technicians who possess valuable professional skills. This system is geared to getting back to the roots of the manufacturing industry by recognizing the importance of professional skills and thereby providing training, evaluation, and benefits. Among the three requirements for Meister certification consisting of "specialized knowledge, skills, and creativity," "reputation and trust," and "leadership," we have positioned "leadership" as a particularly important evaluation item given that the purpose of the system is to hand down skills. 1 person was certified in fiscal 2022, making it a total of 81 since the system was created.

Award System

In fiscal 2020, we redesigned our earlier company-wide commendation system as the DNP Award to accelerate the increasing of employee motivation and the creation of new value to realize a sustainable, better society and well-being lives. We have improved our efforts to recognize outstanding activities from the perspective of value creation and to share the knowledge across the DNP Group. Moreover, we have Anniversary Awards as a program for honoring many years of service and provide a 10-year service award, a 25-year service award, and a retirement award.
In August 2023, a ceremony was held to present awards primarily for initiatives during fiscal 2022, with two First Prizes and four Prizes for Outstanding Performance being presented as DNP Awards, along with anniversary awards to 1,719 employees who have worked for 10 or 25 years. Moreover, the new Health and Wellbeing Award also celebrated initiatives for “enhancing organizational culture and organizational and team ability,” which are the basis for value creation.

Training Program

To develop human resources who provide value to society, DNP has set up a dedicated department for human resources development at its head office. With initiatives centering on this Recruiting & Training Department, and based on the annual training plan, the head office divisions and the business units promote collaboration and carry out employee training through level-specific training and job-specific training, business skill training, theme-specific training (screening/selection), plus e-learning and distance learning.

Training Program (Japanese site opens) >

Principal Themes : Human Rights and Labor

Occupational Safety and Health

Under the DNP Group Safety and Health Charter, the DNP Group promotes All-DNP safety and health activities involving all employees with the aim of building a workplace culture of "safety and health takes precedence over everything else."

Structure to Promote Management

DNP Group Safety and Health Charter

The DNP Group established the DNP Group Safety and Health Charter in 2019 to foster the workplace culture to ensure that safety and health take precedence over everything else, based on the awareness that all Group employees working with sound body and mind empower the Group as a whole. This Charter incorporates the phrase "the will of all DNP members" reflecting their resolve to ensure that safety and health is firmly in mind, and to think and act from their own position. All DNP Group employees undertake activities to realize a workplace culture where safety and health take precedence over everything else, including activities to ensure time for dialogue and education, based on the firm decisions made by the heads of the divisions.

DNP Group Safety and Health Charter >>

DNP Group Declaration on Health

The president of DNP published the DNP Group Declaration on Health internally and externally on April 1, 2021 to show the company's ideal state towards its goal of embodying the DNP Group Safety and Health Charter. In accordance with the Declaration, DNP started afresh to implement health measures aimed at health and productivity management.
The DNP Group Declaration on Health is based on the idea that Group employees working energetically in trustworthy teams with sound bodies and minds displaying their individual strengths to the maximum degree possible are essential for the generation of new value and the realization of our Third Corporate Founding.

DNP Group Declaration on Health

The DNP Group aims to embody the DNP Group Safety and Health Charter by promoting the heath management and health-driven measures that boost the happiness of our employees, based on the following three perspectives:

1. Maintaining and improving the physical and mental health of our employees and their families.
2. Developing the psychological capital, or positive mind of diverse individuals or human resources.
3. Building psychological safety, or trust-based relationships in our individual workplaces and teams.

With this declaration in mind we aim to achieve improved corporate value.

April 1, 2021
Yoshinari Kitajima, President

Structure to Promote Occupational Safety and Health

The DNP Group is promoting safety and health activities based on the promotion structure and operating methods prescribed in the DNP Group Safety and Health Management Regulations. At the center is the DNP Group Safety and Health Liaison Council with labor and management participating and overseeing the safety and health of the entire Group in a centralized manner. And through safety and health liaison councils and safety and health promotion councils at the individual business units and Group companies, and safety and health committees at individual workplaces, labor and management are making a concerted effort to improve safety and health Group-wide by specifying the details of activities.

The DNP Group's specific initiatives promoting safety and health activities include the formulation of the Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion as a three-year medium-term plan based on the results of internal activities and the problems to be addressed, taking trends in society and the industrial safety and health measures taken by the Japanese government into consideration.

The Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (Policies)

1. We will embody and expand on the DNP Group Safety and Health Charter and realize a culture where safety and health take precedence over everything else.
2. We will enhance psychological safety, or trust-based relationships in our individual workplaces and teams and enable Group employees to develop psychological capital based on the DNP Group Declaration on Health through dialogue and education.
3. We will actively work on preparing workplace environments and training personnel and establish a highly effective safety and health management system by evaluating and following up on activities in terms of both results and processes.
4. For the prevention of occupational accidents, we will continue to improve facilities and operations by improving risk assessment with the elimination of critical accidents as the top priority, and take measures to mitigate the diversifying and increasing accident risks.
5. We will realize the health and productivity management in the era of the new normal that enables Group employees to proactively maintain high health awareness levels and display their vitality by strengthening the foundation for the promotion of health measures.

Education and Training

Toward the realization of the DNP Group Safety and Health Charter and the DNP Group Declaration on Health, DNP provides level-specific education and specialized training on occupational safety and health.
Regarding safety, DNP is working to improve the level of safety and health activities through various educational programs that include online specialized training on equipment safety for front-line managers in manufacturing locations. For health, DNP provides training on diseases and lifestyle habits such as diet, exercise and smoking as well as training on mental health care utilizing online seminars and network learning while also collaborating with health insurance associations, and these efforts are helping raise employee awareness and change their behavior.

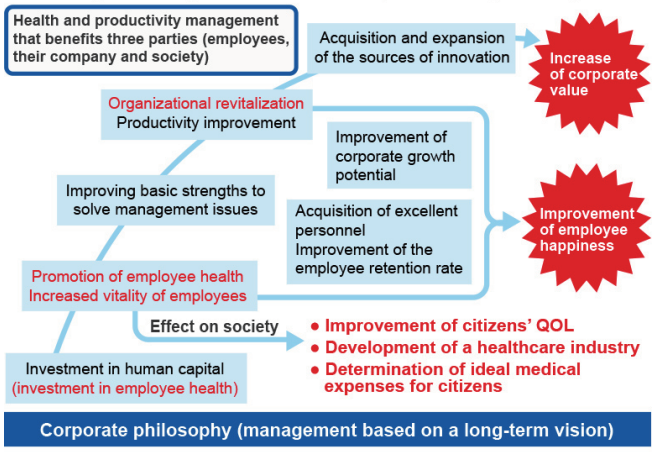
Initiatives for Maintaining and Improving Health

The health and productivity management the DNP Group seeks to achieve and the Declaration on Health

"Health and productivity management refers to the strategic management of employee health from a corporate management perspective. In addition to the maintenance and promotion of health, investing in health based on the corporate philosophy can be expected to revitalize organizations in many ways including the improvement of vitality, creativity and productivity," the Ministry of Economy, Trade and Industry defines. The DNP Group incorporated this thinking in its formulation of the DNP Group Declaration on Health. The DNP Group will promote health measures to energize Group employees and transform entire workplaces into teams full of life and energy.

Based on the Declaration, in addition to our existing efforts to maintain and improve physical and mental health, we will promote health and productivity management and health measures to boost employees' level of happiness by enhancing psychological capital, which is the positive mind attitude of each employee, and psychological safety, which is based on the relationships of trust in individual workplaces and teams. We will also realize the DNP Group Safety and Health Charter to enhance our corporate value.

Conceptual diagram of health and productivity management



*Kenko keiei (health and productivity management in Japanese) is a registered trademark of Nonprofit Organization Kenkokeiei.

*Prepared by amending the Corporate Health And Productivity Management Guidebook published by the Ministry of Economy, Trade and Industry

The Basic Plan for Health Maintenance and Promotion

In the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion, which serves as the medium-term plan from FY2021 to FY2023, DNP will focus on 1) permeating health management and health measures in the new normal age, 2) establishing a foundation for promoting health measures, 3) promoting disease prevention and lifestyle habit improvements, and 4) creating sound mental health. In doing so, DNP will use the rate of regular health checkups and the rate of abnormal findings, the overall health risk in stress checks and work engagement values, among other indicators.

To accelerate the promotion of health and productivity management and health measures, DNP is collaborating with its health insurance association, clinics established at the association, the medical healthcare business division and Group companies undertaking health-related operations. Furthermore, DNP has set up the Health Management Center at the health insurance association for strengthening health management functions.

For the maintenance and promotion of physical and mental health

To promote and maintain physical and mental health, which is the foundation of health and productivity management, DNP is working to thoroughly implement post-medical checkup measures and increase the implementation rate of specific health guidance, as a follow-up to those with significant health risks based on the results of medical checkups and specific medical examinations. DNP is also working to improve education and expand its internal consultation desks for the promotion and maintenance of mental health. DNP is offering examinations by medical specialists at its clinics in Ichigaya (Tokyo) and Namba (Osaka), in addition to providing education using guidebooks, lectures, network learning programs, original videos and other means.

Clinics

We have clinics in 14 locations across Japan that also provide medical treatment to dependents (aged 16 or over) in addition to the insured. In fiscal 2022, 24,048 people visited these clinics for treatment.

Various Health Consultations

A consultation system has been set up for employees and their families to provide advice from medical specialists about concerns and worries related to disease or medical therapy. It also provides support for health maintenance and promotion through Nutrition Consultation and Exercise Consultation.
In fiscal 2022, 2,537 consultations were received through telephone health consultation (including family members) and mental health consultation rooms.
In March 2022, DNP opened a health consultation office at the DNP Health Management Center, where specialist public health nurses receive health consultations from employees. By increasing the number of options for employee health consultations in this manner, DNP is enhancing its system that enables employees to feel free to consult on an even wider range of health issues.

Health Education

To promote the further penetration and understanding among employees of the DNP Group Declaration on Health, which was announced in April 2021, DNP carries out health education through network learning. This education was implemented five times from December 2021 to March 2023 and each session was attended by approximately 90% of the target employees. Our surveys show that over half of the employees in attendance became more health conscious as a result of these courses. Moreover, an increasing number of employees are also working to improve their physical activities and eating habits.

※ Main Themes of DNP's Healthcare Education (As of August 2023)

・E-learning
90% attendance at the course "About the DNP Group Health Declaration" held in December 2021
89% attendance at the course "About Healthcare Checkups" in March 2022
93% attendance at the course "About Lifestyle Habit" in June 2022
91% attendance (managers, general employees, male and female) at the course "About Gender-Related Health Issues" in September 2022
90% attendance at the course "About Mental Healthcare" in February 2023

・Online seminars
2,300 views at the special lecture "About Cancer" of the DNP Group Declaration on Health in April 2022
1,100 views at the special lecture "About Women's Cancer We Want You to Know" of the DNP Group Declaration on Health in February 2023

・Health management seminar for management-level staff (for all officers)
3,100 views at the seminar archive "About The Mechanisms of Happiness" in June 2022
600 views at the seminar archive "The Role of Managers in Health Management Practices" held in November 2022

For the improvement of vitality and organizational revitalization

DNP believes that dialogue and education are the foundation for fostering a workplace culture where safety and health takes precedence over everything else and for increasing psychological capital and psychological safety.
To secure time for those activities, DNP is undertaking an activity to set aside an hour each month for TAIWA and education (Tsuki-ichi Kyoiku Activity) at all manufacturing sites. To vigorously promote these activities, DNP launched a cross-group Manufacturing Safety Promotion Project and is working to raise the level of these activities by sharing best practices.
In non-manufacturing divisions, DNP's own value objective system (the DNP Value Objectives (DVO) system) is implemented in conjunction with one-on-one and check-in, check-out meetings for each team. DNP also implements engagement surveys to "visualize" team conditions and works to make improvements in this area.

DNP Value Objectives (DVO System) >

Health-related data/Target indicators

Health-related data >

Target indicators adopted in the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (covering the period from fiscal 2021 to fiscal 2023) >

Initiatives for the Prevention of Industrial Accidents

The Basic Plan for Prevention of Industrial Accidents

For the prevention of industrial accidents, DNP formulates a basic plan every three years based on the industrial accident prevention plan of the national government and trends in industrial accidents within the Company, reviews the plan, and undertakes specific activities.

DNP has prescribed matters to be addressed during the three years from FY2021 to FY2023 as the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion and has commenced initiatives with the three priority measures of 1) fostering a climate of safety, 2) creating a workplace with no industrial accidents, and 3) promoting measures against occupational illnesses using the accident frequency rate and working environment measurement results among other indicators.

Cultivating a Climate of Safety and Creating Workplaces with No Industrial Accidents

Safety and Health Education

DNP has continuously believed that “dialogue and education” serve as the foundation of safety and health activities and in 2019 it formulated the DNP Group Safety and Health Charter, which proclaims that “Health and safety begin with Taiwa (dialogue), education, and human development.”

To make this belief a reality, all manufacturing bases of manufacturing departments implement “Tsuki-ichi Kyoiku Activity” (an activity to set aside one hour each month for Taiwa and education) for the realization of a culture that truly prioritizes health and safety above all else. Through monthly activities, DNP aims to improve safety awareness, foster a culture that emphasizes safety and increase the vitality of its workplaces. Furthermore, DNP has launched the cross-group Manufacturing Safety Promotion Project and is promoting a variety of activities that include sharing good practices and matters requiring attention.

Additionally, DNP also implements level-specific training and specialized training on occupational safety and health. To prevent serious accidents caused by machinery and equipment in particular, DNP focuses on providing education on equipment safety measures to managers as well as staff who operate equipment. Even amid the COVID-19 pandemic, DNP has continuously provided this education utilizing methods such as remote conferences and in FY 2022 180 people (cumulative total of 960 people) participated in this education that also featured lively discussions. Besides education that utilizes VR for enabling participants to experience danger as well e-learning on fire prevention, DNP has launched a dedicated internal website that allows related parties to share the details of disasters in the unlikely event of an accident as well as good examples of safety measures and strives to ensure these measures raise the level of safter activities.

Occupational accident data (consolidated) >

Principal Themes : Human Rights and Labor

Key Data Related to Human Capital

Diversity & Inclusion		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Personnel composition (non-consolidated)	Number of employees	persons	10,757	10,499	10,328	10,082	10,107
	Men	persons	8,618	8,331	8,080	7,837	7,813
	Women	persons	2,139	2,168	2,248	2,245	2,294
	Avg. age	ages	42.2	42.6	42.8	43.2	43.8
	Men	ages	43.6	44.0	44.3	44.7	45.4
	Women	ages	36.5	37.0	37.3	37.8	38.4
	Avg. number of years of continuous service	years	18.6	19.0	19.1	19.4	20.1
	Men	years	19.7	20.1	20.3	20.7	21.4
	Women	years	14.1	14.4	14.6	15.1	15.5
	Number of Directors	persons	11	9	10	12	12
	Men	persons	11	9	10	11	11
	Women	persons	0	0	0	1	1
	Number of employees in managerial positions	persons	3,528	3,592	3,598	3,642	3,755
	Men	persons	3,332	3,374	3,362	3,373	3,439
	Women	persons	196	218	236	269	316
	Number of women in leader positions	persons	490	542	637	669	620
	Percentage of women in STEM-related positions	%	—	—	—	15.9	17.2
Personnel composition (consolidated)	Number of directors at overseas Group companies	persons	139	86	122	163	75
	Local	persons	37	17	43	45	25
	Japan	persons	102	69	79	118	50
	Number of employees at overseas Group companies	persons	4,700	4,741	3,754	3,758	3,692
	Asia	persons	3,720	3,680	2,608	2,579	2,474
	US	persons	691	662	724	743	769
	Europe	persons	289	399	422	436	449
	Number of employees at Group companies incl. DNP	persons	38,051	38,181	37,062	36,542	36,246
	Men	persons	31,193	31,005	30,373	29,792	29,438
	Women	persons	6,858	7,176	6,689	6,750	6,799

Work status (non-consolidated)	Number of resignations by reason						
	Personal matter	persons	195	183	109	175	131
	Mandatory retirement age *1	persons	150	145	146	132	55
	Number of personnel at the end of the previous fiscal year	persons	10,775	10,757	10,499	10,328	10,082
	Annual employee turnover						
	Personal matter	%	1.81	1.70	1.04	1.69	1.30
	Mandatory retirement age *1	%	1.39	1.35	1.39	1.28	0.55
	Retention of new employees *2	%	90.1% (Joined in 2016)	90.6% (Joined in 2017)	91.9% (Joined in 2018)	92.4% (Joined in 2019)	92.7% (Joined in 2020)
Use of leave system (non-consolidated)	Percentage of employees taking annual paid leave	%	52.4	54.7	49.8	52.0	53.3
	Average days of annual paid leave taken	days	10.0	10.4	9.5	9.9	10.0
	Number of employees taking leave before and after childbirth	persons	—	—	124	120	131
	Number of employees taking childcare leave *Number of male employees in parentheses	persons	193(—)	186(—)	210(127)	259(164)	235(158)
	Percentage of male employees taking childcare leave	%	—	—	54.3	82.4	83.6
	Number of employees taking nursing care leave	persons	1	7	3	3	7
	Number of employees taking leave for volunteering	persons	17	28	0	10	0
Use of other programs (non-consolidated)	Employment Rate of Persons with Disabilities	%	2.17	2.26*3	2.50	2.43	2.60
	Employment of elderly persons*4	%	90.6	92.8	95.1	94.1	94.7
	Reemployment of retired employees*5	persons	63/3	3*6	9	2	8
	Renshikai (mutual relief association) payment for celebrations or condolences	cases	10,952	10,440	10,308	10,457	10,872

*1. System revised in October 2021 (from a mandatory retirement age of 60 to a flexible retirement system).
*2. Retention rate of employees three years after joining the company
*3. Combined with special subsidiaries since FY2019
*4. Flexible retirement system utilization rate (Senior staff system utilization rate before FY2020)
*5. Number of employees registered for re-work program / number of employees re-employed (changed to return-to-work system in FY2019)
*6. The return-to-work system does not require registration.

Human Resources Development and Training		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Pay Grade System	Average annual salary	Yen	7,260,588	7,444,804	7,663,346	7,676,582	7,969,603
Hiring Situation (non-consolidated)	New graduate hiring*7	persons	199 (96/94/9) Joined in Apr. 2019	192 (94/94/4) Joined in Apr. 2020	197 (81/112/4) Joined in Apr. 2021	162 (73/89/1) Joined in Apr. 2022	177 (69/106/2) Joined in Apr. 2023
	Men*7	persons	116 (51/63/2)	124 (57/66/1)	128 (42/85/1)	100 (36/64/0)	110 (34/76/0)
	Women*7	persons	83 (45/31/7)	68 (37/28/3)	69 (39/27/3)	62 (36/25/1)	67 (35/30/2)
	New graduates of high-school, etc. (non-consolidated)	persons	10 Joined in Apr. 2019	14 Joined in Apr. 2020	12 Joined in Apr. 2021	11 Joined in Apr. 2022	11 Joined in Apr. 2023
	Men	persons	2	3	2	0	0
	Women	persons	8	11	10	11	11
	Mid-career hiring (non-consolidated)	persons	72	76	71	31	50
	Men	persons	50	53	48	17	35
	Women	persons	22	23	23	14	15
Human resources development and training expenses	Education and training expenses per employee	thousand yen	—	—	76	84	96
	Education and training hours per employee	hours	—	—	22.6	26.4	30.4

*7. (Office/ technical/ design)

Occupational Safety and Health		Unit	2018	2019	2020	2021	2022
Occupational Safety and Health (consolidated)	Industrial accident occurrence rate*8 (frequency rate of lost workday injuries)		*Data collection period is between January and December.				
	DNP Group	—	0.33	0.21	0.29	0.19	0.30
	All printing industry	—	0.95	1.60	1.35	1.38	1.57
	All industries	—	1.83	1.80	1.95	2.09	2.06
	Number of employee fatalities* Figures in parentheses indicate the number of contract employees						
	DNP Group	persons	1(0)	0(0)	0(0)	0(0)	0(0)
		Unit	**FY2018**	**FY2019**	**FY2020**	**FY2021**	**FY2022**
Health-related data (non-consolidated)	Health checkup rate	%	—	99.9	99.9	99.9	99.9
	Smoking rate	%	—	28.2	26.8	27.3	25.1
	Percentage of employees with good fitness habits	%	—	21.0	21.7	23.1	26.7
	Percentage of employees that get sufficient sleep	%	—	56.2	62.9	62.2	61.8
	Percentage of employees that drink habitually	%	—	21.8	17.8	17.3	18.2
	Stress check participation rate * Figures in parentheses are consolidated percentages.	%	—	92.8(94.7)	94.9(96.2)	95.2(96.8)	94.8(96.2)
Target indicators (consolidated)	Target indicators adopted in the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (covering the period from fiscal 2021 to fiscal 2023)						
	Change in percentage of employees diagnosed with abnormality through regular medical checkups * Target: improvement from the previous year	percentage point	—	—	3.3-point deterioration	1.1-point deterioration	3.2-point deterioration
	Change in work engagement deviation value in stress checks * Target: 3.5-point improvement from 2019	—	—	—	0.3-point improvement	±0.0	±0.0
	Change in overall health risk value in stress checks * Target: 8-point improvement from 2019	—	—	—	3.0-point improvement	2.0-point improvement	5.0-point improvement

*8. Frequency rate of lost workday injuries = Number of fatalities or injuries due to industrial accidents (4 or more lost workdays) ÷ Total working hours x 1,000,000

Responsible Procurement

In recent years, reflecting the expansion of global supply chains, the impacts of corporate activities on society and the environment that include social issues such as human rights and labor, bribery and corruption, and environmental issues such as climate change in particular, have become more significant than ever before. Against this background, it is becoming increasingly important to look at the entire supply chain, which includes raw materials procurement, production, usage, disposal and recycling, and strengthen management systems to ensure that issues are solved properly through the understanding and analysis of the possible risks. At DNP, we seek to contribute to the realization of a sustainable society by accurately detecting risks throughout our supply chains which are expanding globally and solving a range of issues. With this in mind, we have been implementing our Responsible Procurement initiatives together with domestic and overseas suppliers. We will continue to fulfill our social responsibilities in our procurement activities.

Medium-to long-term vision

For creating excellent value and cultivating strong compliance awareness at the same time, we work jointly with our supply chain stakeholders and conduct procurement that gives due consideration to human rights, the environment and other factors.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

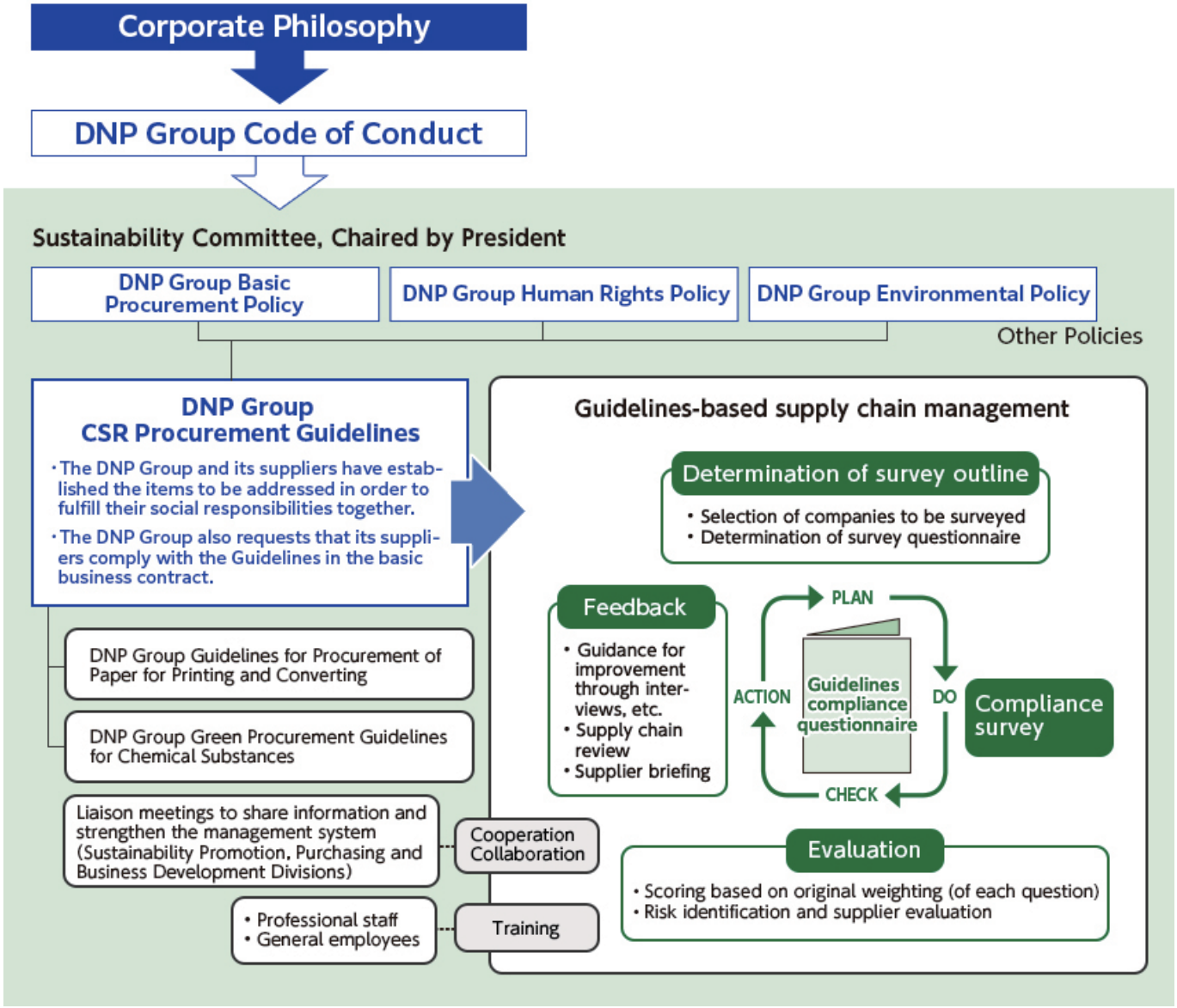
Performance indicators	Targets	Results
(1) Average score of DNP Group CSR Procurement Guidelines survey on key suppliers (2) Percentage of key suppliers that have obtained the conformance certificate of DNP Group Guidelines for Procurement of Paper for Printing and Converting	(1) Achieve the average score of 90 points or more by FY2030. (2) Achieve 100% by FY2030.	For most-recent fiscal year results

Structure to Promote Management

Internal Structure and Management

In a meeting of the Sustainability Committee chaired by the President, we confirmed our commitment to responsible procurement considering human rights, the environment and other aspects from the perspective of the entire supply chain, and based on which, we have been formulating various types of guidelines and promoting a range of activities to raise the effectiveness of these guidelines. For example, we established the DNP Group CSR Procurement Guidelines for our suppliers, requesting that they take necessary steps in line with the Guidelines through Basic Business Contracts. DNP also established other separate guidelines such as the DNP Group Guidelines for Procurement of Paper for Printing and Converting and the DNP Group Green Procurement Guidelines for Chemical Substances to cover themes of high importance. In addition, we have been continuously strengthening supply chain management by conducting supplier surveys periodically, feeding back survey results and holding briefing sessions for suppliers. Internally, we have been working to facilitate employees' understanding and enabling them to act appropriately by regularly training the specialist staff involved in purchasing operations, among other measures.

Responsible Procurement Management System Diagram



DNP Group CSR Procurement Guidelines >	DNP Group Green Purchasing Policy >
DNP Group Guidelines for Procurement of Paper for Printing and Converting >	DNP Group Green Procurement Guidelines for Chemical Substances >
DNP Group Policies, Criteria and Data >	Compliance Hotline (Japanese site opens) >

DNP's Main Initiatives

Reinforcement of CSR Procurement Management

DNP has been continuously advancing responsible procurement initiatives that consider human rights and the environment. We established the DNP Group CSR Procurement Criteria in 2006 and since have been incrementally strengthening procurement management while considering international trends.

Initiatives to the Present

2006	Formulated the DNP Group CSR Procurement Criteria *Started responsible procurement initiatives in collaboration with suppliers
2011	2011 Revised Basic Business Contract *Requested that primary suppliers undertake procurement management in accordance with the DNP Group CSR Procurement Criteria
2012	Formulated the DNP Group Guidelines for Procurement of Paper for Printing and Converting
2013	Formulated the DNP Group Green Procurement Guidelines for Chemical Substances
2017	Revised the DNP Group CSR Procurement Criteria into the DNP Group Procurement Guidelines *Revised from procurement criteria that consider domestic business activities into guidelines that reflect the requirements of the international community based on the Electronic Industry Citizenship Coalition (EICC) (currently Responsible Business Alliance (RBA)) EICC Code of Conduct and the Japan Electronics and Information Technology Industries Association (JEITA) Supply Chain CSR Promotion Guidebook. Expanded scope of application to suppliers and agents at all overseas bases
2018	Expanded the scope of application to Group companies with independent purchasing functions
2020	Revised the DNP Group CSR Procurement Guidelines *Revised to include not only primary suppliers but also second-tier suppliers and beyond. Revised Basic Business Contract *Requested the undertaking of management in accordance with the CSR Procurement Guidelines from second-tier suppliers and beyond

Initiatives Based on the DNP Group CSR Procurement Guidelines

Feedback from Fact-finding Survey and Results

In order to further enhance the effectiveness of the DNP Group CSR Procurement Guidelines, which were revised in 2020, DNP has been implementing a range of specific measures. For example, we have been promoting our major suppliers* and outsourcing contractors' understanding of the Guidelines and our policies related to the matters stipulated in the Guidelines such as matters related to human rights and labor, the environment, fair trade and ethics, while also periodically conducting surveys on the status of these efforts and providing feedback regarding the results. In addition, DNP carries out continuous management for some suppliers, in which we identify issues and improvement measures through individual interviews based on the results of the previous year's survey and ensures that these improvements are reflected in activities in the next fiscal year. According to surveys conducted in FY2022, no serious compliance violations were identified.

*Major suppliers = suppliers that account for 90% of DNP's total annual purchases in descending order of purchase amount

Fact-Finding Survey/Interview Results for DNP Group CSR Procurement Guidelines

Survey results	FY2018	FY2019	FY2020	FY2021	FY2022
Number of companies surveyed	379	220	353	164	180
Domestic average score	85	87	86	87	82
Overseas average score	81	—	84	—	—
Number of companies interviewed (instructed in writing)	16	18	18(4)	12(2)	27 companies planned

*Taking survey results into account, interviews are held in the following fiscal year, where instructions are provided for improvement.
*Survey items and their evaluation indicators were reviewed in FY2022.

Average Score by Theme of Fact-Finding Survey of Initiatives of DNP Group CSR Procurement Guidelines (Out of 100 Points)

Average score	Overall average Excluding the recommendations	Requests	Matters to be complied with								Recommendations
		Establishing a management system	Legal compliance and respecting international norms	Human rights and labor	Health and safety	Environment	Fair trade and ethics	Product safety and quality	Information security	Business continuity plan	Social contribution
FY2022 (FY2021)	82 (87)	79 (85)	85 (89)	88 (92)	86 (91)	74 (80)	82 (87)	82 (89)	84 (91)	75 (82)	80 (81)

Education and Permeation

To promote an understanding of the DNP Group CSR Procurement Guidelines both inside and outside the company, DNP has published explanatory booklets (Japanese-English versions) and discloses detailed explanations of standards, terms, and their backgrounds. Internally, we regularly train the specialist staff involved in purchasing operations, while also providing training on “business and human rights” to all DNP Group employees. Externally, we implement study sessions targeting main suppliers. A total of 239 companies and 273 people have attended these sessions since FY2017, the year in which the guidelines were revised into the DNP Group CSR Procurement Guidelines. In addition, we have been working to strengthen engagement between the DNP Group and our 22 business partners. By continuing to enhance these efforts going forward, DNP will continue to promote the Responsible Procurement initiative.





Initiatives for Building a Sustainable Supply Chain

DNP is undertaking the following various initiatives for building a sustainable supply chain.

Material Procurement BCP (Business Continuity Plan)

With a focus on keeping supply chains moving even in the event of an emergency, DNP has been working to hedge risks through a range of supply chain enhancement initiatives, including the facilitation of transparency and multi-sourcing in the supply chain and the securing of alternative products, while simultaneously keeping in mind the need to have tier 1 to tier 3 suppliers regarding the raw materials of mainstay products.

Initiatives for Responsible Minerals Procurement

Given the progress in the legislation on human rights due diligence, mainly in Europe and the United States, and the growing awareness of the need to respect human rights in Japan and abroad, companies are required to increase their efforts to manage risks and mitigate negative impacts throughout their supply chains. Especially regarding mineral resources, it is important to stay aware of the various types of risks, for example, human rights abuses including child labor in high-risk areas such as conflict zones, the financing of terrorists, complicity in conflicts, money laundering, illicit trade and environmental destruction.

DNP specified the Responsible Minerals Procurement policy in the DNP Group CSR Procurement Guidelines to ensure that we are not complicit in such human rights abuses. Under this policy, we have been working on the establishment of a management system and implementation of a range of measures*1 in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

In FY2021, we conducted a Survey of Suppliers on Human Rights Issues and Conflict Mineral Issues targeting major suppliers and conducted a survey on the origin of raw materials. By using the RMAP*2 conformity verification programs of the RMI,*3 an organization that spearheads the responsible procurement of minerals, we identified smelters and mines for the five minerals (tin, tantalum, tungsten, gold, and cobalt) contained in raw materials and conducted risk assessments.

In FY2022, we commenced risk assessments by using the RMI's PRT (Pilot Reporting Template) regarding 23 types of minerals including mica, aluminum, lithium, nickel and copper in addition to the above. Also, regarding minerals for DNP's business whose importance is high, we moved forward with separate discussions with suppliers to conduct detailed assessments of risks throughout the supply chains, including at mines and smelters.

*1. DNP's initiatives regarding the five steps of this guidance are presented in DNP's Responsible Minerals Procurement Framework in the Description of DNP Group CSR Procurement Guidelines.

*2. Responsible Minerals Assurance Process (RMAP): A program that verifies compliance with responsible minerals procurement in conjunction with the management system and procurement practices of smelters and refineries based on the evaluations of independent third parties.

*3. Responsible Minerals Initiative (RMI): An organization that spearheads the responsible procurement of minerals. More than 400 companies/organizations from around the world are members.

Results of Minerals Survey

	FY2021 *Targets tin, tantalum, tungsten, gold, and cobalt	FY2022 *Targets tin, tantalum, tungsten, gold, cobalt, and mica
Number of companies surveyed	186	171
Number of smelters/ refiners identified	391	414
Number of smelters/refiners with Conformant RMAP audit status	261	260

Description of DNP Group CSR Procurement Guidelines(552KB) >

DNP Group Guidelines for Procurement of Paper for Printing and Converting

To contribute to the sustainable use of forest resources, DNP established the Guidelines in 2012, whereby we stipulated the matters that must be complied with in the procurement of paper for printing and converting, which is one of our main raw materials for printed materials. Along with this, we have also been collaborating more closely with suppliers such as paper manufacturers and sales companies while also working to procure timber for which legality has been confirmed based on the Guidelines, ensure traceability, and increase the percentage of paper that is friendly to forest resources in the overall volume of our paper purchases. In FY2022 as well, we confirmed the legality of all paper suppliers.

DNP Group Green Procurement Guidelines for Chemical Substances

In conjunction with chemical substances, DNP established the DNP Group Chemical Substance Management Standards in 2004 and we have since been promoting green purchasing to minimize environmental load, etc. In addition, in response to the tightening of domestic and overseas regulations, which was carried out to reduce the risks that chemical substances bring to human health and the environment, we revised the Standards into the DNP Group Green Procurement Guidelines for Chemical Substances in 2013, in which we provided new definitions with respect to the ideal adoption of chemical substances. In conjunction, we hold Supplier Information Sessions to enlighten concerned parties on the risks of chemical substances and the importance of taking measures from the perspective of the entire supply chain. We continuously make efforts to strengthen the management of chemical substances, such as by expanding the scope of controlled substances in November 2021.

Participation in Initiatives

DNP empathizes with the initiatives of the United Nations Global Compact's local organization (Global Compact Network Japan, hereinafter referred to as GCNJ), which was launched in Japan in 2003, and we have been participating in various subcommittees. Notably, we have been participating in the Supply Chain Subcommittee since its inception in FY2008. DNP was also involved in compiling "A Vision of Desirable CSR Activity in the Supply Chain" (issued in 2013) and "An Introduction to Sustainable Procurement—Promoting CSR in the Supply Chain" (issued in 2016) and the creation of Japanese-English versions of "CSR/Sustainable Procurement Training Toolkit (Lecture & Game)" (issued in 2020). In FY2023, we were involved in the creation of the Tools for Checking the Level of Understanding of An Introduction to Sustainable Procurement, thereby contributing to the promotion of sustainable procurement.

Sustainability Management >

Product Safety and Quality

DNP recognizes that placing safety and quality first and foremost is a responsibility of a company providing products and services to society. Under this recognition, we strive to constantly improve by always exploring how our products and services are used and asking ourselves questions such as, “What are the quality requirements” and “What makes the products and services safe and easy to use” from the perspective of customers and consumers. Moreover, the initiatives we take for the safety and quality of products and services are based on our efforts to always consider people’s satisfaction throughout the supply chain from the proposal stage through to final delivery and from the procurement of raw materials to the manufacturing, use, disposal and recycling of products to increase society’s trust in us.

Medium-to long-term vision

We seek to gain the trust of society by prioritizing the safety and quality of our products and services as part of our responsibility as a company that supplies these to society.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Number of serious accidents*1 caused by our products (2) Percentage of newly developed products undergoing product safety and risk assessment (3) Percentage implementation of the quality system inspection*2	(1) Achieve zero accidents. (2) Achieve 100% (covering all products concerned). (3) Achieve 100% (covering all organizations concerned).	For most-recent fiscal year results

*1 Including cases where a defect in our products jeopardizes the user’s life, causes serious bodily harm or inflicts serious damage on the user’s property (other than the product itself)

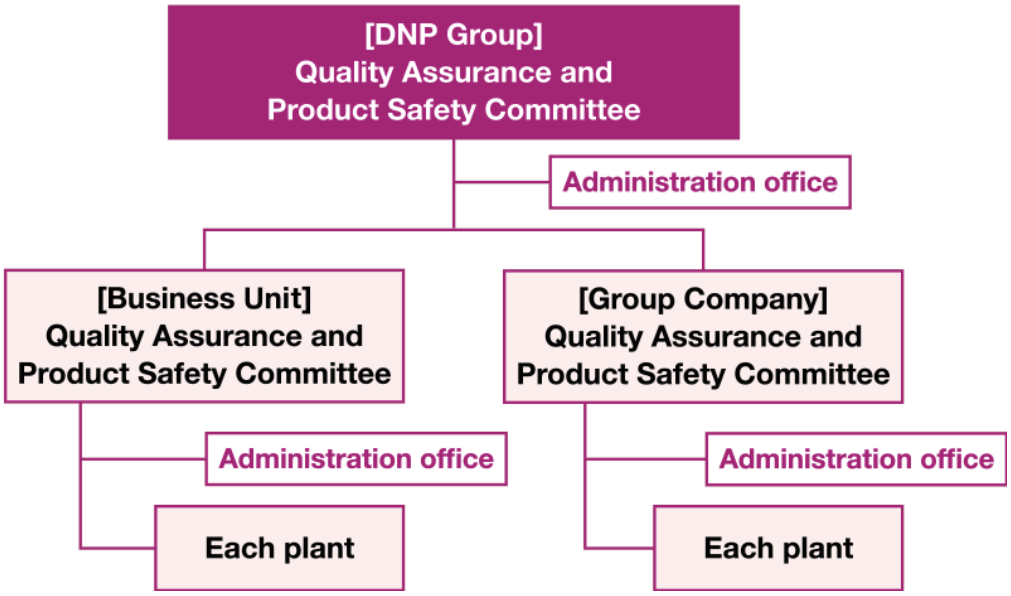
*2 Quality system inspection: Conducted by the head office’s quality assurance supervisory division, target sites are inspected once a year to check the operation of the quality management system

Structure to Promote Management

Internal Structure and Management

DNP’s basic policy concerning quality management is to ensure that our products and services conform to the required standards and legal regulations and to fulfill our corporate social responsibility by providing products and services that deliver levels of safety and quality exceeding the needs and expectations of corporate customers and consumers. To promote quality management, a Group-wide supervisory organization called the DNP Group Quality Assurance and Product Safety Committee has been established. It is chaired by the corporate officer in charge of the head office. We have stipulated Group-wide rules consisting of actions that should be taken to ensure the safety and quality of our products and services. We have also established a quality management system and a product safety management structure. Meanwhile, a Quality Assurance and Product Safety Committee has been set up within each of the business units and Group companies, the agents of our operations.

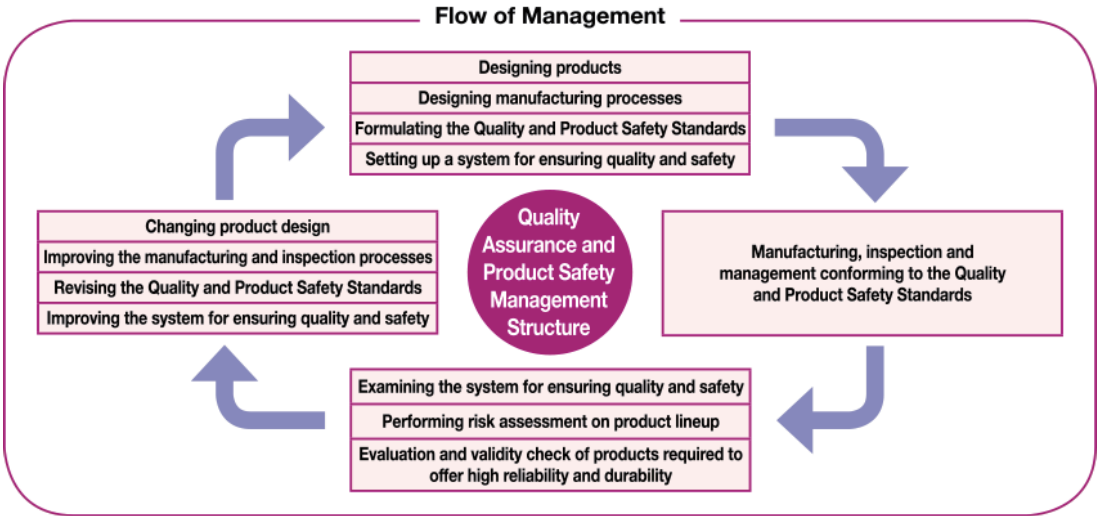
DNP Group Quality Assurance and Product Safety Management Structure



DNP Group Product Safety Policy >

DNP Group Quality Policy >

According to the Group-wide rules, the head office's quality assurance supervisory division reports on the status of Group-wide activities, issues and other relevant matters twice a year to the DNP Group Quality Assurance and Product Safety Committee to review policies and targets and improve activities. To ensure greater safety and quality, the head office's quality assurance supervisory division gives guidance to the business units and Group companies based on the results of discussions at the Committee's meetings and engages in activities to prevent serious quality accidents and ensure that proper actions are taken in the event of an accident.



DNP anticipates demand from corporate customers and the marketplace and it has obtained many certifications relating to quality assurance such as ISO9001, an international standard for quality management, Food Safety System Certification (FSSC) 22000 in the field of food packaging and IATF 16949, a quality management system for the auto industry.

Acquisition of certification (Japanese site opens) >

DNP's Main Initiatives

Initiatives for Ensuring Product Safety and Quality

DNP identifies and evaluates risks impacting all of the products and services it provides from the design stage, and works to reduce the detected risks. DNP continues to offer products and services that make corporate customers, consumers and other people feel secure in terms of both safety and quality.
After the products and services are made available, we continue to monitor them through biannual risk evaluations and safety monitoring, thereby keeping up with the social and technological change of the environment. If the results of a risk evaluation call for a design change, an improvement of the manufacturing technology or other action to ensure product safety and quality, it will be implemented correctly and our internal standards will also be reviewed.
The head office's quality assurance supervisory division conducts annual quality system inspections to check the operation of the quality management system and prevent fraudulent quality. The inspection is annually reviewed to ensure it stays effective. Inspection results are reported to the DNP Group Quality Assurance and Product Safety Committee and the Corporate Ethics Committee and, based on instructions from these committees, corrective actions are taken.

Employee Education

Based on its education plan, DNP provides the education necessary for all employees of the DNP Group to sincerely and rigidly work to ensure the safety and quality of our products and services. Employees may receive training in accordance with their job experience and job level. Our employee training program started in 1994 and, since fiscal 2000, all employees of the DNP Group have participated in it in the form of an e-learning program.
High-level specialized education is provided to people in jobs that require more specialized knowledge.

Thorough Verification in the Actual Use Environment and Control of Changes

DNP conducts tests, evaluations and verification in the actual use environment and more demanding conditions at all stages of the process from design to the release of the product, in accordance with the extent of the risks. In doing so, DNP seeks to ensure that users can feel safe and secure in using products and services before any decision to release them.
There is a similar process for decisions on the changing of the materials or shapes of a product, manufacturing methods and contents of services, etc. in association with the changing needs of corporate customers and consumers and the changing internal and external environments.

Internal/External Audit

- Internal audit: We conduct internal audits periodically in accordance with DNP's unique initiatives and the ISO 9001 standard, irrespective of whether the ISO 9001 certification has been acquired.
- External audit: We are audited by corporate customers, outside certification institutions and equivalent organizations as appropriate. The results of the audits are reported to executives at meetings of the Quality Assurance and Product Safety Committees of the business units and DNP Group companies and are also shared with the head office's quality assurance supervisory division to ensure proper feedback is provided.

Initiative for prevention of fraudulent quality

DNP strives to enforce legal compliance and ensure safety and quality. The Company sufficiently manages risks of legal violations and fraudulent quality and works to prevent them.
Amid the series of fraudulent quality incidents in Japan and overseas, DNP has been working to prevent similar incidents from occurring within. While we receive ISO and other external certifications and diagnoses, the head office's quality assurance supervisory division checks the validity of our quality management system to reinforce the mechanism and provides the business units with guidance and instructions for corrective action.
Additionally, DNP are continuing departmental education on our Group-wide rules tailored to the employee's role, including agreements with corporate customers regarding specifications, ensuring the reliability of inspections and other matters. DNP also continues to conduct case studies and awareness-raising activities to develop a corporate climate that looks to prevent fraudulent quality.

Quality Control in the Supply Chain

To ensure stable maintenance and the improvement of the quality of products and services, DNP cooperates with suppliers to continually and regularly evaluate and monitor products and services based on the quality management system and similar initiatives, and to seek solutions to problems and failures when they are detected. Quality is also controlled within the companies of the DNP Group, throughout the supply chain, based on Group-wide rules as we provide products and services to corporate customers and consumers to ensure they always feel safe about using the DNP Group's products and services.

Responsible Procurement >

Corporate Citizenship

DNP aims to contribute broadly to the resolution of social issues and the realization of a better society through business activities and by acting as a good corporate citizen while effectively utilizing our management resources, including human resources, intellectual properties, technologies and facilities, while promoting cooperation and collaboration with external organizations. We also support the social contribution activities of employees, as these activities encourage their personal growth and self-fulfillment.

Medium-to long-term vision

We contribute to society by resolving social issues, conducting volunteer activities and through cultural activities as we look to deepen our relationship with society as a good corporate citizen that coexists with society.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Number of external participants for social contribution activity programs (2) Number of internal participants for social contribution activity programs (3) Number of Fair Trade-related products consumed in-house (4) Number of dishes served in company cafeterias to support disaster areas and the groups for the development of the next generation.	(1) Achieve an accumulated total of 10,000 persons (2,000 per year) from FY2020 to FY2024. (2) Achieve an accumulated total of 6,000 persons (1,200 per year) from FY2020 to FY2024. (3) Achieve an accumulated total of 250,000 items (50,000 per year) from FY2020 to FY2024. (4) Achieve an accumulated total of 70,000 dishes (14,000 per year) from FY2020 to FY2024.	For most-recent fiscal year results

DNP Group Social Contribution Policy and Social Contribution Themes

The DNP Group is committed to helping resolve the challenges facing society and contributing to the realization of a more affluent society capable of sustainable growth.
DNP is therefore promoting broad-based contributions to realize a better society, not only by offering useful products and services through our business activities, but through effective utilization of our management resources (including personnel, expertise, technology, and facilities); labor-management collaboration; and efforts to coordinate and collaborate with external entities.

Furthermore, the DNP Group supports voluntary participation in social contribution activities by employees. Such activities are not only beneficial for society; they help employees grow as persons and actualize their unique potential.

As a member of society, the DNP Group will continue striving to address social challenges.

Five Social Contribution Themes



With love for nature

Scope | Environmental conservation

Preserving the environment is a critical challenge faced by all of humanity. The DNP Group is grateful for the benefits bestowed by our truly irreplaceable environment. To leave a beautiful environment teeming with life to those who come after us, we promote a wide range of environmental preservation activities including forest and river cleanup activities.

Examples of initiatives >



With a broad outlook

Scope | Community and international engagement

To help create security, comfort, and abundance in local communities, the DNP Group promotes a wide range of activities with residents. Because modern lifestyles are deeply linked not only with those living nearby, but to people around the world, DNP adopts a global perspective in its efforts to realize a more secure, comfortable, and affluent society.

Examples of initiatives >



For the next generation

Scope | Nurturing scholarship, promotion of education, encouragement of the next generation, and the development of the information society

Advanced scholarship and the promotion of education are critical if we are to build a sustainable society to benefit future generations. Through its principal business activities, the DNP Group is building a foundation for social development by deploying its accumulated printing and information technologies, as well as its knowledge and expertise, for the benefit of our youth, who will be responsible for the society of the future.

Examples of initiatives >



For a spiritually rich society

Scope | Promoting art and culture

Art and culture are prerequisites for the realization of a spiritually abundant society capable of bringing happiness and inspiration into people's lives. As a printing enterprise, the DNP Group supports advancement of the arts and culture in the field of graphic arts and through the use of printing technology to preserve and disseminate historic cultural properties and images.

Cultural Activities at DNP >



Also taking a Humanitarian standpoint

Scope | Humanitarian aid and disaster recovery support

The DNP Group will deliver emergency humanitarian aid where it is needed, such as in areas affected by large-scale disasters, armed conflicts, and other circumstances that necessitate aid.

Examples of initiatives >

DNP's Main Initiatives

Here we introduce DNP's social contribution activities for continuing to be a good corporate citizen.

Activity theme

With love for nature

Scope | Environmental conservation

Conservation of biodiversity

DNP receives numerous benefits from ecosystems that are supported by rich biodiversity and believes that maintaining harmonious coexistence with the environment is essential for sustainable growth as a company. In keeping with this belief, through its main business activities DNP is working to conserve biodiversity such as in procuring raw materials while creating green areas at business sites.



DNP is promoting ex situ conservation by utilizing the green space on the premises of DNP Technopack's Yokohama Plant.

DNP's initiatives toward biodiversity 5,036KB >

Cleanup activities

As one of its initiatives to conserve the natural environment, DNP is promoting local cleanup activities at each Group business site across the country. In the Kansai area, for more than 30 years DNP has been undertaking cleanup activities around Kyoto's Arashiyama and Nakanoshima Park (Katsura River) twice a year, in spring and autumn. This initiative is led by the employee labor union, with over 100 people participating in each cleanup. In fiscal 2022, more than 600 people from at least 12 business sites across Japan participated in local cleanup activities.



DNP also encourages families of employees to participate in these cleanup activities around Arashiyama and the Katsura River in Kyoto.

Activity theme

With a broad outlook

Scope|Community and international engagement

Fairtrade Activities

Fairtrade activities aim to improve the living conditions and self-independence of vulnerable producers and workers in developing countries by continuously and stably trading raw materials and products at a fair price. The DNP Group has worked to spread the Fairtrade activities since the inception of these activities in Japan. They include promoting the in-house consumption of Fairtrade-certified coffee, which reached one million cups in March 2018. In recognition of these achievements, DNP was presented with the first-ever certificate of commendation in Japan from Fairtrade Label Japan, a specified NPO. In fiscal 2022, we sold 2,487 dishes at cafeteria using Fairtrade-certified sesame seeds and 29,767 cups of Fairtrade-certified coffee and black tea.



Fairtrade-certified coffee is served to guests.



We provide cafeteria menus items that feature certified products during Fairtrade Month Campaign in May

Support for developing countries(donation of unneeded goods)

In collaboration with the Japanese Organization for International Cooperation in Family Planning (JOICFP), an NGO for international cooperation, every year the DNP Group contributes to women's support activities, mainly supporting secure and safe childbirth in disaster-stricken regions in Asia, Africa and Japan, by donating used stamps and unused postcards and stamps. Numerous employees participate each year as a project enabling the participation of Group employees throughout Japan. In fiscal 2022, we donated 82,000 yen worth of unused stamps and postcards (face value), 10 kg of used commemorative stamps. Also this year, we newly donated 178 CDs and DVDs to Japan International Volunteer Center, an NGO that supports children's education in conflict areas.

*Cumulative total since 2018: 382,000 yen worth of unused stamps and postcards, 33 kg of used commemorative stamps, 178 CDs and DVDs.



Volunteer employees sort stamps and postcards received from business sites throughout Japan.

Local community contribution activities

DNP Group's overseas subsidiaries undertake a variety of local community contribution activities.
Through Karawang International Industrial City Community Association we belong to and with the support of IPB University, DNP Indonesia has been participating in Telaga Desa Agro-Enviro Education Park, a local community contribution program involving technical guidance and technology transfer in the agriculture, fisheries, livestock and forestry industries, since the program's inception, as it continuously provides support over the long term. These efforts are aimed at improving the productivity of neighboring communities whose main industry is agriculture and helping build self-reliant societies.



DNP Indonesia's Karawang Plant

Activity theme

For the next generation

Scope | Nurturing scholarship, promotion of education, encouragement of the next generation, and the development of the information society

Visiting classes and workshops

Driven by its the desire to contribute to the sustainable development of society by providing children, who will lead the next generation, with workshops that stimulate their intellectual curiosity, increase interest in learning and raise interest in social issues, DNP visits local elementary schools to present its visiting classes and holds workshops for children throughout the country. In fiscal 2022, 905 children took part at 13 schools and educational institutions in Iwate, Tokyo, Kanagawa, Osaka, Okayama and Kumamoto.



Visiting class “The Wonder of Colors” in the Shinjuku district of Tokyo



An extremely popular globe-making workshop at Osaka Knowledge Capital

Educational support for developing countries (volunteer activity to prepare translated picture books)

Many children around the world have never even seen a picture book due to conflict, poverty or other factor. Based on a desire to help boost the literacy rate of children in developing countries by providing them with the opportunity to access books, which are closely related to publishing and printing, DNP participates in the Campaign to Deliver Picture Books.
The campaign, run by the non-governmental organization Shanti Volunteer Association (SVA), sends Japanese picture books, affixed with seals bearing translations into the local language, to children in developing countries. In fiscal 2022, we donated 104 books, making it a cumulative total of 693 books.



Every year numerous employees and their children participate in the event.



DNP held workshops together with SVA and also encouraged the participation of people from outside the company.

Company visits and plant tours

At nationwide business sites, DNP accepts local elementary and junior high school students for company visits and plant tours with the aim of helping them develop their careers by introducing DNP's businesses and the work of its employees and teaching children and students about engagement with society, job satisfaction and the importance of hard work for realizing their dreams. In fiscal 2022, we received a total of 341 persons from 3 elementary schools (120 participants), 4 junior high schools (14 participants), 9 high schools (185 participants) and 2 universities (40 participants).



Elementary school students on a plant social studies tour



Junior high school students wear work uniforms and experience workplaces.

Support for business education for high school students

In recent years, “enhancing career education” has become a key theme in school education. Students are provided with opportunities to learn about careers through work experience at companies and various organizations and via dialogue with actual employees and staff. DNP participates in the Tokyo Metropolitan government's Commercial Education Consortium Tokyo and provides business education to high schools. In fiscal 2022, we had 35 participants from Tokyo Metropolitan Katsushika Commercial High School.
*Cumulative total since 2018: 875 participants



An expert from DNP’s planning visits the school to give a lesson.



Final results presentation held at Tokyo Metropolitan Fourth Commercial High School

Activity theme

To enhance social well-being

Scope|Promoting art and culture

Art and culture are prerequisites for the advancement of social well-being capable of bringing happiness and inspiration into people’s lives. As a printing enterprise, the DNP Group supports advancement of the arts and culture in the field of graphic arts and through the use of printing technology to preserve and disseminate historic cultural properties and images.

Cultural Activities at DNP >

Activity theme

Also taking a Humanitarian standpoint

Scope | Humanitarian aid and disaster recovery support

DNP Group's 10 Years of Great East Japan Earthquake Reconstruction Support Activities

With its epicenter off the coast of the Sanriku Oshika Peninsula in Miyagi Prefecture, the Great East Japan Earthquake that struck on March 11, 2011 claimed numerous precious lives, mainly in eastern Japan, and left devastating scars across the country. DNP has provided support for the affected areas based on the policy of “Continue doing what we can” spurred by its desire to help the stricken areas recover from this catastrophe as quickly as possible and to restore a sustainable society where people can resume their lives.



Emergency relief donations immediately after the disaster



Local volunteer activities by employees



Providing “reconstruction support menu” at the company cafeterias



DNP visiting class “The Wonder of Colors”

Disaster reconstruction support (donations)

DNP has formulated DNP Group Criteria for Conducting Disaster Recovery and Reconstruction Support and provides emergency support according to these criteria in response to large-scale disasters that occur in Japan and overseas. Specifically, DNP contributes support money and implements employee fundraising and support programs, making donations as support for disaster areas. Additionally, DNP provides continuous support for reconstruction for disasters in Japan that cause enormous damage.
For example, with the support program “D-Smile Menu,” we offer a special “reconstruction support menu” at the company cafeterias nationwide, the price of which includes a donation. In case of a large-scale disaster, DNP donates a portion of the proceeds from this menu to organizations conducting support activities. Moreover, the menu is served throughout the year and changes monthly, allowing for donations to initiatives to eliminate educational inequality across Japan. These monthly menus also facilitate economic support of previously supported disaster areas as we procure ingredients from there. Starting in fiscal 2022, the program was expanded to “menus for building a better society” to include menu items that support activities that defend human rights.

[D-Smile Menu FY2022 Support Results]
・Eliminating educational inequality: 1,624,500 yen (corresponding to 32,490 dishes)
[Beneficiaries] Chance for Children Inc., USNOVA, Shinjuku School for Children with Disabilities run by Shinjuku Ward
・Foodbank support: 51,450 yen (corresponding to 1,029 dishes)
[Beneficiaries] Meals on Wheels Japan
・Turkey–Syria earthquakes reconstruction support: 181,936 yen (support menu and fundraising
[Beneficiaries] Japan Platform



An example of the “reconstruction support menu” for the Great East Japan Earthquake



“Reconstruction support menu” was also provided as emergency support for 2019 Typhoon Hagibis

Disaster reconstruction support (local volunteers)

As a good corporate citizen that coexists with society, DNP believes it has a mission to provide support for large-scale disasters that occur in Japan and overseas. As a way of support, we believe it is important to have the attitude and feeling of "get close to the hearts of the people affected by the disaster and sincerely consider how we can support them." Accordingly, DNP strived to collaborate closely with NPOs and other organizations deeply familiar with existing conditions in the disaster-stricken areas while continuing to undertake reconstruction support activities that match the needs and circumstances of the disaster-stricken areas.



Much is learned in the areas stricken by the Great East Japan Earthquake



We dismantled and sorted out the debris of a hut completely destroyed by the 2016 Kumamoto Earthquakes



Employees and their families cleaning temporary housing after the 2018 West Japan Torrential Rains

Refugee support (donations)

Wanting to continuously support refugees, said to number more than 110 million worldwide (May 2023, United Nations High Commissioner for Refugees [UNHCR]), DNP decided to donate a total of 50 million yen, spread out over five years as 10 million annually starting in 2022, to Japan for UNHCR. The donations from DNP go toward the UNHCR's activities to help refugees. Additionally, we promote long-term refugee support throughout the year, for example by serving "support menus" that included donations from employees at our employee cafeterias nationwide during World Refugee Day (June 20) and Human Rights Week (December 4-10).

[D-Smile Menu FY2022 Support Results]
・Refugee support: 177,200 yen (corresponding to 3,544 dishes) [Beneficiaries] United Nations High Commissioner for Refugees (UNHCR) / Japan for UNHCR


UNHCR
The UN Refugee Agency

感　謝　状
WORDS OF APPRECIATION

大日本印刷株式会社　御中

On behalf of the refugees of the world,
we would like to express our sincere gratitude for your generous
support to those who have been forced to flee their own land.
Your concern is a gift of hope for their future.

お寄せいただいた温かいご支援は、
故郷を追われ困難に直面している難民の人々が、
未来への希望をもって生きていく大きな力となります。
ここに世界の難民の人々に代わって、
謹んで感謝の意を表します。

2023 年 7 月

UNHCR 駐日事務所
UNHCR Representative in Japan
Ayaki Ito

国連 UNHCR 協会
理事長
宮内 孝久

国連難民高等弁務官事務所

Letter of appreciation from Japan for UNHCR



Senior Corporate Officer Sugita (right) receiving the letter of appreciation from Executive Director Kawai of Japan for UNHCR (left)

FY2022 Relevant news (delivered Apr 2022 - Mar 2023)

Apr 18, 2022　For Global Market　Sustainability　Social contribution activities
DNP to Sponsor Thematic Projects for Expo 2025 Osaka, Kansai, Japan | DNP Group　>

Governance



Corporate governance >

- DNP's corporate governance structure >
- Risk management and compliance >



Fair operating practices >

- Medium-to long-term vision >
- Structure to promote management >
- DNP's main initiatives >



Information security >

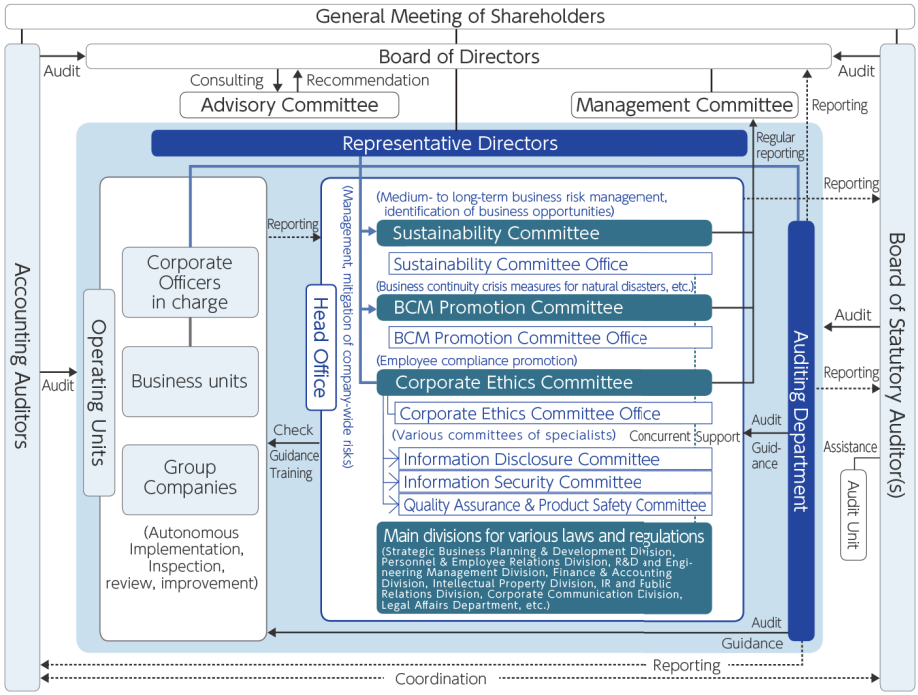
- Medium-to long-term vision >
- Structure to promote management >
- DNP's main initiatives >

Corporate Governance

DNP believes that enhancing corporate governance is a critical management challenge that will help us to maintain the trust of all our stakeholders, contribute to the sustained growth of society and increase enterprise value.
We make every effort to make appropriate decisions regarding management, to execute business properly and promptly, and to establish and operate systems for supervising and auditing these activities. In addition, we work hard to provide employees with thorough training and education, and to comprehensively enhance our corporate governance.

DNP's corporate governance structure

Structural diagram of DNP's corporate governance and internal control system



Risk management and compliance

The variables that impact management via sharp changes in the social environment are becoming more diverse and widespread. Against this background, DNP believes that incorporating such changes in medium- to long-term business strategies, then enhancing the processes by which we appropriately evaluate company-wide risks and transforming them into business opportunities will contribute to a more sustainable society, In addition, this will lead to our stated goal of achieving Tomorrow's Basic.
Based on this concept, and as can be seen in the schematic of the corporate governance and internal control system shown above, the system is based on three committees that collaborate to cover company-wide risks.
The three committees are:
1, the Sustainability Committee, chaired by the company president that is responsible for managing medium- to long-term risk, the identification of business opportunities and causing these to be reflected in business strategies.
2, the BCM Promotion Committee responsible for ensuring business continuity to secure employee safety and enable them to maintain production activities even in the event of emergencies, such as natural disasters, and,
3, the Corporate Ethics Committee, which targets risk reduction while planning to improve employee compliance awareness which forms the basis of business continuity.

Sustainability Management >

Identifying Materiality >

Compliance with laws and social ethics

Rather than simply having each of our employees comply with laws and regulations in the execution of DNP's business activities, we believe that DNP can win society's trust by maintaining even higher ethical standards than society expects and by consistently remaining fair and equitable as we help to maintain and develop orderly, free and competitive markets. In order to be able to act in ways that meet society's expectations, DNP works to imbue corporate ethics throughout the DNP Group.

Fair operating practices >

Construction of systems that support business continuity

In the event that an emergency situation should compromise the continuity of DNP's business operations, any interruption in our operations would affect not only DNP but our customers, suppliers, their employees and a variety of stakeholders. DNP has prepared a business continuity plan in order to build a strong corporate structure that can continue operating under crisis conditions and quickly restore operations in the event of an interruption. We maintain a proper awareness of disaster risk in the course of our daily operations, and we implement employee training and other measures aimed at enabling us to cope appropriately in extreme situations.

Disaster prevention system for use in unforeseen circumstances

At DNP, we have established the Central Disaster Prevention Committee to develop and promote disaster preparedness measures throughout the group, the Business Division / Group Company Disaster Prevention Committee to promote them according to the characteristics of each division, and the Area-specific Disaster Prevention Committee to promote them in cooperation with the Ministry of Education, Culture, Sports, Science and Technology. Through these committees, we prepare disaster management plans and promote preventive measures.
Our experience of the Great East Japan Great Earthquake reaffirmed the importance of a Business Continuity Plan (BCP) that gives top priority to human safety in times of disaster and increases corporate response and resilience. Based on these priorities, we recognize disaster risks on a daily basis and promote appropriate preventive measures. In order to deal with disasters and other unforeseen circumstances, we established a basic policy and promotion system in the Basic Regulations for Disaster Countermeasures at the DNP Group to ensure the safety of employees parties concerned. We promote disaster prevention measures that give our stakeholders confidence in our operations in the event of a disaster.

	Head Office	Each Business Unit / Group Company
Permanent Disaster Prevention Organization	Central Disaster Prevention Committee at the DNP Group Chairperson Deputy chairperson Secretariat Subcommittee · Human resources subcommittee · Facilities subcommittee · Asset preservation subcommittee · Business activities subcommittee · Public relations subcommittee · Community subcommittee	Business Unit and Group Affiliate Disaster Prevention Councils Chairperson Deputy chairperson Secretariat Coordinator · Human resources coordinator · Facilities coordinator · Asset preservation coordinator · Business activities coordinator · Public relations coordinator · Community coordinator Fire protection and disaster prevention manager (DNP's own firefighting organization) *Individually established for each business unit / group company In areas composed of multiple organizations, area-specific disaster prevention committees are also set up to promote disaster prevention measures across the organization.
Functions and roles	Development and promotion of comprehensive and systematic disaster preparedness measures throughout the DNP Group	Promotion of practical disaster preparedness measures considering business content and regional characteristics
Maintenance of regulations, plans, etc.	Basic regulations for disaster countermeasures at the DNP Group · Basic plan for disaster prevention at the DNP Group · Large-scale earthquake response plan at the DNP Group Regulations for fire protection / disaster prevention management at the DNP Group	· Disaster response work plans · Business Continuity Plan (BCP) · Firefighting plan
Countermeasures organization in times of disaster	Central Disaster Response Headquarters at the DNP Group *The DNP Group's Central Disaster Prevention Committee will be transferred as is, to promote and otherwise take overall control of company-wide disaster emergency measures, disaster recovery / reconstruction and other necessary measures in the time of a disaster.	Disaster Response Headquarters for each Business Unit and Group Company *The disaster committee in each business unit / group company will be transferred as is, to promote and coordinate disaster emergency measures, disaster restoration / reconstruction and other necessary measures at a specific disaster site.

Fair Operating Practices

It is our belief that in carrying out business activities, we need to do more than just ensuring DNP's and its employees' compliance with laws and regulations but always remain fair and equitable, acting under high ethical standards that exceed the expectations of society. To help maintain and develop orderly, free and competitive markets and consistently undertake business activities that measure up to society's expectations, we aim to instill and establish corporate ethics more firmly throughout the DNP Group.

Medium-to long-term vision

We help to maintain and develop orderly, free and competitive markets based on laws and social ethics and by always remaining fair and equitable.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Number of meetings of the Corporate Ethics Committee*1 (2) Ratio of holding Autonomous Corporate Ethics Training conducted*2	(1) Hold the meeting once a month (12 times a year) or more. (2) Achieve 100% (covering all organizations concerned).	For most-recent fiscal year results

*1 An organization overseeing internal controls, responsible for promoting a compliance framework to ensure that all business activities of the DNP Group are carried out in an appropriate manner. Consisting of directors and corporate officers in charge of organizational units within the head office, the committee holds regular monthly meetings to formulate and determine policies and various activity implementation plans concerning the compliance framework of the entire Group. The committee is also responsible for comprehensively inspecting, reviewing and providing guidance for the framework established and operated in accordance with the implementation plans.

*2 Training provided on a continuous basis since 2003. The heads of each business division provide lectures on corporate ethics as a foundation of business and explain to their staff the issues and countermeasures relevant to the operations of their respective divisions.

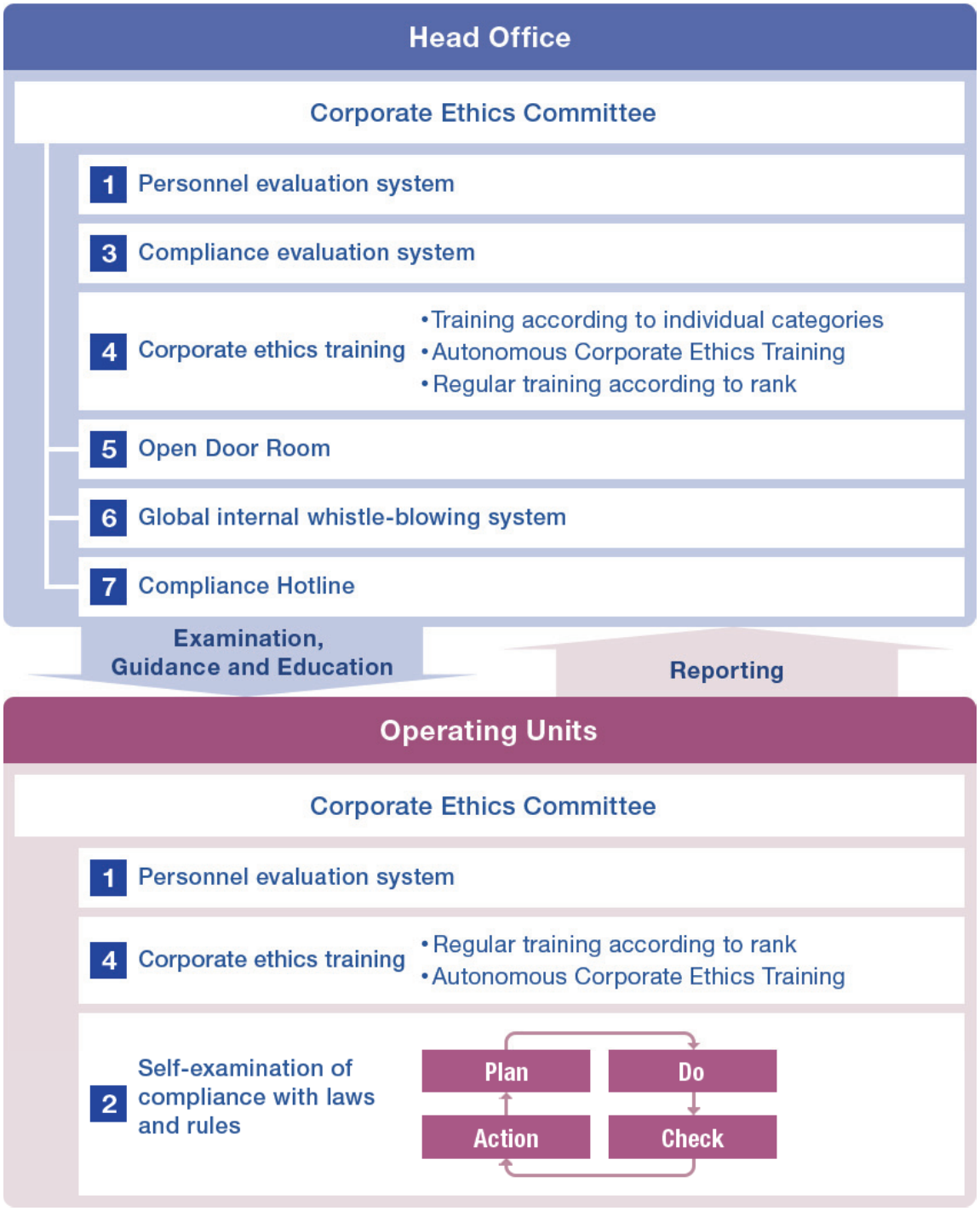
Structure to Promote Management

Structure to Promote Management and Training

As an organization for overseeing compliance, DNP has established the Corporate Ethics Committee (Chairman: senior managing director), which is composed of directors and corporate officers in charge of each division and department at the head office. Additionally, we have established a Corporate Ethics Committee in respective business units and Group companies that execute operations and undertake multifaceted corporate ethics activities in accordance with management based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO) framework.

DNP considers continuity, autonomy, positivity and efficiency to be crucial in promoting compliance-related management. DNP implements various training programs for the entire Group throughout the year with the aim of fostering such an organizational culture and strengthening its management foundation.

Structure for Ensuring Thorough Corporate Ethics



1 Personnel evaluation system

We use corporate ethics as a basis of performance evaluation and promotion decisions made under the personnel evaluation system and strive to develop human resources who live up to society's expectations with sincerity.

2 Self-examination of compliance with law and rules

DNP's business units and Group companies use evaluation items developed by the responsible head office division to perform self-examination and self-evaluation for constant improvements. This activity has been carried out since 1997 under the motto "Protect our company by ourselves."

3 Compliance evaluation system

Implemented in 2005 by the responsible head office division as a system to evaluate DNP's business units and Group companies using common performance indicators. This evaluation is conducted twice a year on a regular basis.

4 Corporate ethics training

We provide various education and training opportunities, as we believe that a high level of awareness and a correct understanding among employees will make our efforts related to corporate ethics more effective.

5 Open Door Room*3

Established in 2002 as a whistle-blower system to receive inquiries and reports on matters concerning corporate ethics. In 2015, we also established an external contact point for reporting to and consultation by lawyers, and in 2022, we revised our internal rules in accordance with the revision of the Japan's Whistle-Blower Protection Act to provide a more secure system for reporting and consultation.

6 Global Internal Whistle-blowing System*3

In 2020, we reviewed our internal whistle-blowing system and framework at our overseas bases and established the global internal whistle-blowing system as a new whistle-blowing contact point capable of multilingual responses. In this manner, we are proceeding to strengthen compliance at overseas bases by making quick and appropriate responses.

7 Compliance Hotline*3

This hotline, established in 2009, receives information from suppliers and contractors on any misconduct (or possible misconduct) of DNP employees or other parties, which they have come to recognize during their transaction with the DNP Group. In 2022, the name was changed from "Supplier Hotline" to "Compliance Hotline" to clarify that the hotline is only for compliance-related reports and to accept reports not only from suppliers and contractors but also from retirees and others.

Inquiries regarding the Compliance Hotline(Japanese site opens) >

*3 The information we receive at each of these consultations and whistle-blowing contact points also encompasses problems related to human rights, labor, and graft and corruption, including bribery.

DNP Group Anti-Bribery Policy >

DNP's Main Initiatives

Initiatives to Ensure Compliance with the Law and Social Ethics

At a meeting of the Board of Directors in 2007, DNP formulated the DNP Group Code of Conduct, which specifies 10 conduct rules such as "Compliance with the laws and social ethics" to be observed by all employees in carrying out corporate activities. Subsequently as well, we have regularly reviewed the Code of Conduct in accordance with changes in the social environment while we strive to permeate the Code through opportunities such as level-specific training. We conducted the Autonomous Corporate Ethics Training in FY2022 as well for all Group employees in and outside Japan.

In addition, we set up the Open Door Room in 2002 as a point of contact for consultations and reporting when employees encounter misconduct or among other problems, that cannot be solved by consulting their superiors or other employees around them or solved by their own department alone. Furthermore, in 2015, we established the Open Door Room as an external contact where lawyers are available for consultation and reporting, and in 2020 we established the multilingual global internal whistle-blowing contact. In this way, we are working to ensure that the self-cleansing ability of our organization functions in an even more proper fashion across the entire DNP Group. In conjunction with the operation of these contact points, we formulated the DNP Group Open Door Room Operation Standards in consideration of the Whistle-Blower Protection Act. By doing so, we sought to create an internal whistle-blowing system under which a whistle-blower can consul at lawyer and report matters in a secure way. In FY2022, we revised the standards to enhance the system in response to the revision of the law. We also operate other contact points such as the Consultation Office where employees may consult Consultation Office staff about a range of problems and an inquiry desk for all stakeholders. Regarding the requests for consultation received by contact points and the issues that are reported, we always take proper steps, including the implementation of the necessary corrective measures, while protecting the confidentiality of the reported information and the anonymity of the whistleblower to ensure the whistleblower is not disadvantaged in any way. Across the DNP Group, we received 61 whistleblowing-related matters both in Japan and abroad in FY2022. We responded to these reports in a proper and sincere manner while taking measures as necessary to prevent recurrence.

As a result of these efforts, no serious violations were found in FY2022.

Anti-Bribery Initiatives

As recent corporate activities expand beyond national and regional boundaries, regulations concerning bribery are being tightened in each country and region in order to ensure a fairer and more open competitive market. DNP has always prohibited employees from seeking profit through bribery and other dishonest means and stipulated so in the Code of Conduct. To further reinforce our efforts in this area, in 2018 we established various policies and regulations that include the DNP Group Anti-Bribery Policy, the DNP Group Anti-Bribery Regulations and the DNP Group Anti-Bribery Guidelines. In conjunction, we have externally disclosed our anti-bribery policy to express DNP's approach and position while internally holding briefing sessions for each organization and providing e-learning education for all DNP Group employees, and through these measures, we seek to ensure an awareness and thorough understanding of this policy. Concurrently, based on the anti-bribery selfcheck sheet, we check each item, such as the existence of any applicable matters at subject business sites, application procedure results, and educational and enlightenment activity results on a yearly basis.

Dealing with Political Donations and Anti-social Forces

DNP's basic policy is to maintain political neutrality by not making political donation, either directly or indirectly. There were no instances of any political contributions even in the past three-year period up to 2022. To anti-social forces that negatively affect public order and sound activities of society, we also prohibit the provision of inappropriate payoffs.

Appropriate Tax Payments

The DNP Group will contribute to the socio-economic development of the countries and regions in which we do business, by complying with relevant tax laws and regulations and social ethics, and making appropriate tax payments.

DNP Group Tax Policy >

Tax amounts by region
Fiscal 2021

(Billions of yen)

Country/region	Tax amounts	share
Japan	114	83.44%
Asia	11	7.82%
Other	12	8.73%
Total	136	100.00%

Principal Theme: Fair Operating Practices

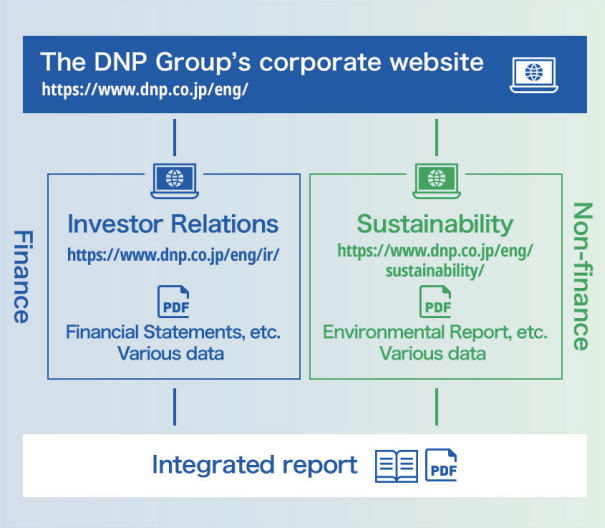
Appropriate Disclosure of Information

In order for DNP to grow sustainably with society, it is essential to build trust with stakeholders such as shareholders and investors, customers, suppliers, local communities, and employees. We will actively disclose diverse information and fulfill accountability so that all stakeholders correctly understand our business and corporate activities. In addition, to accurately recognize how DNP is regarded, we will deepen Taiwa(dialogue) with stakeholders and strive to be a company that can be trusted by sincerely responding to those issues and expectations derived from Taiwa.

Information Disclosure Structure

Timely and appropriate disclosure of information is made via the Company's website, various reports (PDF) and more in order to extensively announce DNP's sustainability initiatives to stakeholders.

DNP Group's Information Disclosure



"Investor Relations" website

The "Investor Relations" website has been established on the corporate website for shareholders and investors for the timely and appropriate disclosure of information.

"Sustainability" website

The "Sustainability" website has been established on the corporate website to communicate non-financial information in detail for the timely and appropriate disclosure of sustainability information.

Integrated report

DNP publishes an integrated report each year covering its growth strategies and business activities that make use of financial and non-financial capital in an integrated manner for sustainable value creation.

Environmental report

With regard to environmental management, environmental activities are summarized in PDF format each fiscal year, and DNP publishes "The DNP Group Environmental Report."

Disclosure Policy >

Scope of Disclosure of Information

■Reporting period: Centering on activities of FY2022 (from April 1, 2022 to March 31, 2023), the Report contains prior initiatives and the latest activities.

■Scope of report: For all companies and divisions in the DNP Group, “DNP” represents the DNP Group on the website, and it is distinguished from Dai Nippon Printing Co., Ltd. In addition, the “DNP Group” is used in sentences that emphasize the Group.

Referenced Guidelines

The UN "Global Compact," the UN "Guiding Principles on Business and Human Rights," International Integrated Reporting Council (IIRC) "International Framework for Integrated Reporting," the Financial Stability Board (FSB) "Task Force on Climate-related Financial Disclosures (TCFD)," the Ministry of Economy, Trade and Industry "Integrated Corporate Disclosure and Company-Investor Dialogues for Collaborative Value Creation," the Ministry of Environment "Environmental Reporting Guidelines, 2018 Edition," and International Standard for Social Responsibility ISO 26000, Global Reporting Initiative (GRI) Standard, Sustainability Accounting Standards Board(SASB) Standard.

GRI content index >

Enhance Communication Tools

DNP strives to enhance various means of communication and communication tools to provide accurate information in a timely and appropriate manner as well as to deepen Taiwa with stakeholders as all employees communicate with diverse stakeholders on a daily basis.

Stakeholders	Means of communication	Communication tools
Shareholders/Investors	・General meeting of shareholders ・Financial results briefings for institutional investors/analysts ・Sustainability briefing session for institutional investors /analysts ・One-on-one meeting for institutional investors/analysts etc.	・Integrated report ・Shareholders’ report(Japanese site opens) ・Financial statements (consolidated financial results) ・IR presentation materials ・Website etc.
Customers (corporate/consumers)	・Information exchange through negotiations, etc. ・DNP’s own facility P&I LAB. ・Seminars, events, exhibitions ・Compliance Hotline(Japanese site opens) etc.	・Company brochures and pamphlets ・SDGs concept book(Japanese site opens) ・Website etc.
Employees	・MBO interview ・Employee Awareness Surveys ・Consultation offices ・Open Door Room for consultation/reporting etc.	・Group Vision, Code of Conduct ・Intranet, internal signage ・Group journal etc.
Trading partners	・Information exchange at the time of negotiations and audits ・CSR Procurement Guidelines compliance level survey ・Compliance Hotline(Japanese site opens) etc.	・Various guidelines (CSR Procurement Guidelines, etc.) ・Website etc.
Local communities	・Visits to companies/plants ・Briefing for local residents ・Communication facilities(Japanese site opens) ・Regional contribution activities etc.	・Materials of various activities ・Website etc.

Information Security

DNP has a core strength in information security technology and know-how built up in the application of information assets entrusted to us by companies and consumers as well as our own information assets. We leverage this strength to provide new value through highly secure and reliable products and services.

Medium-to long-term vision

We ensure the exceptional security of personal information and all other information assets through management and protection as part of the social responsibility of a company handling such information assets.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Rate of information security compliance assessments conducted (2) Rate of inspections and instructions by executive officer in charge of divisions implementing priority measures for personal information protection, etc. (3) Participation rate of information security education and training (4) Rate of security vulnerability tests for publicly open websites	(1) Achieve 100% (covering all business unit and Group companies) (2) Achieve 100% (covering all organizations concerned) (3) Achieve 100% (covering all organizations concerned) (4) Achieve 100% (covering all websites concerned)	For most-recent fiscal year results

Structure to Promote Management

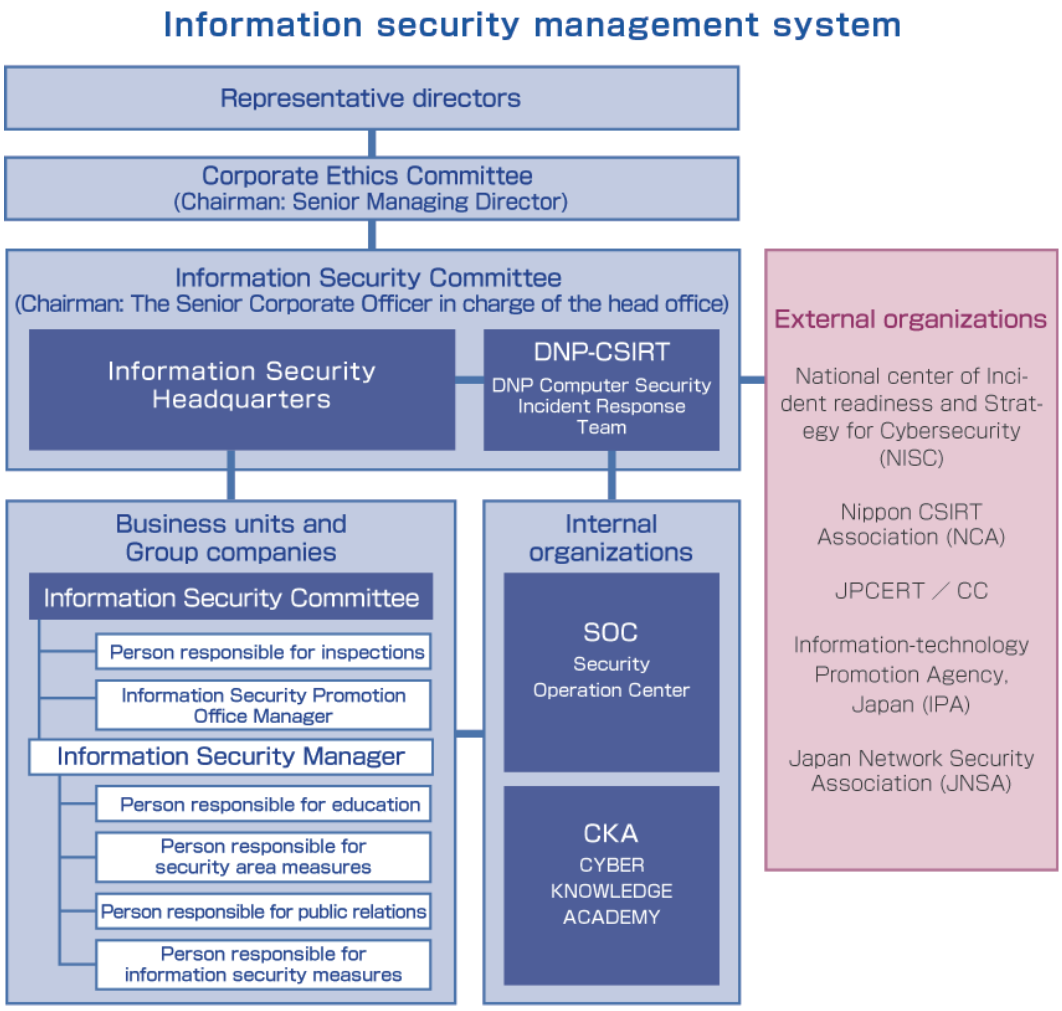
Structure to Promote Management

Since establishing the Office for the Protection of Personal Information in 1999, DNP has continued to strengthen our information security measures in response to changes in the security environment in Japan and overseas. We established the Information Security Committee and Information Security Headquarters, which are supervising organizations for Company-wide management to provide inspection and guidance for business unit and Group companies. The Senior corporate officer in charge of the head office serves as the committee chief. Also, Information Security Committees have been established in each of the business units and Group companies, in which under the direction of the committee chief and person responsible for managing personal information (together with the heads of each operating unit), they handle issues such as education, security area measures and information security measures, as well as taking responsibility for inspections. Information Security Committees have been set up at overseas Group companies since 2015.

Moreover, in October 2021, we established the DNP-CSIRT (DNP Computer Security Incident Response Team) at the headquarters as a cybersecurity response organization, thereby ensuring business continuity is not interrupted in the event of any unforeseen circumstances (incidents).

DNP Group's Basic Policy on Information Security >

DNP Group Privacy Policy >



Organizational Measures

Maintaining internal procedures and rules

Personal information protection includes the development of the Personal Information Protection Policy and the Regulations within the Group. We also developed the Basic Personal Information Policy and Basic Personal Information Regulation, under which 10 standards have been established concerning information security, including those for document control, computer usage, restricted areas, education, website and social media. We rapidly send out notices and establish or revise our rules in response to new threats and risks, and we make sure that employees are thoroughly informed about them.

Establishment of a management system

DNP ensures thorough legal compliance, attaining the Privacy Mark in July 2008, and is promoting the establishment of a management system in compliance with the Japanese Industrial Standards, “Personal Information Protection Management System Requirements” (JISQ15001). We are also actively making progress toward acquiring the Privacy Mark and ISO / IEC27001 at all business units and Group companies handling personal information in the course of business activities.

Acquisition status of Privacy Mark and ISO / IEC 27001 (Japanese site opens) >

Human Measures

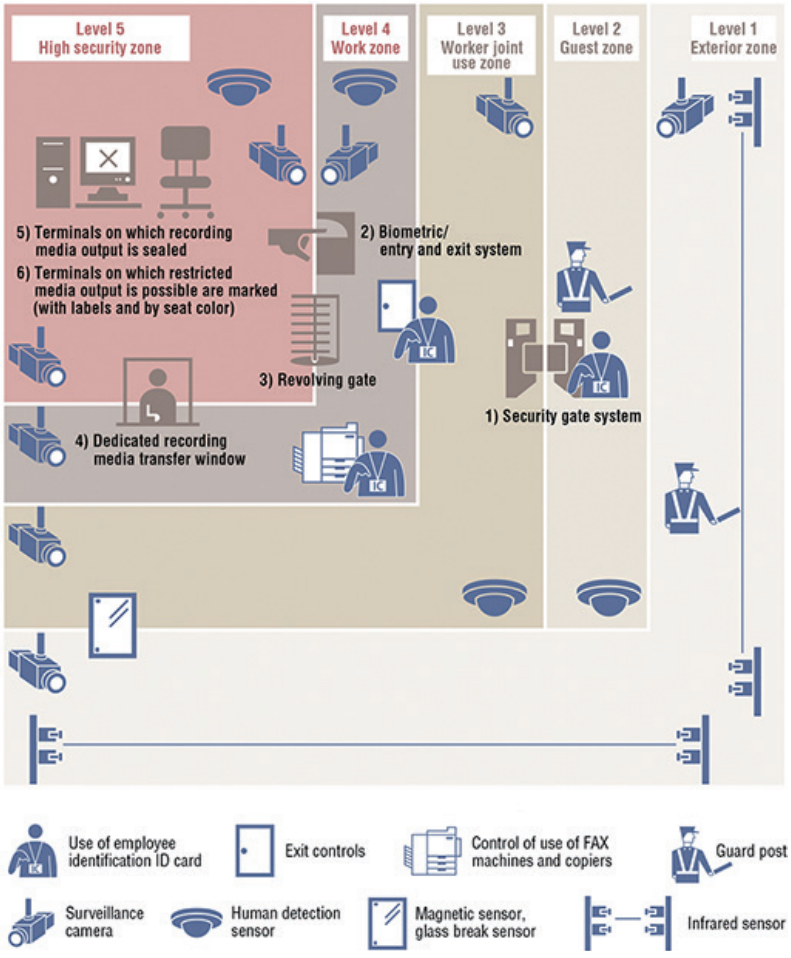
Strengthening information security through human resources development

DNP provides ongoing education and training to all employees, particularly personnel responsible for strengthening information security. We prepare teaching materials in 10 languages, including Japanese, to make sure our education covers all employees. Training courses are provided via groups to personnel in charge of strengthening information security, and the Group company CP Design Consulting, Ltd., which provides consulting related to personal information protection, offers practical courses based on DNP's products and services.
In addition, with a view toward the development of"Plus-Security"workforce who are able to implement the necessary and sufficient security measures while also engaging in their regular assignments, DNP provides cybersecurity educational programs to approximately 30,000 employees of the DNP Group in Japan and overseas who have email addresses.

Physical and Technical Measures

Measures in divisions handling personal information

Various measures are in place at the Data Processing Offices handling personal information and other important data, including controls for entering/leaving a building (room) using biometrics to ensure that unauthorized persons cannot access the facilities, surveillance cameras that keep improper behavior in check and pocket-free uniforms for on-site workers so that data cannot be taken off-site. We also separate the locations where information is written to media, employ checks using metal detectors, implement and verify access logs, and reduce the number of employees engaged in the work of writing to recording media. These and other measures serve to further strengthen control.



Measures at operational bases using smart card employee IDs

DNP is promoting a variety of information security measures using smart card employee IDs. We are increasing the number of operational bases with a security gate system in which employees need the smart card to enter and leave the building or factory. We are also adding a function enabling the integrated management of a multi-purpose machine usage logs by the manager on a server by requiring authentication via smart card when printing.

Initiatives for the safe delivery of information

DNP has introduced a tool to prevent the wrong transmission of email with such functions as destination identity verification, the temporary holding of outgoing mail. The aim is to prevent information leaks through wrong transmission when employees send email outside the Group.
In addition, we are operating a system that securely transfers the personal data of clients via a network.

Security controls for website vulnerability

DNP conducts vulnerability tests twice a year for all internet servers handling personal information that are run by the Group to ensure more secure and robust website creation and management.
DNP has also introduced a rating service that utilizes various types of data to objectively evaluate, analyze and visualize risks related to cyber security and continuously monitors these risks.

Promoting Information Security Measures in the Industry

To enhance personal information protection throughout the printing industry, DNP dispatches employees with sophisticated technical knowledge to personal information protection working groups run by the information security committee of the Japan Federation of Printing Industries. The employees participate in making guidelines for personal information protection, Q&A and formulating and preparing educational materials. (Two DNP employees have been stationed there since 2004.)

DNP's Main Initiatives

Response to Cyber Attacks

Response through DNP CSIRT (Computer Security Incident Response Team)

As a supervising organization responsible for overall cybersecurity, DNP Group CSIRT will implement the following activities for the entire Group in Japan and overseas in addition to performing its basic functions of strengthening security.

- Visualize ICT infrastructure and implement countermeasure instructions based on security vulnerability information and confirm the status of application.
- Design of and proficiency in countermeasures in the event of any unforeseen circumstances (incidents)
- Instructions and support for various organizations in the event of any unforeseen circumstances (incidents)
- Education, practical exercises and awareness of cybersecurity
- Collaboration with external organizations such as the National center of Incident readiness and Strategy for Cybersecurity (NISC) and Nippon CSIRT Association
- Enrollment in and application of cyber risk insurance

Introduction of Zero Trust Network

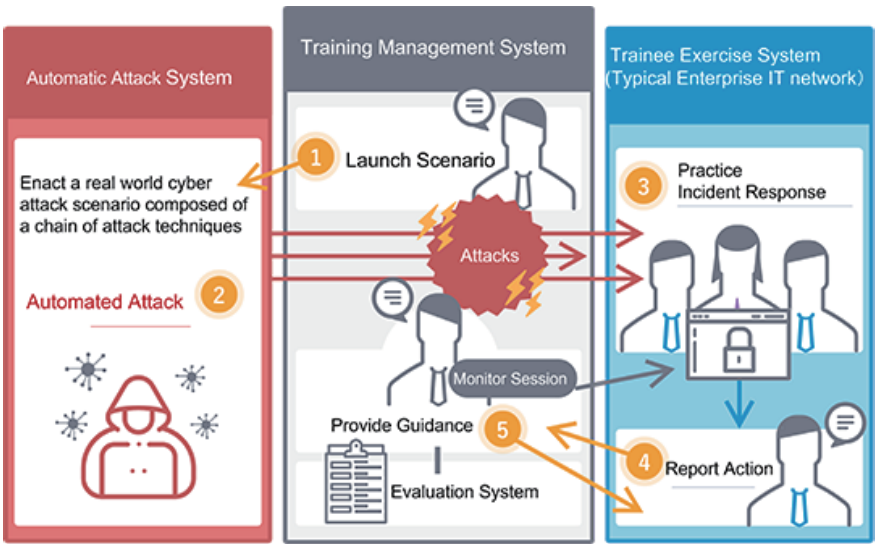
Recent years have witnessed rapid changes in corporate activities and people's lives spurred by such factors as the promotion of DX, the use of external clouds, and the adoption of remote work that has accelerated due to the COVID-19 pandemic. In response to these changes and with a view toward increasing security for the use of digital networks, DNP has adopted a Zero Trust Network, the concept of not trusting anything, strengthened internet access security and bolstered endpoint security for each type of terminal, such as personal computers and servers. We will get a full picture of the zero-trust concept and continue to strengthen access control and vulnerability management, while also increasing the sophistication of our zero-trust procedures by, for example, establishing a 24-hour/365-day monitoring system. Through these efforts, we will work to enhance security measures on a global basis.

Training in measures against targeted attack emails

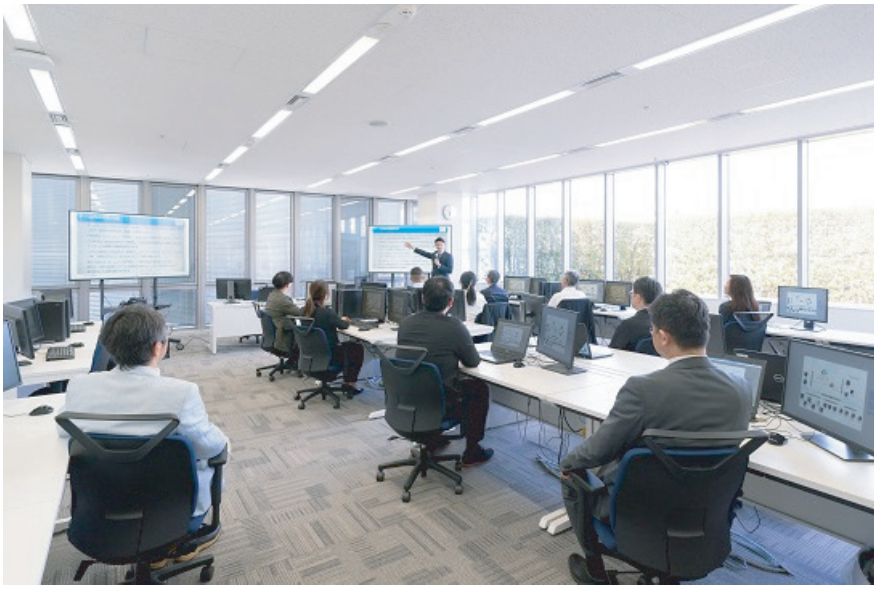
Advanced Persistent Threat (APT) mail are a criminal technique in use for more than 10 years. Recently, however, the content of these emails has become more elaborate and this type of email has emerged as a major threat both in Japan and abroad. DNP has been responding to the threat by implementing four drills every year that employees who have corporate email accounts, including the employees of overseas group companies, participate in. The drills not only enable employees to understand the characteristics of targeted attack emails and take appropriate steps when attack emails are received, but they also prevent targeted attacks and minimize any damage such as information leaks.

Practical training for essential personnel involved with cyber attack countermeasures

Cyber Knowledge Academy, a Group company, has introduced the training system TAME Range from Israel Aerospace Industries (IAI), of Israel, which is an advanced country in cybersecurity, and holds lectures and exercises that incorporate a variety of actual cases ranging from typical attack methods to the most-recent incidents.



To date, we have trained cybersecurity specialists by holding lectures, drills and various types of training for more than 7,200 security personnel from government agencies and approximately 280 organizations, including those in the information and communications, aviation and electric power sectors, not to mention eligible employees of the DNP Group (as of May 2023)



Global deployment of information security management

DNP is striving to strengthen governance by transitioning from systems that were previously utilized individually by each overseas base to a shared system that maximizes use of the cloud. This transition will ensure conformance with security standards across the entire DNP Group at domestic and overseas bases, which have different environments and cultures.
Additionally, to promote information security management at overseas group companies, we are independently creating our own educational tools in 10 languages, including Japanese, as we promote initiatives globally to improve the information security literacy of our employees.

FY2022 Relevant news (delivered Apr 2022 - Mar 2023)

Dec 8, 2022 For Japanese Market Sustainability
DNP Awarded the Special Prize at the Cyber Index Awards 2022 | DNP Group >

Sep 20, 2022 For Global Market Sustainability General Activity
DNP Implements Cyber Security Program for All Group Employees | DNP Group >

Recognition from Society

DNP has been recognized by external rating agencies as a corporate group that is proactively working to contribute to the development of a sustainable society.

Inclusion in ESG Indices (as of July 2023)

DNP strives to consider corporate social responsibility in all business activities. As a result, we have been included in domestic and international ESG* indices as an investment option.

* ESG stands for Environment, Social and Governance.

FTSE4Good Global Index

FTSE Russell, a wholly owned subsidiary of London Stock Exchange Group, evaluates companies from around the world and selects the shares of those that excel in terms of environmental, social, and governance (ESG) performance for inclusion in this index.
DNP has been selected for 23 consecutive years, since 2000.

FTSE Blossom Japan Index

A comprehensive index that considers every aspect of ESG, this index was designed to measure the performance of Japanese companies that are doing an excellent job of responding to ESG-related concerns.

FTSE Blossom Japan Sector Relative Index

Based on FTSE Russell's ESG Ratings, the index only incorporates companies with high ratings for their climate governance and climate change efforts, especially when including those with high greenhouse gas emissions.

MSCI ESG Leaders indexes

US-based MSCI (Morgan Stanley Capital International) Inc. offers indices that are constructed by selecting companies with excellent ESG profiles from among the top corporations in terms of market capitalization.

THE INCLUSION OF Dai Nippon Printing IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF Dai Nippon Printing BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

2023 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

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MSCI Japan ESG Select · Leaders Index

This index consists of companies selected for outstanding ESG performance from among the constituents of the MSCI Japan IMI Top 700 Index.

2023 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

THE INCLUSION OF Dai Nippon Printing IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF Dai Nippon Printing BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

MSCI Japan Empowering Women Index

MSCI constructed this index by calculating various types of gender diversity scores based on female employment data disclosed in line with the Act on Promotion of Women's Participation and Advancement in the Workplace. The scores are calculated for MSCI Japan IMI Top 700 Index constituents, and the companies with the best scores in each industry group are selected for inclusion in the index.

EURONEXT
POWERED BY V.E
INDICES **WORLD 120**

Euronext Vigeo Eiris World 120 Index

This is an index by Euronext (Netherlands), which operates multiple security exchanges in Europe, and Vigeo Eiris (France, UK), an ESG research company. The index is composed of the top 120 companies excelling from the perspective of ESG in Europe, North America and the Asia-Pacific regions.

MORNINGSTAR GenDi J
Japan ex-REIT Gender Diversity Tilt Index
TOP CONSTITUENT 2023

Morningstar Japan ex-REIT Gender Diversity Tilt Index

A stock index built to focus on companies whose gender diversity policies are embedded in their corporate culture and are committed to equal opportunities for their employees regardless of gender.

S&P/JPX Carbon Efficient Index

S&P/JPX Carbon Efficient Index

The S&P/JPX Carbon Efficient Index has been developed by S&P Dow Jones Indices LLC and Tokyo Stock Exchange. The weighting of a company in the Index as an investment option is determined based on the company's status of environmental information disclosure and its level of carbon efficiency (carbon footprint per unit of revenue).

Evaluation of Sustainability (as of May 2023)

Some of the evaluation for DNP's sustainability improvement initiatives by external organizations and bodies are shown below.

CDP

The CDP, an international non-profit organization headquartered in London, UK that takes on environment-related issues including climate change, surveys and evaluates corporate efforts to implement measures for climate change and greenhouse gas (GHG) emissions reduction in overall supply chains.
In March 2023, DNP has been selected for the Supplier Engagement Leaderboard, the highest category of the CDP Supplier Engagement Rating program, for the fourth consecutive year. Also in December 2022, DNP has been selected as an A List company, the highest rating, in the CDP Climate Change Survey.

EcoVadis

DNP was awarded a Silver rating in 2023 following last year by EcoVadis (headquartered in France), which assesses companies on their sustainability in four areas: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

GRI content index

[Statement of use] DNP Group has reported the information cited in this GRI content index for the period from April 1, 2021 to March 31, 2022 with reference to the GRI Standards.
[GRI 1 used] GRI 1: Foundation 2021

GRI 2: General Disclosures 2021 ∨ | GRI 3: Material Topics 2021 ∨ | GRI 200: Economic ∨ | GRI 300: Environment ∨ | GRI 400: Social ∨

GRI 2: General Disclosures 2021

GRI 2: General Disclosures 2021 —

DISCLOSURE	LOCATION
2-1 Organizational details	About us Business Areas Overseas Sales Offices and Production Sites
2-2 Entities included in the organization's sustainability reporting	About us Business Areas Overseas Sales Offices and Production Sites
2-3 Reporting period, frequency and contact point	Appropriate Disclosure of Information DNP Integrated Reports 2023 P6, 98-99 DNP Environmental Report 2023 P2 IR Schedule Contact
2-4 Restatements of information	—
2-5 External assurance	DNP Environmental Report 2023 P39 Independent Assurance Report
2-6 Activities, value chain and other business relationships	Business Areas Products and Services Responsible Procurement For Suppliers DNP Integrated Reports P62-63
2-7 Employees	Key Data Related to Human Capital DNP Integrated Reports P90
2-8 Workers who are not employees	Key Data Related to Human Capital
2-9 Governance structure and composition	Corporate Governance DNP Integrated Reports 2023 P64-71 Sustainability Management

2-10 Nomination and selection of the highest governance body	Corporate Governance DNP Integrated Reports 2023 P64-71
2-11 Chair of the highest governance body	Corporate Governance DNP Integrated Reports 2023 P64-71
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Sustainability Management DNP Integrated Reports 2023 P57 DNP Environmental Report 2023 P10-11 Fair Operating Practices(Structure to Promote Management)
2-13 Delegation of responsibility for managing impacts	Corporate Governance Sustainability Management DNP Integrated Reports 2023 P57 DNP Environmental Report 2023 P10-11 Fair Operating Practices(Structure to Promote Management)
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Sustainability Management DNP Integrated Reports 2023 P12-13
2-15 Conflicts of interest	Corporate Governance DNP Integrated Reports 2023 P64-71
2-16 Communication of critical concerns	Corporate Governance Sustainability Management DNP Integrated Reports 2023 P57 Fair Operating Practices(Structure to Promote Management)
2-17 Collective knowledge of the highest governance body	Corporate Governance DNP Integrated Reports2023 P64-67
2-18 Evaluation of the performance of the highest governance body	Corporate Governance DNP Integrated Reports 2023 P69-71
2-19 Remuneration policies	DNP Integrated Reports2023 P74-76
2-20 Process to determine remuneration	DNP Integrated Reports2023 P74-76
2-21 Annual total compensation ratio	—
2-22 Statement on sustainable development strategy	President's Message Message from the President DNP Integrated Reports 2023 P8-11 DNP Environmental Report 2023 P4
2-23 Policy commitments	DNP Group Vision / Code of Conduct DNP's Approach to CSR "Three Corporate Responsibilities" Message from the President DNP Group Human Rights Policy CSR Procurement Guidelines Policies, Criteria and Data

2-24 Embedding policy commitments	Fair Operating Practices Human Rights(Initiatives for Human Rights) Responsible Procurement
2-25 Processes to remediate negative impacts	Corporate Governance Sustainability Management Fair Operating Practices Human Rights(Initiatives for Human Rights) Human Rights(Initiatives for Human Resources) Environment DNP Environmental Report 2023 P10-11 Responsible Procurement Product Safety and Quality Information Security
2-26 Mechanisms for seeking advice and raising concerns	Fair Operating Practices Human Rights and Labor(Initiatives for Human Rights)
2-27 Compliance with laws and regulations	Fair Operating Practices(DNP's Main Initiatives) DNP Environmental Report 2023 P14
2-28 Membership associations	Sustainability Management DNP Integrated Reports 2023 P57-61 DNP Environmental Report 2023 P5-8 Recognition from Society Information Security(DNP's Main Initiatives) Intellectual Property(Outline of activities)
2-29 Approach to stakeholder engagement	Appropriate Disclosure of Information
2-30 Collective bargaining agreements	Human Rights(Labor-Management Relations)

GRI 3: Material Topics 2021

GRI 3: Material Topics 2021 —

DISCLOSURE	LOCATION
3-1 Process to determine material topics	DNP Integrated Reports 2023 P12-13 Identifying Materiality Sustainability Management
3-2 List of material topics	DNP Integrated Reports 2023 P12-13 Identifying Materiality Sustainability Management
3-3 Management of material topics	Sustainability Management Corporate Governance Fair Operating Practices Human Rights(Initiatives for Human Rights) Human Rights(Initiatives for Human Resources) Key Data Related to Human Capital Environment DNP Environmental Report 2023 P9-16 Responsible Procurement Product Safety and Quality Information Security

GRI 200: Economic

GRI 201: Economic Performance 2016 —

DISCLOSURE	LOCATION
201-1 Direct economic value generated and distributed	Corporate Citizenship(DNP's Main Initiatives) Key Data Related to Human Capital
201-2 Financial implications and other risks and opportunities due to climate change	DNP Integrated Reports 2023 P57 DNP Environmental Report 2023 P.7
201-3 Defined benefit plan obligations and other retirement plans	—
201-4 Financial assistance received from government	—

GRI 202: Market Presence 2016 —

DISCLOSURE	LOCATION
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2 Proportion of senior management hired from the local community	—

GRI 203: Indirect Economic Impacts 2016 —

DISCLOSURE	LOCATION
203-1 Infrastructure investments and services supported	Corporate Citizenship(DNP's Main Initiatives)
203-2 Significant indirect economic impacts	—

GRI 204: Procurement Practices 2016 —

DISCLOSURE	LOCATION
204-1 Proportion of spending on local suppliers	—

GRI 205: Anti-corruption 2016 —

DISCLOSURE	LOCATION
205-1 Operations assessed for risks related to corruption	Fair Operating Practices
205-2 Communication and training about anti-corruption policies and procedures	Fair Operating Practices
205-3 Confirmed incidents of corruption and actions taken	Fair Operating Practices

GRI 206: Anti-competitive Behavior 2016 —

DISCLOSURE	LOCATION
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Operating Practices

GRI 207: Tax 2019

DISCLOSURE	LOCATION
207-1 Approach to tax	DNP Group Tax Policy Fair Operating Practices
207-2 Tax governance, control, and risk management	DNP Group Tax Policy Fair Operating Practices
207-3 Stakeholder engagement and management of concerns related to tax	—
207-4 Country-by-country reporting	Fair Operating Practices(DNP's Main Initiatives)

GRI 300: Environment

GRI 301: Materials 2016

DISCLOSURE	LOCATION
301-1 Materials used by weight or volume	DNP Environmental Report 2023 P18
301-2 Recycled input materials used	—
301-3 Reclaimed products and their packaging materials	—

GRI 302: Energy 2016

DISCLOSURE	LOCATION
302-1 Energy consumption within the organization	DNP Environmental Report 2023 P18 DNP Environmental Report 2023 P33
302-2 Energy consumption outside of the organization	DNP Environmental Report 2023 P24
302-3 Energy intensity	DNP Environmental Report 2023 P33
302-4 Reduction of energy consumption	DNP Environmental Report 2023 P33
302-5 Reductions in energy requirements of products and services	DNP Environmental Report 2023 P20 DNP Environmental Report 2023 P22-24

GRI 303: Water and Effluents 2018

DISCLOSURE	LOCATION
303-1 Interactions with water as a shared resource	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P27
303-2 Management of water discharge-related impacts	DNP Environmental Report 2023 P9 DNP Environmental Report 2023 P14 DNP Environmental Report 2023 P17-19 DNP Environmental Report 2023 P27-28
303-3 Water withdrawal	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P27
303-4 Water discharge	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P27
303-5 Water consumption	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P27

GRI 304: Biodiversity 2016

DISCLOSURE	LOCATION
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	DNP Environmental Report 2023 P31
304-2 Significant impacts of activities, products and services on biodiversity	DNP Environmental Report 2023 P31
304-3 Habitats protected or restored	DNP Environmental Report 2023 P31
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—

GRI 305: Emissions 2016

DISCLOSURE	LOCATION
305-1 Direct (Scope 1) GHG emissions	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P17 DNP Environmental Report 2023 P22 DNP Environmental Report 2023 P24

305-2 Energy indirect (Scope 2) GHG emissions	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P17 DNP Environmental Report 2023 P22 DNP Environmental Report 2023 P24
305-3 Other indirect (Scope 3) GHG emissions	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P24
305-4 GHG emissions intensity	DNP Environmental Report 2023 P19 DNP Environmental Report 2023 P33
305-5 Reduction of GHG emissions	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P17-19 DNP Environmental Report 2023 P22-24
305-6 Emissions of ozone-depleting substances (ODS)	DNP Environmental Report 2023 P29
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P29

GRI 306: Waste 2020 —

DISCLOSURE	LOCATION
306-1 Waste generation and significant waste-related impacts	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P9 DNP Environmental Report 2023 P17-19 DNP Environmental Report 2023 P25-26
306-2 Management of significant waste-related impacts	DNP Environmental Report 2023 P6 DNP Environmental Report 2023 P9-13 DNP Environmental Report 2023 P17-19 DNP Environmental Report 2023 P25-26
306-3 Waste generated	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P25-26
306-4 Waste diverted from disposal	DNP Environmental Report 2023 P18 DNP Environmental Report 2023 P25-26
306-5 Waste directed to disposal	DNP Environmental Report 2023 P18-19 DNP Environmental Report 2023 P25-26

GRI 308: Supplier Environmental Assessment 2016 —

DISCLOSURE	LOCATION
308-1 New suppliers that were screened using environmental criteria	Responsible Procurement
308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Procurement

GRI 400: Social

GRI 401: Employment 2016 —

DISCLOSURE	LOCATION
401-1 New employee hires and employee turnover	Key Data Related to Human Capital
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3 Parental leave	Key Data Related to Human Capital DNP Integrated Reports 2023 P62-63

GRI 402: Labor/Management Relations 2016 —

DISCLOSURE	LOCATION
402-1 Minimum notice periods regarding operational changes	—

GRI 403: Occupational Health and Safety 2018 —

DISCLOSURE	LOCATION
403-1 Occupational health and safety management system	Occupational Safety and Health
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health
403-3 Occupational health services	Occupational Safety and Health DNP Integrated Reports 2023 P46 DNP Integrated Reports 2023 P62-63

403-4 Worker participation, consultation, and communication on occupational health and safety	Human Rights and Labor(Labor-Management Relations) Occupational Safety and Health
403-5 Worker training on occupational health and safety	Occupational Safety and Health
403-6 Promotion of worker health	Occupational Safety and Health(Initiatives for Maintaining and Improving Health)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health(Initiatives for the Prevention of Industrial Accidents) Key Data Related to Human Capital DNP Integrated Reports 2023 P62-63
403-8 Workers covered by an occupational health and safety management system	Occupational Safety and Health Key Data Related to Human Capital DNP Integrated Reports 2023 P90
403-9 Work-related injuries	Occupational Safety and Health Key Data Related to Human Capital
403-10 Work-related ill health	Occupational Safety and Health Key Data Related to Human Capital

GRI 404: Training and Education 2016 —

DISCLOSURE	LOCATION
404-1 Average hours of training per year per employee	Key Data Related to Human Capital
404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Development and Training DNP Integrated Reports 2023 P47
404-3 Percentage of employees receiving regular performance and career development reviews	—

GRI 405: Diversity and Equal Opportunity 2016 —

DISCLOSURE	LOCATION
405-1 Diversity of governance bodies and employees	Leadership of DNP DNP Integrated Reports 2023 P64-66 Key Data Related to Human Capital Diversity & Inclusion
405-2 Ratio of basic salary and remuneration of women to men	—

GRI 406: Non-discrimination 2016 —

DISCLOSURE	LOCATION
406-1 Incidents of discrimination and corrective actions taken	—

GRI 407: Freedom of Association and Collective Bargaining 2016 —

DISCLOSURE	LOCATION
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2023 P62-63

GRI 408: Child Labor 2016 —

DISCLOSURE	LOCATION
408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2023 P62-63

GRI 409: Forced or Compulsory Labor 2016 —

DISCLOSURE	LOCATION
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2023 P62-63

GRI 410: Security Practices 2016 —

DISCLOSURE	LOCATION
410-1 Security personnel trained in human rights policies or procedures	—

GRI 411: Rights of Indigenous Peoples 2016 —

DISCLOSURE	LOCATION
411-1 Incidents of violations involving rights of indigenous peoples	—

GRI 413: Local Communities 2016 —

DISCLOSURE	LOCATION
413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Citizenship Corporate Citizenship(DNP's Main Initiatives) DNP Integrated Reports 2023 P62-63
413-2 Operations with significant actual and potential negative impacts on local communities	—

GRI 414: Supplier Social Assessment 2016 —

DISCLOSURE	LOCATION
414-1 New suppliers that were screened using social criteria	Responsible Procurement(DNP's Main Initiatives) DNP Integrated Reports 2023 P62-63
414-2 Negative social impacts in the supply chain and actions taken	Responsible Procurement(DNP's Main Initiatives) DNP Integrated Reports 2023 P62-63

GRI 415: Public Policy 2016 —

DISCLOSURE	LOCATION
415-1 Political contributions	Fair Operating Practices(DNP's Main Initiatives)

GRI 416: Customer Health and Safety 2016 —

DISCLOSURE	LOCATION
416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Quality DNP Integrated Reports 2023 P62-63
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety and Quality DNP Integrated Reports 2023 P62-63

GRI 417: Marketing and Labeling 2016 —

DISCLOSURE	LOCATION
417-1 Requirements for product and service information and labeling	DNP Environmental Report 2023 P20
417-2 Incidents of non-compliance concerning product and service information and labeling	—
417-3 Incidents of non-compliance concerning marketing communications	—

GRI 418: Customer Privacy 2016 —

DISCLOSURE	LOCATION
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	—

Revision history

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