



WE ARE ASICS

2014年度CSR・
サステナビリティ活動
データ集とGRI G4
ガイドライン対照表

当レポートについて

当レポートは、アシックスグループが実施した2014年のCSR・サステナビリティ活動の実績をGRI G4報告ガイドラインに沿ってまとめたものです。

当レポートには、アシックスグループの2014年1月1日から12月31日までの活動実績を掲載しています。

2014年度からアシックスグループの会計年度が3月決算から12月決算となったことに伴い、当レポートの報告期間を2014年1月1日から2014年12月31日までに変更しました。

そのため、2014年3月までの活動内容を収めた前回の報告と重複する期間が生じたことから、前回と同じ形態の詳細版は発行いたしません。

ダイジェスト版及び前回レポートと併せてお読み下さい。

新GRIガイドライン

昨年発行した前回のレポートでは、詳細版レポートに加えて、CSR報告書の国際的ガイドラインであるGRI「サステナビリティ・レポーティング・ガイドライン2006（第3版）」に沿って報告内容とGRI指標との対応及び実績データを報告しました。

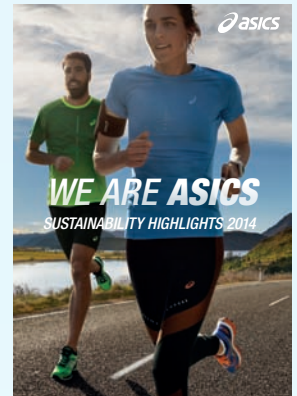
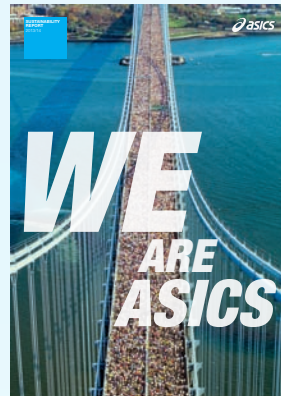
当レポートでは、2014年5月に発効した第4版（G4）に従っています。

G4では、組織は組織とそのステークホルダーにとって何が重要課題かという「マテリアリティ」に基づいて実績データを報告することになっています。

前回レポートの更新版である当レポートでは、G4の「中核オプション」に完全には準拠できていませんが、具体的に開示している標準的な事項については「包括オプション」に従っています。

17ページの表には、GRI G4の指標とそれに対応する報告データの所在（当レポート、前回のレポート、当社ホームページなど）を示しています。

詳細はホームページへ



アシックス及びアシックスのCSR・サステナビリティ活動の詳細、GRI指標、過去のレポートについては、アシックスのホームページをご覧ください。

CORP.ASICS.COM/JP

当レポートやアシックスの企業活動に対する皆様のご意見をお待ちしています。

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WE'RE PART OF A BIG WORLD

大きな世界の一員として

私たちは、お客様、従業員、サプライヤーを始めとする
様々なステークホルダーとともにあります。

より「サステナブル（持続可能）な企業」となるため、
ステークホルダーと密に連携し、
ともにより良い活動を目指します

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CEOメッセージ



アシックスは、あらゆる側面でサステナビリティ（企業、社会、環境の持続性）に配慮した企業活動に努めたいと考えています。

1949年、社会の発展に貢献したいという創業者、鬼塚喜八郎の強い思いによって当社は生まれました。第二次大戦後の世界を担う青少年をスポーツによって健全に育成しようとしたのです。

現在でもその思いは受け継がれ、社会的責任を果たし、世界のコミュニティに貢献するという経営姿勢は企業理念に息づいています。

この理念の奥底に流れているのは、企業は公器であるという姿勢です。

アシックスの事業は、様々なステークホルダーに支えられています。

私たちは、その様々な期待をサステナビリティへの取り組みに生かさなければならないと考えています。

アシックスは2014年にマテリアリティ（重要性）評価プロジェクトを発足させました。

第一歩として、私たちを取り巻くステークホルダーの様々な期待や要求を吟味し、現在から未来にわたって企業運営や製品に及ぼすチャンスとリスクを理解することに着手。サステナビリティ上の主要な重要課題12項目を選定し、それぞれの優先順位を定めました。（4ページご参照）

2015年は、その重要課題の評価に基づき、2020年までのロードマップを立案していきます。

また選定された課題は、国際的なガイドラインであるGRI G4とも対応しており、今回のCSR・サステナビリティ報告書の骨格にもなっています。

マテリアリティ評価プロジェクトは永続的なものです。内外のステークホルダーとの関わりに応じて常に内容を更新していきます。

アシックスのCSR・サステナビリティ経営にご関心を賜り深く感謝申し上げますとともに、今後についても貴重なお声を拝聴したく存じます。

株式会社アシックス

代表取締役社長CEO

尾山 基

重要課題とバウンダリ(境界)

サステナビリティ課題の重要度で位置付け

マテリアリティ（重要性）評価プロジェクトで特定した12項目のサステナビリティ課題の位置付けを、ステークホルダーにとっての重要性及びアシックスの企業戦略に対する重要性に応じて判断しました。（下図ご参照）

マテリアリティ評価で次に重要なのはバリューチェーン（価値連鎖）分析です。

それぞれの重要課題は製品ライフサイクルでの様々な段階に関わりがあり、経営に直接影響を及ぼすものもあれば、バリューチェーンのほかの段階で発生するものもあります。

上述の特定課題のうち、重要度が高いと考えられるもの、並びにその課題がもたらすことに対してアシックスグループが何らかの影響を及ぼそうとしているものをバリューチェーンの段階ごとに分析しました。（次ページご参照）

マテリアリティ（重要性）評価プロジェクトで得られた結果は、2010年から2015年までの実績に基づいて策定予定のサステナビリティ中期計画（2016～2020年）に反映されます。

サステナビリティ課題と重要性



重要課題とバウンダリ (境界)

アシックスの重要課題とGRI

下図は、重要課題とそれに対応するGRI G4指標を一覧化したものです。
一覧に含まれていない指標はアシックスが当レポートの報告期間では重要と考えていないものです。

アシックス・サステナビリティ・プログラム	GRI指標
アシックスのサステナビリティについての考え方	経済的パフォーマンス 市場での存在感 間接的な経済影響 腐敗防止 公共政策 コンプライアンス マーケティング・コミュニケーション 顧客プライバシー
製品とサービスの創造	GRI指標
製品安全と品質	顧客の安全衛生 製品及びサービスのラベリング
革新的で効率的な製品設計	製品及びサービス
エネルギーの効率的利用とCO ₂ 排出削減	エネルギー 大気への排出 輸送・移動
自然資源の枯渇	排水及び廃棄物
水の効率的使用と汚染対策	水 排水及び廃棄物
原材料と製品のトレーサビリティ	原材料
サプライヤーとの協力	GRI指標
生産性に応じた公正な報酬	サプライヤーの労働慣行評価 サプライヤーの環境評価 労働慣行に関する苦情処理制度 結社の自由と団体交渉
職場の安全衛生	労働安全衛生 研修及び教育 サプライヤーの労働慣行評価
倫理的な職場環境	非差別 サプライヤーの人権評価 児童労働 強制労働 保安慣行 評価
人材への投資と社会貢献	GRI指標
多様性	雇用 労使関係 研修及び教育 多様性と機会均等 男女同一報酬
運動不足とその影響	地域コミュニティ

製品とサービスの創造

アシックスの取り組み

アシックスは、よりよい製品作りを目指しています。

科学的研究と最新技術によって継続的に製品の機能向上を図る一方、環境負荷の低減に努めています。

アシックススポーツ工学研究所は、当社製品を常に進化させるため、人間の肉体に関する新たな知見に最新の技術を組み合わせた科学的な研究をしています。

製品及び製造工程の設計に当たっては、当社製品のサステナビリティの改善に最も有効と考えられる「サステナビリティと製品ライフサイクルの統合」を基本的な考慮事項としています。

製品にサステナビリティの観点を盛り込むことに加え、原材料調達から消費者に至る製品ライフサイクル上の各段階での環境負荷低減にも注力しています。

各段階での取り組みには、当社自身の企業活動のほか、サプライヤーの活動、製造工程、製品の流通と包装、小売店舗に関わるものも含まれます。

製品安全と品質

アシックスは、製品の安全性と品質について企業が負うべき責任をメーカーとして深く認識しており、関連の方針とガイドラインを制定して、全ての製品がお客様と環境にとって安全であるよう努めています。当社は、製品と原材料の安全性と品質を、企画時点から市場出荷まで監視しています。

また、カタログ、ラベル、広告についても、製品と原材料の試験で確認されたデータに基づいて記載しているほか、安全や品質に関する法規、業界基準、自主基準を順守しているかどうかを審査しています。

品質問題が発生した場合は、事故情報伝達・対応ガイドラインに沿って、安全品質保証担当部署が迅速に対応します。

そのほか、安全に関する基準が正しく履行されるよう、従業員教育も実施しています。

製品及びサービスの品質、情報、ラベルに関する規制や自主基準への不順守によるリコールの総数

	2011	2012	2013	2014*
件数	6	7	6	1

* 2014年は4月1日から2014年12月31日までのデータ。
2011年から2013年までは4月起算の会計年度に基づく。

安全品質教育

1,356人

研修を受けた従業員数



11回開催

製品とサービスの創造

革新的で効率的な製品設計

アシックスは、ライフ・サイクル・アセスメント（LCA）によって、製品の設計、製造から廃棄に至る製品ライフサイクルのあらゆる段階での環境への影響を評価しています。

2014年も、再生ポリエステル及び生物由来プラスチックなどのサステナブルな原材料のスポーツシューズとスポーツウェアへの使用を推進し、環境負荷の低減に努めました。

事業では、製品の機能性の向上とともに部品点数の削減を進めました。

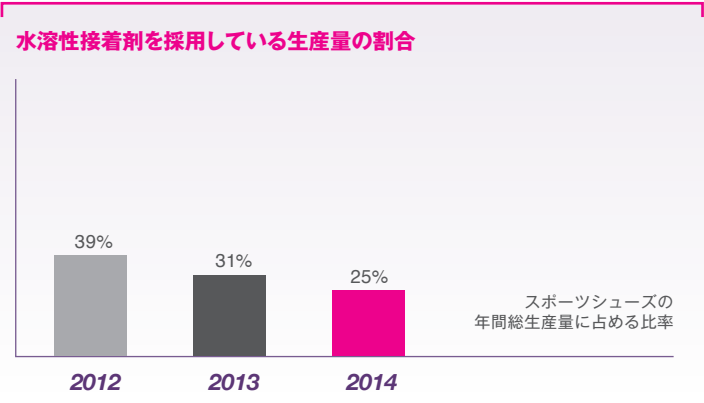
GEL-NIMBUS 17の部品点数は、当社従来品よりも22%少なく、シームレスな一体構造のアッパー（甲被）の採用でフィット性も向上しました。

また、水溶性接着剤の使用も推進しています。

水溶性接着剤

スポーツシューズの製造で使用される接着剤は、環境サステナビリティと労働安全の双方に大きな影響を及ぼします。アシックスは、製造工程からのVOC（揮発性有機化合物）排出の削減に向け、水溶性接着剤の採用率の向上に努めています。（2015年までにスポーツシューズ生産量の60%以上で使用）

2013年と2014年は当社製品の需要の高まりに対応するため、工場を新設して生産能力を高めました。新規工場での水溶性接着剤の導入には時間を要するため、使用率の向上には過去の見込みどおりの進捗とはなりませんでした。

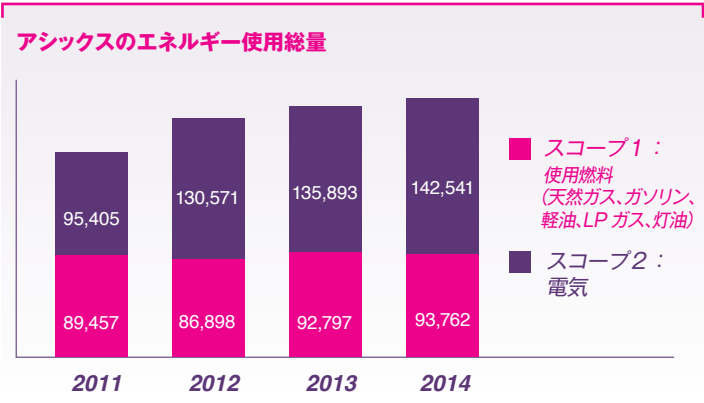


エネルギーの効率的利用とCO₂排出量 アシックス自身の活動

アシックスは、2007年から日本の事業所でのエネルギー使用量を測定し、CO₂排出量を削減しています。2011年には、この取り組みを全世界の事業所に拡大しました。

以下の方法でCO₂排出量を削減しています。

- ・ 毎日のエネルギー削減
- ・ エネルギー効率の高い設計及び機器の採用
- ・ 新規の施設、機器、車両での再生可能エネルギー対応型の導入



2014年、アシックスは全世界での電力の6%を再生可能エネルギーから調達しました。

アシックスは、各事業所でのエネルギー評価を継続的に実施し、機器の更新にとどまらず、エネルギーの使用を最適化するような管理活動の改善に努めています。

米国ミシシッピ州のバイハリア物流センターでは、エネルギー使用状況の評価を実施し、省エネに有効な改善点を探りました。現在、その作業で特定された要改善点に順次着手しています。

将来、その他の物流センターでも今回の知見を共有し、同様の取り組みを広めていく予定です。

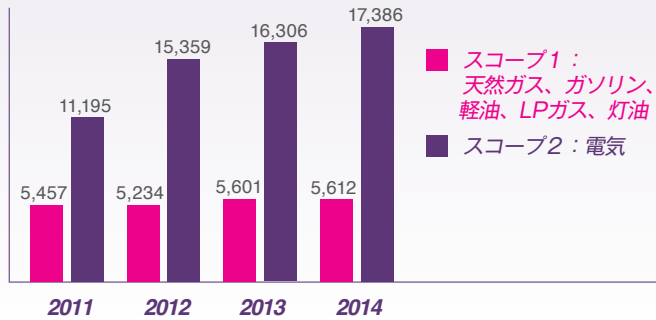
これら物流センターと小売店舗での様々な省エネの取り組みにより、アシックスの2014年のエネルギー使用の絶対量は、新規直営店が74店オープンするなど事業が拡大する中、0.5%の増加となりました。

特に、日本の小売店舗と欧州の新規物流センターでのLED照明の使用は効果を上げました。

しかし、CO₂排出量については、日本国外での小売店舗の増加が影響して5%増となりました。

製品とサービスの創造

事業所からのCO₂排出量(単位:トン)



オフィス、ショールーム、物流センター、生産子会社、直営店を含むアシックスグループのデータです。社有車・リース車からの排出量も含まれます。
国内グループのデータは、「地球温暖化対策の推進に関する法律」（温対法）に基づく係数を用いて算出しています。

また、電力の排出係数には、0.410kg-CO₂/kWhを使用しています。
海外グループのデータは、GHGプロトコルが提供する係数を用いて算出しています。
個別に使用エネルギー量を把握できない事業所については、以下の算式に基づき算定しています。
(事業所形態ごとの単位面積当たりの使用エネルギー量) × (事業所面積) × (CO₂排出係数)
2011年度、2012年度、及び2013年度のデータは、再集計を行ったため、前回のレポートと一部異なる部分があります。
2014年度のCO₂排出量情報は、株式会社トーマツ審査評価機構による第三者保証を受けています。

建物の省エネ化

2014年、アシックスは外部専門機関と共同で、米国ミシシッピ州のバイハリア物流センターと日本国内の製造拠点2カ所のエネルギー使用についての詳細な評価をしました。

これらの評価結果を分析し、エネルギー使用の削減と経営の効率化に向けての改善点を特定しました。

2013年のデータから、バイハリア物流センターのエネルギー使用量が全世界のアシックスグループの建物での消費量の13%を占め、その改善が全体の改善に欠かせないことが判明しました。これは、2015年のグループ全体の目標である「事業所からのCO₂排出量の10%削減」の達成にもつながります。

今回の取り組みで特定された改善点は順次着手されており、2016年度に完了します。

同センターは、省エネ性能に優れた上位25% (同タイプの施設中) の建物として、2014年にエネルギースター認証を取得しました。

水の効率的使用と汚染対策

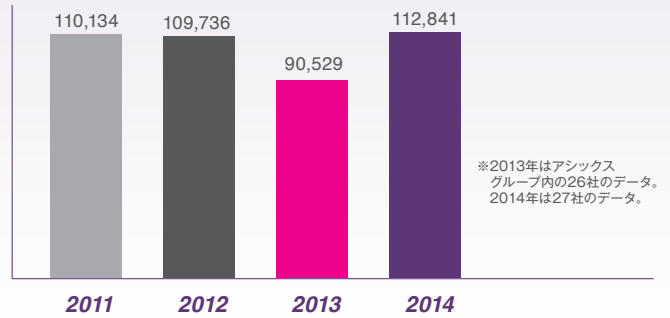
2014年、アシックスグループは、社内の意識向上によって水使用量の削減に努めました。

また、事務所や物流センターの改装時には、水効率の良い機器や水を使用しない機器の導入を検討するようにしています。

2013年は水使用量を削減できましたが、2014年は増加しました。

これは、米国の新物流センターで消防上の要件からタンクに水を充填したこと、中国のスポーツウェア工場で配管破損により大量の漏水が発生したことによるものです。

事業所での水使用量(単位:m³)



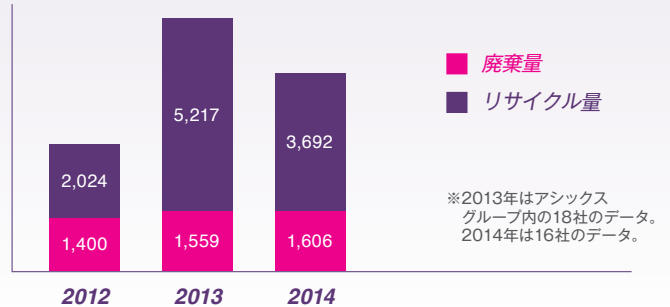
廃棄物と自然資源枯渇

製品と輸送に用いられる包装物のサステナビリティ面の改善に継続的に取り組んでいます。

多くの事業所で、ガラス、プラスチックボトル、缶、紙、ダンボールは分別されて再生もしくは再利用されています。

2014年には、廃棄物は微増し、再資源化されるものは減少しました。後者は、イタリアの事業所で特殊な資材リサイクルがあった2013年との比較によるものです。

事業所からの廃棄物量とリサイクル量(単位:トン)

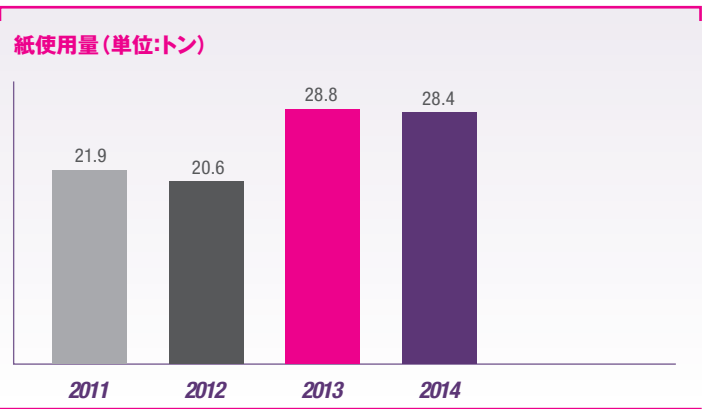


製品とサービスの創造

紙使用量の削減

アシックスは、直営事業所での紙の使用量を監視し、使用量の削減に努めています。

2014年は、グループ全体の絶対量を前年比で1.5%削減しました。特に、業務文書のデジタル化と印字者認証システムの採用に注力しました。



2011年度と2012年度は、本社、スポーツ工学研究所、アシックスヨーロッパのデータです。

2013年と2014年は、本社、スポーツ工学研究所、アシックスヨーロッパ、アシックススイッチェラン、アシックスオーストリア、アシックスアメリカのデータです。2013年のデータには、昨年報告した数字にアシックスオーストリア分を加えています。

バリューチェーン全体での影響の管理

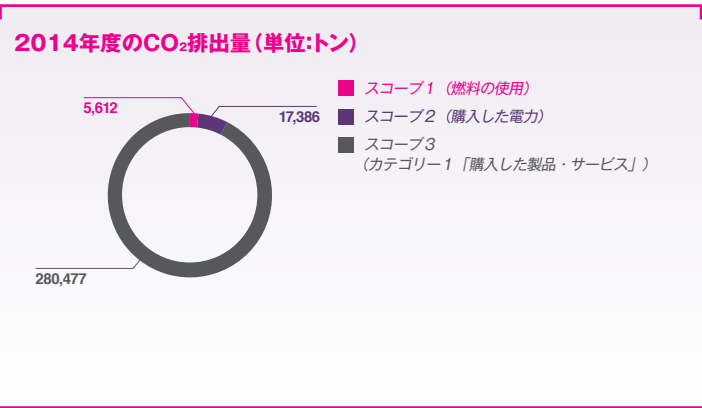
アシックスは、製品の多くを生産委託先に外注しています。製造時の環境負荷が製品ライフサイクルの重要な部分を占めているため、その低減に向けてサプライヤーと共同で製品デザインの改善にも取り組んでいます。

LCAによる定量評価により、スポーツシューズの環境影響は生産委託先の管理する製造過程に関わることが最も大きく、スポーツウェアでは、生地や衣料品の製造業者並びに消費者段階に関わっていることが分かりました。

スコープ3でのCO₂排出量

2014年は、全世界での当事業に関わるスコープ3のCO₂排出量を継続的に監視しました。

これらの間接的な排出を測定することで、当社製品のCO₂排出量の削減の状況を追跡することができます。



カテゴリー3は、アシックスグループのデータです。

カテゴリー4は、スポーツシューズ事業の船舶輸送と航空輸送のデータ、トラック/鉄道輸送による港から配送センターへの輸送 (欧州・米州・日本) 及び配送センターから顧客への輸送 (日本) のデータです。

カテゴリー6は、本社、アシックスヨーロッパ、アシックスアメリカ、アシックスブラジルのデータです。カテゴリー3、4、6以外のカテゴリーは、株式会社アシックスと日本のグループ会社のデータです。

スポーツシューズの生産委託先工場での環境負荷

アシックス製品の大部分は生産委託先工場で生産されるため、そこでの環境負荷は重要な指標です。

生産委託先工場のデータはアジア地域の34工場分です。(スポーツシューズの全生産量の90%以上を占めます)

	単位	2009	2012	2013	2014
CO ₂ 排出量	kg/1足当たり	4.49	3.61	3.09	3.13
水使用量	m ³ /1足当たり	0.10	0.11	0.06	0.05
廃棄物量	kg/1足当たり	0.23	0.16	0.16	0.15
リサイクルされた廃棄物	トン	1,263	1,425	1,733	2,208

2013年のデータには、以前発行したレポートから修正されたものもあります。

製品とサービスの創造

スコープ3の各カテゴリーでのCO2排出量(単位:トン)

スコープ3算定カテゴリー		2013	2014
1. 購入した製品・サービス	↑	192,637	197,417
2. 資本財	↓	16,915	7,695
3. スコープ1、2に含まれない燃料及びエネルギー関連活動	↑	1,725	1,788
4. 輸送、配送(上流)※	↓	50,614	49,852
5. 事業から出る廃棄物	↑	310	427
6. 出張	↑	3,598	6,103
7. 通勤	↑	925	986
8. リース資産(上流)		-	-
9. 輸送、配送(下流)		-	-
10. 販売した製品の加工		-	-
11. 販売した製品の使用		-	-
12. 販売した製品の廃棄	↑	7,834	16,182
13. リース資産(下流)		-	-
14. フランチャイズ	↓	49	27
15. 投資		-	-

* ※輸送、配送(上流)の内訳は右に示します。

輸送でのCO2排出量

	2013		2014	
	データ	比率	データ	比率
トラック/鉄道輸送	6,617	13%	10,094	20%
船舶輸送	33,839	67%	36,038	72%
航空輸送	10,158	20%	3,720	7%
合計	50,614	100%	49,852	100%

トラック/鉄道輸送は、港から配送センターへの輸送(欧州・米州・日本)及び配送センターから顧客への輸送(日本)のデータです。
船舶輸送と航空輸送は、スポーツシューズ事業のデータです。排出量の計算にはGHGプロトコルの係数を使用しています。

環境会計

アシックスは、2010年度から、自らの環境保全に関する投資額やその費用を正確に把握して、投資効果や費用対効果を経営の意思決定に反映させる「環境会計」に取り組んでいます。環境会計システムは今後も改善し、環境経営のための指標として活用していきます。

2014年の環境保全コスト(千円)

分類	主な取り組み内容	2014	
		投資額	費用額
1 事業所内コスト		21,843	58,917
公害防止コスト	点検・検査及び分析費用	0	20,614
地球環境保全コスト	省エネ機器の導入費用、省エネカーの導入	21,843	20,660
資源循環コスト	リサイクル素材の使用、省エネ設備の導入	0	17,643
2 上・下流コスト	グリーン調達など	0	23,668
3 管理活動コスト	ISO14001管理費用など	6,929	17,097
4 研究開発コスト	環境配慮型製品開発など	19,972	71,851
5 社会活動コスト	地域環境支援、寄付など	0	391
6 環境損傷対応コスト	土木汚染修復など	0	0
7 その他環境保全に関するコスト		0	0
合計		48,744	171,924

サプライヤーとの協力

アシックスの取り組み

アシックスの事業は、世界各地の生産委託先工場を始めとするサプライヤーとの関係で成り立っています。

私たちは、これら取引先と密接に協力し、当社製品の生産現場の人々が公正な条件で安全に働けるよう努めています。

より良いアシックス製品をお客様に届けるためには、35カ国に存在する200以上の1次委託先工場（直接調達先である生産委託工場）との協力が大切です。

また、多くの1次委託先工場はそれぞれ大きなサプライチェーンを持っており、アシックスグループを間接的に世界中の多くの企業とその事業に結びつけています。

私たちは、これらのステークホルダーと、開かれた継続的な対話を通じて、相互に有益な協力関係を築くことを目指しています。

それによって、サプライチェーン全体の水準を高め、より良いサステナブルな産業を実現できます。

公正な事業慣行と労働慣行の改善は、アシックスにとっての優先課題であると認識しています。

私たちを取り巻く全てのステークホルダーは、アシックスのサステナビリティ経営で重要な役割を担っています。特に、製品作りに関わるサプライヤーとそこで働く人々との関係は欠くことができません。

アシックスの企業活動は、国際的な基準及び慣行に沿って明確に定められた行動基準に則って行われています。

アシックスは、ともにサステナビリティ及び公正な事業慣行・労働慣行を推進することができるビジネスパートナーと協力関係を築きたいと考えています。

リスク評価と改善

1次委託先工場とそこで働く人々は、アシックスのサプライチェーンにとって重要な存在です。

あらゆるサプライヤーと同様に、アシックス製品を生産する全ての工場は、アシックスの要求するCSR基準を順守するとともに、労働者の権利及び安全と健康に関する国際法規や現地法規に全て従う必要があります。

新規工場選択時、その工場の労働慣行及び環境に対する取り組みがアシックス基準に合致しているかどうかを契約締結に先駆けて評価します。

正式契約後も、製品がアシックスの社会的基準、品質基準、環境基準を順守して生産されているかどうかを監査などで継続的に検証します。

監査で不順守が見つかった場合は、緊急度によって分類し、内容に応じて対応策を講じます。

重大な違反の場合、提携関係の停止や発注計画の見直し、第三者による調査などを検討します。

軽微な場合は、期間を定めた改善計画を工場とともに立案、実行するほか、工場管理者向けの研修などにより、工場内での自発的な管理水準向上も図っています。

現在、生地などの材料工場や染色工場など1次委託先以外についても、実態の把握を進めながら監査範囲を拡大させています。

年	自社監査	委託監査	パートナーによる監査	合計
2007	31	27	11	69
2008	34	36	8	78
2009	10	23	10	43
2010	32	22	8	62
2011	41	10	8	59
2012	36	13	7	56
2013	52	37	2	91
2014	93	34	5	132

* パートナーによる監査は、アシックスによる自社監査や監査会社に委託しての監査ではなく、様々なステークホルダーを通じて実施された監査です。

2013年の2件は、ILOのBetter Work (Better Factories Cambodia=BFCを含む)が実施しました。アシックスは、以前からBFCと協力関係にありますが、2014年1月にBetter Workの正式パートナーとなりました。

132 2014年に実施した監査数



サプライヤーとの協力

危機管理

アシックスの工場評価システムは、業界内の基準や最新動向と連動したもので、監査で得られた情報を基にアシックスグループ共通の方法でその工場のCSR水準を採点するものです。

労働者に対するリスクを定量的に示し、個々の工場の課題と傾向のほか、当社委託先工場全体での傾向も把握することができます。

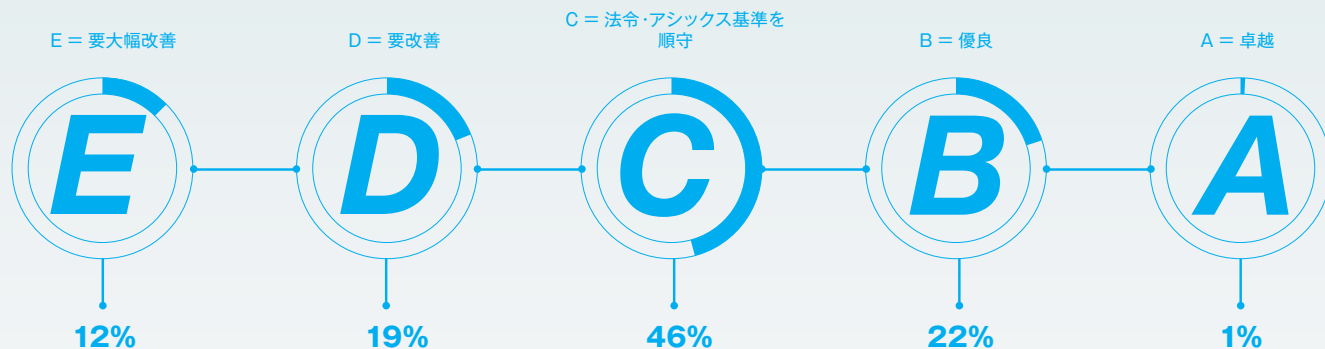
そのため、改善が必要な事柄が見つかった場合に、特定の工場への改善支援が必要なのか、業界全体にわたる問題として他社や地域との連携が必要なのかなどが判断しやすくなっています。



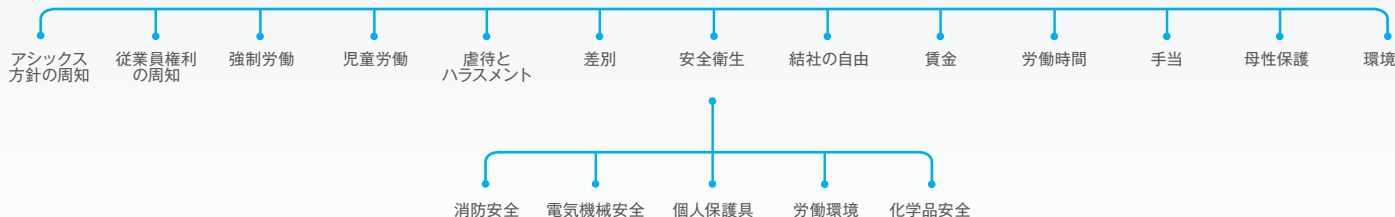
私たちのゴールは、
2015年末に
全1次委託先工場を
Cレベル以上に
することです。

2014年度末までに評価された1次委託先工場のコンプライアンス水準

※1次委託先工場とは、アシックスの直接調達先の工場



監査評価基準



100%

2014年度末までに監査を受けた
主要1次委託先工場の割合



69%

Cレベル以上の評価を得た
1次委託先工場の割合
(5段階評価による)

サプライヤーとの協力

サプライヤー研修

工場管理能力やCSR水準の向上にはサプライヤーに向けた研修が重要で不可欠です。

アシックスは、ILO（国際労働機関）などの国際的な労働組織とも協力しながら定期的に研修会を実施し、労働関連法規の周知や労働現場での安全性や公平性の推進を図っています。

中国・上海

主な内容：

- 消防安全
- 電気機械安全
- 化学品安全

46人 26社

参加した人数とサプライヤー数

中国・広州

主な内容：

- 消防安全
- 電気機械安全
- 化学品安全

39人 20社

参加した人数とサプライヤー数

インドネシア・ジャカルタ

主な内容：

- 消防安全
- 電気機械安全

34人 17社

参加した人数とサプライヤー数

119人 

2014年、主要サプライヤー63社からの119人がアシックス主催の3つの研修会に参加しました。

研修会で実施した主な内容：

安全衛生

- 化学物質の基礎
- 化学品管理の原則と事例紹介
- 防火

労務管理

- 各国の法的要件
- 賃金と報酬（出来高制賃金の場合の給与計算方法も含む）

- 児童労働及び若年労働者—児童労働の防止、雇用と人事でのより良い管理手法

人材への投資と社会貢献

アシックスの取り組み

アシックスは、アシックスで働く世界中の従業員の努力及び事業展開している地域社会に支えられています。

アシックスは、創業の精神から導かれた企業理念に基づき、寄付やチャリティー活動、社会投資を通じて人々と社会に貢献できる企業でありたいと考えています。

また、従業員を最も重要な資産と捉えており、個人の成長とともに企業が成長できる企業文化の醸成を目指しています。

地域社会への還元

アシックスは、事業展開地域の発展に貢献するため、スポーツへの参加や健康的な生活を促進する活動などを2014年度も継続して実施しました。ボランティア活動、寄付活動、非金銭的な寄付活動、教育プログラム、災害救済活動などです。

慈善団体や社会活動への経済的支援額は52万4149ドルで、これに加えて35万6255ドル相当の非金銭的寄付（スポーツ用品、スポーツウェア、IT機器など）をしました。

88万404ドル

資金援助と物品提供を実施し、世界各地で慈善活動を支援



7,484人

30カ国以上で働く
アシックスの従業員

多様性を強みに

アシックスは世界中で働く7484人から成るチームです。

新しいアイデアを引き出し、事業を革新するためには、ダイバーシティ（多様性）の実現が不可欠です。

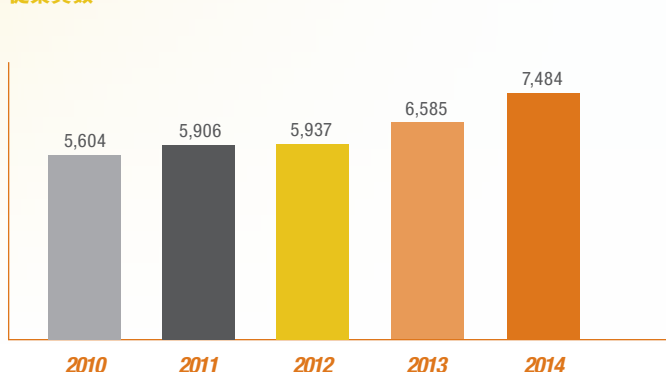
従業員及び職場環境の多様性の促進に様々な施策をしています。

全ての人の声が傾聴され、全ての人に成功の機会が与えられなければなりません。

また、2014年からコンピテンシー（期待される行動特性）という考え方を取り入れた新しい人事評価制度を導入しました。

グループ内で評価についての考え方や手法を統一することで、従業員が成長機会を特定しやすくなるほか、人材交流の活性化にもつながります。

従業員数



GRI G4指標

昨年発行したレポートでは、CSR報告書の国際的ガイドラインであるGRI「サステナビリティ・レポーティング・ガイドライン2006（第3版）」に沿って報告内容とGRI指標との対応及び実績データを報告しました。

当レポートでは、2014年5月に発効した第4版（G4）に従っています。

次ページ以降の表は、GRIG4の指標とそれに対応する報告データの所在（当レポート、前回のレポート、当社ホームページなど）を示したものです。

GRI G4 INDEX

How we are doing

- Full disclosure as outlined by the GRI G4
- Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

Indicator	Relevant page/Comment
Strategy and Analysis	
G4-1 ● Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	'A message from our CEO' Page 2 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-2 ● Description of key impacts, risks, and opportunities.	'Our Approach' Page 2-3 of this document Page 5 2013/14 sustainability report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Organizational Profile	
G4-3 ● Name of the organization.	ASICS Corporation
G4-4 ● Primary brands, products and services.	'A Message from the President' Page 4 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-5 ● Location of the organization's headquarters.	Kobe, Japan
G4-6 ● Number of countries where the organization operates, and names of countries where either the organization has significant operations, or that are specifically relevant to the sustainability topics covered in the report.	'Leading the Running Market Worldwide' Page 2-3 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993 'Corporate Information' Page 44 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-7 ● Nature of ownership and legal form.	'Corporate Information' Page 44 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-8 ● Markets served.	'Financial Highlights' Page 3 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-9 ● Scale of the organization.	'Financial Highlights' Page 2 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-10 ● Total number of employees by employment contract and gender. By employment type and gender. By employees and supervised workers and by gender. Whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individual Is other than employees or supervised workers, including employees and supervised employees of contractors. Significant variation in employment numbers.	'Financial Highlights' Page 2 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-11 ○ Percentage of total employees covered by collective bargaining agreements.	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. A percentage of these employees compared to total employees is not available at the time of publication of this document.
G4-12 ● Description of supply chain.	'Performance Data Partnering with Suppliers and Workers' Materiality Issues Across Our Value Chain Page 5 of this document
G4-13 ● Significant changes during the reporting period.	'Working towards our AGP 2015 goals, aiming for further growth' Page 5-7 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412__original.pdf?1429683993
G4-14 ● Whether and how the precautionary approach or principle is addressed by the organization.	'Enabling compliance' Page 7 2013/14 Sustainability Report 'Managing safety and quality' Page 14 2013/14 Sustainability Report 'Partnering with suppliers and workers' Page 19-24 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124

GRI G4 INDEX

How we are doing

- Full disclosure as outlined by the GRI G4
- Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

Indicator	Relevant page/Comment
<div>G4-15</div> <div>●</div> <div>Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</div>	<p>ASICS wants to be a responsible partner in society, acting with integrity towards its shareholders, customers, employees, Business Partners, competitors, governments and their agencies and others who can be affected by ASICS' activities.</p> <p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights. ASICS has adopted internal procedures and guidelines with respect to topics covered by the Fundamental Conventions of the ILO. For more than 10 years, the ASICS Group has been implementing environmental management systems. Many Group members are ISO 14001 certified.</p> <p>More information can be found on page 8, 11, 13, 24 of our 2013/14 Sustainability Report http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993</p>
<div>G4-16</div> <div>●</div> <div>Memberships of associations (such as industry associations) and national or international advocacy organizations.</div>	<p>ASICS is an active member of the World Federation of the Sporting Goods Industry (WFSGI), and plays a leading role in its CSR Committee. ASICS is one of the founding members of the Sustainable Apparel Coalition (SAC) and has been actively involved in the development of its sustainability index ('Higg Index'). Furthermore ASICS is a partner of the ILO Better Work Program and member of the Federation of the European Sporting Goods Industry (FESI) Environmental Committee. Also by engaging with (local) other stakeholders, such as NGO's and trade unions, ASICS creates an open debate and works towards better working conditions and sustainability standards in our Industry.</p>
Identified Material Aspects and Boundaries	
<div>G4-17</div> <div>●</div> <div>All entities included in the organization's consolidated financial statements or equivalent documents, and whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</div>	<p>Description of entities included in the ASICS Groups consolidated financial statements can be found in this years Annual Report and online company profile. http://corp.asics.com/en/about_asics/practical_information More information regarding inclusion of entities or limitations to scope on our CSR & sustainability reporting can be found underneath relevant graphs and tables in this document.</p>
<div>G4-18</div> <div>●</div> <div>Process for defining the report content and the Aspect Boundaries. Explanation how the organization has implemented the Reporting Principles for Defining Report Content.</div>	<p>Our materiality assessment program forms the basis of our current approach to reporting. We did this through thorough examination of our internal and external stakeholders' expectations and requirements regarding sustainability issues that could represent opportunities or risks for our operations and products now and in the future. This has resulted in an overview of sustainability issues prioritized according to their identified Materiality. This overview and more information on our application of the GRI G4 reporting principles can be found on page 4-6 of this document.</p>
<div>G4-19</div> <div>●</div> <div>List of all material Aspects identified in the process for defining report content.</div>	<p>The results of our materiality assessment program has identified the aspects material to the ASICS Group and can be found on page 2-4 of this document. On page 5-6 we explain how these relate to GRI Aspects which feeds our reporting content.</p>
<div>G4-20</div> <div>●</div> <div>Aspect Boundary within the organization for each material Aspect.</div>	<p>Page 4-6 of this document elaborates on the Aspects material to the ASICS Group or which parts of our organization and/or supply chain.</p>
<div>G4-21</div> <div>●</div> <div>Aspect Boundary outside the organization for each material Aspect.</div>	<p>Page 4-6 of this document elaborates on the Aspects material to the ASICS Group or which parts of our organization and/or supply chain.</p>
<div>G4-22</div> <div>●</div> <div>Effect of any restatements of information provided in previous reports, and the reasons for such restatements.</div>	<p>No relevant restatements of information applicable at the time of publication of this document.</p>

GRI G4 INDEX

How we are doing

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Indicator	Relevant page/Comment
G4-23 ● Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Although the applied GRI reporting standard the ASICS Group uses for its sustainability performance reporting is different from previous years from 2014 onwards, there have been no significant changes from previous reporting periods in the scope and aspect boundaries.
Stakeholder Engagement	
G4-24 ● Stakeholder groups engaged by the organization.	Our business operations depend on, and are supported by, a variety of interconnected stakeholders, all of whom have important roles to play in helping us meet our sustainability goals. A list of stakeholder groups engaged by the ASICS Group can be found under 'Our Approach to Sustainability'. Page 8 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-25 ● Basis for identification and selection of stakeholders with whom to engage.	We define stakeholders as those who affect, or are affected by the ASICS Group's business operations. In our industry, sustainability depends on the connections between the wide range of stakeholders who each have a vested interest in our business, from NGOs and other brands to research partners, suppliers and trade unions. Led by our corporate philosophy, it's our aim to engage with all of these stakeholders in open, ongoing dialogue, in order to create mutually beneficial partnerships and build a better, more sustainable industry for everyone concerned. While all of our stakeholders have an important role to play in the sustainability of our business, we give specific priority to our customers and supply chain partners; factories and their workers producing footwear, apparel and accessories for the ASICS Group.
G4-26 ● Organization's approach to stakeholder engagement.	The key principles that govern how we engage with different stakeholders are explained under 'Our Approach to Sustainability' Page 8 2013/14 sustainability report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-27 ● Key topics and concerns raised through stakeholder engagement, and how the organization has responded.	Through thorough examination of our internal and external stakeholders' expectations and requirements regarding sustainability issues that could represent opportunities or risks for our operations and products now and in the future, we have identified and prioritized sustainability issues material to the ASICS Group. These can be found on page 4-6 of this document. Further information on our approach to delivering CSR & Sustainability performance can be found under 'Our Approach to Sustainability'. Page 5-8 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Report Profile	
G4-28 ● Reporting period.	The information in this document relates to the period January 1st 2014 till December 31st 2014.
G4-29 ● Date of most recent previous report (if any).	Our previous sustainability report relating to the Japanese fiscal year 2013/14 was published in July 2014.
G4-30 ● Reporting cycle (such as annual, biennial).	The ASICS Group reports on an annual cycle regarding its CSR & Sustainability performance.
G4-31 ● Provide the contact point for questions regarding the report or its contents.	For feedback, questions and more information: ASICS Corporation CSR & Sustainability Department 7-1-1, Minatojima-Nakamachi, Chuo-ku, Kobe 650-8555 Japan Tel: +81 (0)78-303-1244 Fax: +81 (0)78-303-2211 asics.com

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-32 ● GRI Content Index for chosen Report 'in accordance' option.	This document contains response to the GRI G4 Sustainability Reporting Guidelines for the financial book year 2014. We may not be able to report for 2014 in full 'CORE' accordance as we are in transition from GRI 3 towards GRI G4 and we are publishing merely an update of our 2014 sustainability performance data and not a full sustainability report for this year. On many standard and specific disclosures, we are reporting our progress including disclosures required for 'COMPREHENSIVE' reports.
G4-33 ● Organization's policy and current practice with regard to seeking external assurance for the report, the relationship between the organization and the assurance providers (if any) and whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	2014 Emissions data used for this report is verified by Deloitte Tohmatsu Evaluation Certification Organization CO., LTD. The contents of this document have not been externally verified. Our annual sustainability reports provide open, transparent information about our sustainability performance. When composing our sustainability reports, we align with what we consider the leading standards for non-financial reporting. We aim to continuously improve the quality of our non-financial disclosures.
Governance	
G4-34 ● Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	The governance structure of our organization can be found on the Corporate Governance part of our corporate website: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance To drive sustainability initiatives, ASICS Group has operated a CSR & Sustainability department since 2004, currently comprising a global team and designated staff at regional level. This department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal and external stakeholders.
G4-35 ● Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Our Board of Directors has the final responsibility regarding CSR & Sustainability at ASICS and it is integrated and supported by management as a priority in our corporate objectives. Each core department integrates sustainability into its business strategy and processes.
G4-36 ● Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The ASICS Group has operated a CSR & Sustainability department since 2004, currently comprising a global team and designated staff at regional/local country level. This department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal and external stakeholders. The CSR & Sustainability department forms part of the ASICS Group Global Legal and Compliance Division which reports directly to the highest governance body within our organization.
G4-37 ① Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	Through board meetings which consist of five executive board members and four independent, external stakeholders our highest governance body is updated on economic, environmental and social issues.
G4-38 ● Composition of the highest governance body and its committees.	'Corporate Information' Page 45 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993
G4-39 ● Whether the Chair of the highest governance body is also an executive officer.	'Corporate Information' Page 45 Annual Report 2014 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993
G4-40 ① Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	Elaborate selection procedures and criteria exist for the nomination of members of our board and executive committees. An illustration can be found for example on page 11 of our Notice on the General Meeting of Shareholders of last March 2015 in which selection criteria for Independent Outside directors and Independent Outside Audit & Supervisory Board Members are elaborated. http://assets.asics.com/page_types/2348/files/Notice%20of%20the%2061st%20Ordinary%20General%20Meeting%20of%20Shareholders_original.pdf?1425606564
G4-41 ① Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Founded on our ASICS founding philosophy and corporate values, our Code of Conduct sets out the standards we expect everyone within the ASICS Group to comply with, including directors, officers and employees. This policy, also the starting point for our approach and guideline regarding avoidance of conflicts of interest, can be found on our corporate website: http://corp.asics.com/en/p/asics-global-code-of-conduct

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Indicator	Relevant page/Comment
G4-42 ● Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Our Board of Directors has the final responsibility regarding CSR & Sustainability at ASICS. This includes the final approval of mission statements, strategy, objectives and formal CSR & Sustainability related policies.
G4-43 ● Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	The Board is updated on the ASICS Group CSR & Sustainability performance on an annual basis. Additional information, materials, reports and presentations can be organized on a subject-specific basis. The CSR & Sustainability department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal stakeholders, including executive level on a frequent basis.
G4-44 ● Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	Performance of our highest governance body, including performance with respect to governance of economic, environmental and social topics is included in periodic performance assessments. As the content of these reports contains confidential information, we do not disclose these publicly.
G4-45 ○ Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	See information under G4-47
G4-46 ● Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<p>The ASICS Group operates a risk management policy that defines the basic response to issues or crisis. Through the implementation of the following processes, this policy is intended to minimize risk to our organization:</p> <ul style="list-style-type: none"> - Our risk management committee follows a predefined communication flow and methodology for notifying the chairman (the president) and Board of Directors should any executive or employee of the Group recognize the sign of an impending crisis. - At the time of a crisis or issue, the chairman of the Risk Management Committee establishes an emergency response team and appoints the chief of the team according to the risk level as defined in the risk management policy. The chief shall be responsible for determining response measures and for external negotiations (when needed) in order to implement the necessary measures. - The Risk Management Committee shall undertake regular reviews to expose potential risks; plan and execute the necessary detection, prevention, and training measures; and evaluate the risk management and response measures. The office of the Risk Management Committee shall manage risk for the entire group collectively and comprehensively, while the Auditing Department shall perform periodic audits of the risk management system.
G4-47 ● Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The Board is updated on the ASICS Group CSR & Sustainability performance on an annual basis. The CSR & Sustainability department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal stakeholders, including executive level on a frequent basis.
G4-48 ● Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The content of our sustainability report is approved by the head of our Legal and Compliance division and ultimately signed off by our President and CEO.
G4-49 ● Process for communicating critical concerns to the highest governance body.	See information under G4-46
G4-50 ○ Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	
G4-51 ○ Remuneration policies for the highest governance body and senior executives including performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	
G4-52 ○ Process for determining remuneration.	

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-53 ○ How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	
G4-54 ○ Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	
G4-55 ○ Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	
Ethics and Integrity	
G4-56 ● Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Inspired by the values of our founder, Kihachiro Onitsuka, clear policies and guidelines help us structure our sustainability efforts and ethical business conduct within the ASICS Group, and guide our relationships with business partners. We conduct our corporate activities on the basis of clear codes of conduct that are based on internationally recognized standards and conventions. Our most important codes can be found under 'Governance and Policies' on the CSR & Sustainability section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies
G4-57 ● Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. Subsequent internal policies are an integral part of our Code of Conduct and elaborate on, but are not limited to, anti-bribery and anti-corruption, competition, environment, privacy protection and protected disclosure (whistleblowing). The full content of our Global Code of Conduct can be found under 'Governance and Policies' on the CSR & Sustainability section of our corporate site: http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-58 ● Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	See above under G4-57.

GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

CATEGORY: ECONOMIC

Aspect – Economic Performance	
G4-DMA ● Economic Performance.	Embedded within our founding philosophy is the recognition that a corporation is a public entity. Our business operations depend on, and are supported by, a variety of interconnected stakeholders, all of whom have important roles to play in helping us meet our corporate goals. Sharing profits and economic value with our shareholders, the communities in which we operate and employees is one of our core corporate values. More information can be found in our Annual Report 2014. http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993
G4-EC1 ● Direct economic value generated and distributed.	More information on direct economic value generated and distributed by the ASICS Group can be found in our Annual Report 2014. http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993
G4-EC2 ● Financial implications and other risks and opportunities for the organization's activities due to climate change.	'Environmental Accounting' Page 11 of this document.

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Indicator	Relevant page/Comment
G4-EC3 ● Coverage of the organization's defined benefit plan obligations.	In accordance with local conditions and practices, ASICS Corporation and its domestic consolidated subsidiaries have defined benefit pension plans, i.e. welfare pension fund plans (WFPs) and lump-sum payment plans, covering substantially all employees who are entitled to lump-sum or annuity payments, the amounts of which are determined by reference to each retiree's position and basic salary at termination, as well as length of service and certain other factors. Assets invested for retirement benefits are reported in our Annual Report 2014. Page 14, 15, 21, 27 http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993 The ASICS Group does not disclose at this point the number of employees included in our organization's defined benefit plans, nor the percentage of salary contributed by employer and employee.
G4-EC4 ● Financial assistance received from government.	The ASICS Group is a publicly traded company and is not part-owned by any government.
Aspect – Market Presence	
G4-DMA ● Market Presence.	Our employees are our most valuable asset. Employing 7,484 people in over 30 countries, we believe we can inspire them through our corporate culture so that personal development and corporate growth go hand in hand. More information on this subject can be found on page 27-29 of our 2013/14 Sustainability Report. Page 5-8 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-EC5 ○ Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	With our human resources systems not being globally connected and set up to provide this data, we are not able to report on this indicator yet.
G4-EC6 ● Proportion of senior management hired from the local community at significant locations of operation.	Our local sales subsidiary organizations are almost 100% local nationals (e.g. Japan, India, Brazil, South Korea, Germany, Poland, South Africa).
Aspect – Indirect Economic Impact	
G4-DMA ● Indirect Economic Impact.	Embedded within our founding philosophy is the recognition that a corporation is a public entity. Sharing profits and economic value with our shareholders, the communities in which we operate and employees is one of our core corporate values (see also G4-EC1 till G4-EC4). Also indirectly we have an impact on the communities in which we operate. The indirect economic impact most quantified and monitored at the moment within the ASICS Group are our efforts regarding Community Involvement. More information about our approach to this can be found under 'Community Involvement' on page 30-32 of our 2013/14 Sustainability Report http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-EC7 ○ Development and impact of infrastructure investments and services supported.	

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Indicator	Relevant page/Comment
G4-EC8 ● Significant indirect economic impacts, including the extent of impacts.	The indirect economic impact most quantified and monitored at the moment within the ASICS Group are our efforts regarding Community Involvement. Our 2014 data on this subject can be found on page 15 of this document.
Aspect – Procurement Practices	
G4-DMA ● Procurement Practices.	At ASICS we aim to include sustainability considerations in every aspect of our business. This also encompasses our procurement practices. When we select any new footwear, apparel or accessories supplier, we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship. Once a formal business relationship is established with a supplier, we continuously monitor sustainability performance and periodically assess supplier facilities. Our ASICS Policy of Engagement and Environmental Policy form the basis of these assessments. They can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies ASICS Group has been implementing environmental management systems for more than 10 years. Many Group members are ISO 14001 certified. As part of ASICS Europe's ISO 14001 certified environmental management system, Green Purchasing Policy has been implemented in which we set out how we aim to make considered purchasing decisions. As such, social and environmental sustainability criteria are important considerations for our organization in selecting new, and collaborating with existing, business partners.
G4-EC9 ○ Proportion of spending on local suppliers at significant locations of operation.	As specified in our Green Purchasing Policies, we evaluate whether suppliers offer environmentally preferable products, who work to exceed their environmental performance expectations, and who can show documentation of their supply chain impacts. This also considers working with local suppliers. Especially as our local sales offices all work predominantly with local companies and suppliers when it comes to canteen/food supplies, office equipment, printing services etc. At this point it is not possible for the ASICS Group to report a proportion of global spending in value and/or percentage.
Aspect – Materials	
G4-DMA ● Materials.	Life Cycle Assessment (LCA) is a valuable tool for building knowledge about the environmental and social impacts of specific products. LCA gives us quantified results that help us better understand the various impacts across the value chain and beyond. It also means we can incorporate that knowledge into our priority materials and product development processes. Being a product driven organization, we believe that it is in the very design (including material selection) and development of products and processes that the biggest sustainability improvements can be made. Using LCA thinking in our approach to product development means that we give equal attention to materials with lower environmental impact (such as recycled fabrics) as we do to more durable materials to extend product life. More information about our approach to product development, materials and packaging can be found in the 'Products and Services' section on page 11, 12, 14 and 15 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-EN1 ○ Materials used by weight or volume.	

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Indicator	Relevant page/Comment
G4-EN2 ● Percentage of materials used that are recycled input materials.	Two areas of intense R&D interest for the ASICS Institute of Sport Science are environmentally sustainable materials and manufacturing technologies. At ASICS, we actively search for recycled materials that meet our strict performance and quality requirements for use in our products. Our shoeboxes are made from recycled cardboard and have water based inks. In 2014, we incorporated recycled materials in 50 of our footwear, accessories and apparel products.
Aspect – Energy	
G4-DMA ● Energy.	ASICS has been measuring and reducing energy use in the light of our CO ₂ emissions from our business locations in Japan since 2007, and from all global operations since 2011. This includes not only our offices and distribution centers but also our retail stores, the way we transport products and materials, and business travel. We are committed to continuously reducing our overall CO ₂ emissions. We do this in several ways, including: <ul style="list-style-type: none"> – continuous daily energy saving – adopting energy efficient building design and equipment – sourcing renewable energy for facilities, equipment and vehicles where possible – optimizing our distribution network. More information about our approach to reducing emissions can be found in the ‘Products and Services’ section on page 13, 15 and 16 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-EN3 ● Energy consumption within the organization.	Our 2014 data on this subject can be found on page 8 of this document.
G4-EN4 ● Energy consumption outside of the organization.	Our 2014 data on this subject can be found on page 8 of this document.
G4-EN5 ● Energy intensity.	Our 2014 energy intensity was 0.043 GJ / million yen revenue
G4-EN6 ● Reduction of energy consumption.	Our 2014 data on this subject can be found on page 8 of this document.
G4-EN7 ○ Reductions in energy requirements of products and services.	The ASICS Group does not monitor KPIs on this subject since at the time of publication of this report this indicator is not applicable or not particularly significant for our business.
Aspect – Water	
G4-DMA ● Water.	Growing pressure on water resources – from population and economic growth, pollution, and other challenges – has major impacts on our social, economic, and environmental well being. As part of our Global efforts on environmental management, we have identified water to be a material subject for our next five year (2016-2020) strategic plan. As part of our ASICS Group environmental management systems, we continuously aim to improve tracking and reducing water usage within the ASICS Group.
G4-EN8 ● Total water withdrawal by source.	Our 2014 data on water usage can be found on page 9 of this document.
G4-EN9 ● Water sources significantly affected by withdrawal of water.	There were no withdrawals of water by ASICS Group owned companies reported during the reporting year 2014 that can be categorized as significantly affecting water sources.
G4-EN10 ○ Percentage and total volume of water recycled and reused.	With our systems tracking this indicator not being globally connected and set up to provide this data, we are not able to report on this indicator.
Aspect – Biodiversity	
G4-DMA ○ Biodiversity.	

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Indicator	Relevant page/Comment
G4-EN11 ○ Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
G4-EN12 ○ Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
G4-EN13 ○ Habitats protected or restored.	
G4-EN14 ○ Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	
Aspect – Emissions	
G4-DMA ● Emissions.	<p>ASICS has been measuring and aiming to reduce our (CO₂) emissions from our business locations in Japan since 2007, and from all global operations since 2011. This includes not only our offices and distribution centers but also our retail stores, the way we transport products and materials, and business travel.</p> <p>We are committed to continuously reducing our overall CO₂ emissions. We do this in several ways, including:</p> <ul style="list-style-type: none"> – continuous daily energy saving – adopting energy efficient building design and equipment – sourcing renewable energy for facilities, equipment and vehicles where possible – optimizing our distribution network. <p>More information about our approach to reducing emissions can be found in the 'Products and Services' section on the pages 13, 15, and 16 of our 2013/14 sustainability report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124</p>
G4-EN15 ● Direct greenhouse gas (GHG) emissions (Scope 1).	'Performance data Energy efficiency and CO ₂ emissions' Page 9 of this document.
G4-EN16 ● Energy indirect greenhouse gas (GHG) emissions (Scope 2).	'Performance data Energy efficiency and CO ₂ emissions' Page 9 of this document.
G4-EN17 ● Other indirect greenhouse gas (GHG) emissions (Scope 3).	'Performance data Energy efficiency and CO ₂ emissions' Page 10 of this document.
G4-EN18 ● Greenhouse gas (GHG) emissions intensity.	Our 2014 GHG emissions intensity was 0.059 tonnes CO ₂ per million yen revenue.
G4-EN19 ● Reduction of greenhouse gas (GHG) emissions.	'Performance data Energy efficiency and CO ₂ emissions' Page 9 and 10 of this document.
G4-EN20 ○ Emissions of ozone-depleting substances (ODS).	
G4-EN21 ○ NOx, SOx, and other significant air emissions.	
Aspect – Effluents and Waste	
G4-DMA ● Effluents and Waste.	<p>As well as actively applying design improvements to reduce environmental impacts of our products and in manufacturing processes we also address the impacts of our own operations. Tracking effluents and waste of environmentally relevant operations are being monitored as part of our environmental management systems and many Group members are ISO 14001 certified. We outsource much of our production and the environmental impacts from our direct trading factories are our key indicators. See also page 9 and 10 of this document.</p>

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Indicator	Relevant page/Comment
G4-EN22 ○ Total water discharge by quality and destination.	With our systems tracking this indicator not being globally connected and set up to provide this data, we are not able to report on this indicator yet.
G4-EN23 ● Total weight of waste by type and disposal method.	Performance data Waste and Resource Scarcity' Page 9 of this document.
G4-EN24 ● Total number and volume of significant spills.	There were no significant spills or incidents with effluents/waste at ASICS Group owned production facilities reported during the reporting year 2014.
G4-EN25 ● Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Waste deemed hazardous under the terms of the Basel Convention is not being produced nor transported by ASICS Group companies during this reporting year.
G4-EN26 ● Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	There were no discharges of water and runoff by ASICS Group owned companies reported during the reporting year 2014 that can be categorized as significantly affecting neighboring water sources and related habitats.
Aspect – Products and Services	
G4-DMA ● Products and Services.	Through constant research and innovation, we create products and services that help people enjoy the physical and mental benefits of sport. At our Institute of Sport Science, researchers and scientists combine new discoveries about the human body with the latest technological advances to continually refine our products. We seek to integrate sustainability as a basic consideration in the design of our processes and products. We believe that this is the most effective and direct way of improving the sustainability of our products. As well as integrating sustainability considerations in the design of our products, we are also committed to reducing environmental impacts throughout the other stages of their life cycle. These include operations at our own business locations and operations, our supplier operations, manufacturing processes, the distribution and packaging of our products, and our retail stores. By doing so, we aim to improve sustainability throughout the entire value chain.
G4-EN27 ● Extent of impact mitigation of environmental impacts of products and services.	Life-Cycle Assessment (LCA) is our tool for identifying the environmental impacts of our products at every stage of their lives, from their design and construction all the way to eventual end-of-life disposal. Year on year we continue to apply the knowledge we've gained from LCA to our products, making them better for both our customers and the environment. For more information, see 'Creating Products and Services' on page 10-12 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 2014 reporting year data related to products and services can be found on page 7-11 of this document.
G4-EN28 ● Percentage of products sold and their packaging materials that are reclaimed by category.	2014 reporting year data related to products and services can be found on page 7-11 of this document.
Aspect – Compliance	

GRI G4 INDEX

How we are doing

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Indicator	Relevant page/Comment
G4-DMA ● Compliance.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is our policy and conviction to ensure that we do business according to the highest standards and that our practices comply with all applicable laws in any country we operate in through directly related companies or third parties. We train employees about compliance with all standards and policies as in addition to our ASICS Global Code of Conduct, and we operate subject-specific policies and procedure to ensure compliance in all our markets. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-EN29 ● Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	The ASICS Group was not required to pay any fines in 2014 book year that can be considered material to the ASICS Group financial statements.
Aspect – Transport	
G4-DMA ● Transport.	Our approach to environmental management of our Group Operations (in general and/or within the framework of ISO 14001) and managing the impact of our Products & Services, includes the impact of transport and more specifically its carbon footprint.
G4-EN30 ● Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	For more information, see 'Creating Products and Services' on page 15 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 2014 reporting year data can be found on page 11 of this document.
Aspect – Overall	
G4-DMA ● Overall.	At ASICS, we recognize our responsibility to look after the natural environment both today and for future generations. Our Global Policy on Environment sets out our approach to managing environmental impacts in our own operations as well as in our value chain.
G4-EN31 ○ Total environmental protection expenditures and investments by type.	2014 reporting year data related to this subject can be found on page 11 of this document.
Aspect – Supplier Environmental Assessment	
G4-DMA ● Supplier Environmental Assessment.	At ASICS we aim to include sustainability considerations in every aspect of our business. We seek to work with business partners that share our commitment to sustainability. When we select any new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Environmental Policy forms the basis of such an evaluation of environmental sustainability performance. As such environmental sustainability criteria are important considerations for our organization in selecting new, and collaborating with existing, business partners.
G4-EN32 ● Percentage of new suppliers that were screened using environmental criteria.	In our fiscal reporting year 2014, 100% of newly contracted footwear, apparel or accessories suppliers have been screened using environmental criteria.

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-EN33 ● Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Life Cycle Assessment (LCA) is our tool for identifying the environmental impacts of our products at every stage of their lives, from their design and construction all the way to eventual end-of-life disposal. As well as integrating sustainability considerations in the design of our products, we are also committed to reducing environmental impacts throughout the other stages of their life cycle. These include operations at our own business locations and operations, our supplier operations, manufacturing processes, the distribution and packaging of our products, and our retail stores. By doing so, we aim to improve sustainability throughout the entire value chain. For more information, see page 7-11 of this document and 'Creating Products and Services' on page 10-12 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Aspect – Environmental Grievance Mechanisms	
G4-DMA ● Environmental grievance mechanisms.	Environmental grievances are within our certified ASICS Group locations logged and managed within the framework of ISO 14001. At other group locations these are dealt with on a case by case basis and escalated as appropriate.
G4-EN34 ● Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	No grievances or complaints about environmental impacts have been filed, addressed and resolved in our fiscal reporting year 2014.
Aspect – Employment	
G4-DMA ● Employment.	Our employees are our most valuable asset. We believe we can inspire them through our corporate culture so that personal development and corporate growth go hand in hand. The ASICS Group abides by local labor laws and regulations relevant, and in our ASICS Global Code of Conduct we further set out our values regarding employment conditions. http://corp.asics.com/en/p/asics-global-code-of-conduct Regarding suppliers, we require the management of all factories producing ASICS products to uphold the same sustainability standards we demand of our own operations, as well as complying with all relevant international and local laws and regulations related to workers' rights, safety and welfare. Our ASICS Policy of Engagement sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-LA1 ○ Total number and rates of new employee hires and employee turnover by age group, gender and region.	With our human resources systems not being globally connected, we are not able to report consolidated data on this indicator yet.
G4-LA2 ○ Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	With our human resources systems not being globally connected, we are not able to report consolidated data on this indicator yet.
G4-LA3 ○ Return to work and retention rates after parental leave, by gender.	With our human resources systems not being globally connected, we are not able to report consolidated data on this indicator yet.
Aspect – Labour Relations	
G4-DMA ● Labor Relations.	The ASICS Group abides by local labor laws and regulations relevant, and in our ASICS Global Code of Conduct we further set out our values regarding employment conditions including our intentions to be transparent, stimulate diversity and offer sound working conditions. http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-LA4 ● Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	Notice periods vary in the different countries where the ASICS Group operates and different contractual or legal obligations apply. In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. They may specify specific conditions regarding notice periods as well, but at the moment of publication of this report full data is not available for reporting.

GRI G4 INDEX

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Indicator	Relevant page/Comment
Aspect – Occupational Health and Safety	
G4-DMA ● Occupational Health and Safety.	The ASICS Group maintains comprehensive standards for occupational health and safety which apply to all our operations. These include risk assessments, compliance audits, training, and emergency evacuation drills. We are committed to providing a safe and healthy environment. Since safety and security are team efforts, we require every director and employee to comply with applicable laws, regulations and ASICS' policies as they relate to ensuring the health, safety and security of our workforce.
G4-LA5 ⓘ Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	The operation of health and safety committees is an important part of our daily management of health and safety at ASICS, operation sites worldwide. The total amount of colleagues represented in such committees as a percentage of total workforce is not being monitored for this reporting period.
G4-LA6 ⓘ Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Data on occupational injuries, sickness leave, lost days and absenteeism is being monitored by our local Human Resources systems but the ASICS Group is not reporting consolidated data yet on these indicators.
G4-LA7 ⓘ Workers with high incidence or high risk of diseases related to their occupation.	Risk assessments and incidences of work-related injuries or diseases are being monitored by our local Human Resources systems but the ASICS Group is not reporting consolidated data yet on these indicators.
G4-LA8 ⓘ Health and safety topics covered in formal agreements with trade unions.	Responsibilities regarding health and safety and compliance, being a fundamental topic in our ASICS Global Code of Conduct, are part of various internal policies, guidelines and agreements. Specific health and safety topics may not be separately covered in formal agreements with trade unions.
Aspect – Training and Education	
G4-DMA ● Training and Education.	Training and education is an important part of our personnel and organizational development strategy. Each regional ASICS office implements training programs aiming to ensure global consistency within our organization while incorporating local needs and differences. Training programs cover a range of subjects including anti-harassment and diversity, new employee induction, management capacity building, professional development, and health and safety.
G4-LA9 ⓘ Average hours of training per year per employee by gender, and by employee category.	Although training and education is relevant to all ASICS employees' development, the ASICS Group does not track consolidated figures at a global level regarding this subject.
G4-LA10 ⓘ Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	For more information regarding training, education and skills management, see 'Investing in People and Communities' on page 28 and 29 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
G4-LA11 ⓘ Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	To strengthen our approach to employee development globally, we introduced our HR Competency Framework in 2014. By aligning the way we evaluate our employees worldwide, the framework makes it easier for all our people to identify career opportunities and move to new positions throughout the whole business. Roll out of the framework is ongoing at the time of publication of this document.
Aspect – Diversity and Equal Opportunity	
G4-DMA ● Diversity and Equal Opportunity.	Diversity is essential for business growth and to generate new ideas and innovations. ASICS has employees from various backgrounds whose diversity encompasses gender, ethnicity, culture, age and career choice. In promoting diversity, it is important to ensure that all employees share a strong connection to our core 'ASICS Spirit' and use common tools.

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-LA12 ● Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	For more information regarding diversity, see 'Investing in People and Communities' on page 29 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Aspect – Equal Remuneration for Women and Men	
G4-DMA ● Equal Remuneration for Women and Men.	See our ASICS Global Code of Conduct in which we further specify our principles on the topic of equal opportunities. http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-LA13 ○ Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	The ASICS Group does not publicly disclose salary data to this level.
Aspect – Supplier Assessment for Labor Practices	
G4-DMA ● Supplier Assessment for Labor Practices.	We continuously monitor that our products are manufactured under safe and ethical working conditions. We seek to work with business partners that share our commitment to sustainability. When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Policy of Engagement forms the basis of such an evaluation of labour practices performance. http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-LA14 ● Percentage of new suppliers that were screened using labor practices criteria.	In 2014, 100% of new suppliers producing footwear, apparel or accessories have been screened using all of 17 criteria to suppliers which includes labor practices.
G4-LA15 ● Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	For more information about labor practices in our supply chain and how we collaborate with our suppliers towards better workplace standards, see 'Investing in People and Communities' on page 19-24 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Aspect – Labor Practices Grievance Mechanisms.	
G4-DMA ● Labor Practices Grievance Mechanisms.	Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms. We stimulate our suppliers on how to implement and operate grievance channels and ensure that either thought these channels, via unions or our local partners (such as Better Work) workers can ventilate labor practice grievances. ASICS operates a whistleblowing policy and confidential formal grievance channels are part of Human Resources Management Systems.
G4-LA16 ○ Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or labor practices with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Investment	

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-DMA ● Investment.	We aim to collaborate with business partners who share our commitment to an ethical and sustainable sporting goods industry. When we select any new footwear, apparel or accessories suppliers we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship. Once a formal business relationship is established with a supplier, we continuously monitor sustainability performance and periodically assess supplier facilities. Our ASICS Policy of Engagement and Environmental Policy form the basis of these assessments. It can be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-HR1 ● Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	When we select any new footwear, apparel or accessories suppliers we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship. Compliance to our social and environmental sustainability standards regarding workplace and products are included in all, 100%, of contract agreements with footwear, accessories and apparel suppliers who manufacture products on behalf of the ASICS Group. With our systems not being globally connected and set up to provide this specific data, we are not able to report on consolidated figures on all investments agreements for this indicator yet.
G4-HR2 ○ Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	With our human resources systems not being globally connected and set up to provide this data, we are not able to report on this indicator yet.
Aspect – Non-Discrimination	
G4-DMA ● Non-Discrimination.	Diversity is valued in ASICS. We expect every director and employee to respect the people and the cultures with which we work, to act responsible and to treat co-workers with dignity. ASICS has employees from various backgrounds whose diversity encompasses gender, ethnicity, culture, age and career choice. See our ASICS Global Code of Conduct in which we further specify our principles on the topic of discrimination http://corp.asics.com/en/p/asics-global-code-of-conduct Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include non-discrimination. This policy be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-HR3 ○ Total number of incidents of discrimination and corrective actions taken.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or labor practices, including our standards on non-discrimination, with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Freedom of Association and Collective Bargaining	

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-DMA ● Freedom of Association and Collective Bargaining.	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the employees' right to organize and join associations by their own choice, and to bargain collectively. Our Policy of Engagement can be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-HR4 ● Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	ASICS has signed the Freedom of Association Protocol in Indonesia. Also through training by our own staff and through our partnership with Better Work, we aim to stimulate open and constructive dialogue between workers, labor unions and supplier factory management.
Aspect – Child Labor	
G4-DMA ● Child Labor.	Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of child labor. This policy be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-HR5 ● Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments which include compliance to our prohibition of child labor requirements. For more information regarding supplier assessments see the section 'Partnering with Suppliers and Workers' on page 21-24 of our 2013/14 Sustainability Report: http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 Other 2014 reporting year data related to this subject can be found on page 12-14 of this document.
Aspect – Forced or Compulsory Labor	
G4-DMA ● Forced or Compulsory Labor.	Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of forced labor. This policy be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-HR6 ● Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.	When we select new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments which include compliance to our prohibition of forced labor requirements. For more information regarding supplier assessments see the section 'Partnering with Suppliers and Workers' on page 21-24 of our 2013/14 Sustainability Report: http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 Other 2014 reporting year data related to this subject can be found on page 12-14 of this document.

GRI G4 INDEX

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Indicator	Relevant page/Comment
Aspect – Security Practices	
G4-DMA ○ Security Practices.	
G4-HR7 ○ Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	
Aspect – Indigenous Rights	
G4-DMA ○ Indigenous Rights.	
G4-HR8 ○ Total number of incidents of violations involving rights of indigenous peoples and actions taken.	
Aspect – Assessment	
G4-DMA ● Assessment.	<p>When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments.</p> <p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of forced labor.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A</p>
G4-HR9 ● Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<p>2014 reporting year data related to this subject can be found on page 12-13 of this document.</p>
Aspect – Supplier Human Rights Assessment	
G4-DMA ● Supplier Human Rights Assessment.	<p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights.</p> <p>When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments.</p> <p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A</p>
G4-HR10 ● Percentage of new suppliers that were screened using human rights criteria.	<p>In 2014, 100% of new suppliers producing footwear, apparel or accessories have been screened using all of 17 criteria to suppliers which includes labor practices.</p>

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Indicator	Relevant page/Comment
G4-HR11 ● Significant actual and potential negative human rights impacts in the supply chain and actions taken.	For more information about human rights impacts in our supply chain and how we collaborate with our suppliers towards better workplace standards see 'Investing in People and Communities' on page 19-24 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 Other 2014 reporting year data related to this subject can be found on page 12-14 of this document.
Aspect – Human Rights Grievance Mechanism	
G4-DMA ● Human Rights Grievance Mechanism.	Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms. We stimulate our suppliers on how to implement and operate grievance channels and ensure that either through these channels, via unions or our local partners (such as Better Work) workers can ventilate human rights grievances.
G4-HR12 ○ Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or human rights violations with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Local Communities	
G4-DMA ● Local Communities.	Living up to our founding philosophy, we aim to make a positive contribution to society through engaging in community activities and contributions, both in financial donations and by volunteering. ASICS operates in many different communities around the world with different needs. Our support activities reflect these differences. By making room for volunteer work, offering disaster relief and donations we aim to contribute to society and give back to communities affected by disasters, enable sports or supporting research and education for healthier, more sustainable lifestyles.
G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	2014 reporting year data related to this subject can be found on page 15 of this document.
G4-SO2 ● Operations with significant actual and potential negative impacts on local communities.	No ASICS Operational sites have been identified to have actual or potential negative impact on local communities in 2014 that can be considered as significant.
Aspect – Anti-Corruption	
G4-DMA ● Anti-Corruption.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO3 ○ Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	
G4-SO4 ○ Communication and training on anti-corruption policies and procedures.	
G4-SO5 ○ Confirmed incidents of corruption and actions taken.	
Aspect – Public Policy	

GRI G4 INDEX

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Indicator	Relevant page/Comment
G4-DMA ● Public Policy.	The ASICS Group engages with governments, public interest groups, industry associations and a broad range of other similar bodies around the world. In doing so, our aim is always to comply with all laws governing political activity. Led by our corporate philosophy, it's our aim to engage with all of these stakeholders in open, ongoing dialogue, in order to create mutually beneficial partnerships and build a better, more sustainable industry for everyone concerned.
G4-SO6 ● Total value of political contributions by country and recipient/beneficiary.	To our best knowledge, the ASICS Group did not make any contributions of financial value or in-kind contributions to political parties, politicians, and related institutions in 2014.
Aspect – Anti-competitive Behavior	
G4-DMA ● Anti-competitive Behavior	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO7 ○ Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Omitted: his information is considered commercially sensitive to the ASICS Group.
Aspect – Compliance	
G4-DMA ● Compliance.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is our policy and conviction to ensure that we do business according to the highest standards and that our practices comply with all applicable laws in any country we operate in through directly related companies or third parties. We train employees about compliance with all standards and policies as in addition to our ASICS Global Code of Conduct, and we operate subject-specific policies and procedure to ensure compliance in all our markets. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO8 ● Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	The ASICS Group was not required to pay any fines in 2014 book year that can be considered material to the ASICS Group financial statements.
Aspect – Supplier Assessment for Impacts on Society	
G4-DMA ● Supplier Assessment for Impacts on Society.	We continuously monitor that our products are manufactured under safe and ethical working conditions. We seek to work with business partners that share our commitment to sustainability and ethical business conduct. When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Policy of Engagement forms the basis of such an evaluation of labor practices performance. http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf?1405496979%0D%0A
G4-SO9 ● Percentage of new suppliers that were screened using criteria for impacts on society.	In 2014, 100% of new suppliers producing footwear, apparel or accessories have been screened using all of 17 criteria to suppliers.

GRI G4 INDEX

How we are doing

- Full disclosure as outlined by the GRI G4
- Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

Indicator	Relevant page/Comment
G4-SO10 ● Significant actual and potential negative impacts on society in the supply chain and actions taken.	For more information about labor practices in our supply chain and how we collaborate with our suppliers towards better workplace standards see 'Investing in People and Communities' on page 19-24 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124
Aspect – Grievance Mechanisms for Impacts on Society	
G4-DMA ● Grievance Mechanisms for Impacts on Society.	Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms. We stimulate our suppliers on how to implement and operate grievance channels and ensure that either thought these channels, via unions or our local partners (such as Better Work) workers or other relevant stakeholders can ventilate grievances regarding societal impacts. ASICS operates a whistleblowing policy and confidential formal grievance channels are part of our Human Resources Management Systems.
G4-SO11 ○ Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	All reported grievances are taken very seriously and investigated. At the moment the ASICS Group does not publicly disclose this information.
Aspect – Customer Health and Safety	
G4-DMA ● Customer Health and Safety.	ASICS is dedicated to its quality assurance and management system that will ensure that its products and services continuously meet the requirements of its customers. Products that are safe and sound, not only for our customers but also for the world around us. Our quality principles and objectives are communicated and available to staff at all times. Training is an integral part of our quality assurance and management system. This means training for our own employees but also training and certifying staff within our suppliers' facilities. ASICS employs various Product Liability (PL) inspections that include product safety, application of quality improvement measures, and descriptions on product label and promotional materials. This is done at different points in the processes of product planning, development, design, manufacturing, QA, and shipment. We carry out preventative inspections at our suppliers to avoid the use of inappropriate materials. Random inspections at suppliers and a variety of tests on our products before they reach their delivery address are a part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses.
G4-PR1 ○ Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	We carry out preventative inspections at our suppliers to avoid the use of inappropriate materials. Random inspections at suppliers and a variety of tests on our products before our products reach their delivery address are a part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses. At the time of publication of this documents the ASICS Group does not publish consolidated data in the form of a percentage of all such product quality and safety testing.
G4-PR2 ● Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	For more information, see 'Managing Safety and Quality' under 'Creating Products and Services' on page 14 of our 2013/14 Sustainability Report. http://assets.asics.com/page_types/2163/files/ASICS_Sustainability%20Report_2013&14__original.pdf?1406267124 2014 reporting year data related to products and services can be found on page 7 of this document.
Aspect – Product and Service Labeling	
G4-DMA ● Product and Service Labeling.	As a product-driven company, to responsibly design, develop, produce, market and sell our products is of paramount importance to us. We meet all legal and regulatory requirements for labeling in all the markets in which we operate, including material composition of our apparel and footwear products, care instructions where relevant or any other specific labeling requirement for our products and services.

GRI G4 INDEX

How we are doing

- Full disclosure as outlined by the GRI G4
- Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

Indicator	Relevant page/Comment
G4-PR3 ● Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	We meet all legal and regulatory requirements for labeling in all the markets in which we operate and which are relevant for our apparel, footwear and accessories. These include, but are not limited to, textile material composition labeling of our apparel, composition labeling conform legal requirements for footwear products, care instructions, instructions for usage where relevant or any other specific labeling requirement for our products and services.
G4-PR4 ● Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	2014 reporting year data related to products and services can be found on page 7 of this document.
G4-PR5 ○ Results of surveys measuring customer satisfaction.	The ASICS Group conducts regular surveys regarding brand awareness and perception and customer satisfaction regarding our products and services. We do not publish consolidated data on this indicator as part of our sustainability report at the time of this publication. Information regarding market share can be found on page 1 of the Annual Report 2014. http://assets.asics.com/page_types/2378/files/Annual%20Report%20201412_original.pdf?1429683993
Aspect – Marketing Communications	
G4-DMA ● Marketing Communications	Our aim is to provide products and services that create value for our customers. As a product-driven company, to responsibly design, develop, produce, market and sell our products is of paramount importance to us. This includes due consideration that marketing communications are compliant with regulations, voluntary codes and company standards. In this context marketing communications include, but are not limited to, advertising, promotion, sponsorship etc.
G4-PR6 ○ Sale of banned or disputed products	The ASICS Group does not report this data in the public domain at the time of publication of this document.
G4-PR7 ○ Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	The ASICS Group does not report this data in the public domain at the time of publication of this document.
Aspect – Customer Privacy	
G4-DMA ● Customer Privacy.	The ASICS Group understands the need and importance of protecting customer information and a range of other personal information. We have implemented a privacy policy to ensure safe and appropriate control. The Japan Information Processing Development Corporation (JIPDEC) grants permission for use of the Privacy Mark, a registered trademark, to business enterprises that meet their specific requirements regarding the protection of personal information. ASICS has been certified to use this trademark since 2006.
G4-PR8 ○ Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Complaints or breaches of customer privacy are taken very seriously and handled by our designated team. The ASICS Group does not report numbers of complaints publicly at the moment.
Aspect – Compliance	
G4-DMA ● Compliance.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is our policy and conviction to ensure that we do business according to the highest standards and that our practices comply with all applicable laws in any country we operate in through directly related companies or third parties. We train employees about compliance with all standards and policies as in addition to our ASICS Global Code of Conduct, we operate subject-specific policies and procedure to ensure compliance in all our markets. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-PR9 ● Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	The ASICS Group was not required to pay any fines in 2014 book year that can be considered material to the ASICS Group financial statements.



独立した第三者保証報告書

2015年6月25日

株式会社アシックス

代表取締役社長CEO 尾山 基 殿

株式会社トーマツ審査評価機構
東京都千代田区丸の内三丁目3番1号

代表取締役社長



株式会社トーマツ審査評価機構（以下「当社」という。）は、株式会社アシックス（以下「会社」という。）のWEBサイトに掲載するために作成した「2014年度CSR・サステナビリティ活動データ集とGRI G4ガイドライン対照表」の「事業所からのCO₂排出量」に記載されている2014年度のCO₂排出量情報（CO₂排出量スコープ1及び2、以下「CO₂排出量情報」という。）について、限定的保証業務を実施した。

会社の責任

会社は、会社が採用した算定及び報告の基準（保証対象に注記されている。）に準拠してCO₂排出量情報を作成する責任を負っている。また、CO₂排出量の算定は、排出係数と数値データの決定に利用される科学的知識が不完全である等の理由により、固有の不確実性の影響下にある。

当社の独立性と品質管理

当社は、誠実性、客観性、職業的専門家としての能力と正当な注意、守秘義務、及び職業的専門家としての行動に関する基本原則に基づく、国際会計士倫理基準審議会の「職業会計士の倫理規程」が定める独立性及びその他の要件を遵守した。また、当社は、国際品質管理基準第1号「財務諸表の監査及びレビュー並びにその他の保証及び関連サービス業務を行う事務所の品質管理」に準拠して、倫理要件、職業的専門家としての基準及び適用される法令及び規則の要件の遵守に関する文書化した方針と手続を含む、包括的な品質管理システムを維持している。

当社の責任

当社の責任は、当社が実施した手続及び当社が入手した証拠に基づいて、CO₂排出量情報に対する限定的保証の結論を表明することにある。当社は、「国際保証業務基準3000 過去財務情報の監査又はレビュー以外の保証業務」（国際監査・保証基準審議会）及び「国際保証業務基準3410 温室効果ガス報告に対する保証業務」（国際監査・保証基準審議会）に準拠して、限定的保証業務を実施した。

当社が実施した手続は、職業的専門家としての判断に基づいており、質問、プロセスの観察、文書の閲覧、分析的手続、算定方法と報告方針の適切性及び報告書の基礎となる記録との一致又は調整、及び以下を含んでいる。

- ・会社の見積り方法が、適切であり、一貫して適用されていたかどうかを評価した。ただし、手続には見積の基礎となったデータのテスト又は見積の再実施を含めていない。
- ・データの網羅性、データ収集方法、原始データ及び現場に適用される仮定を評価するため、事業所の現地調査を実施した。

限定的保証業務で実施する手続は、合理的保証業務に対する手続と比べて、その種類と実施時期が異なり、その実施範囲は狭い。その結果、当社が実施した限定的保証業務で得た保証水準は、合理的保証業務を実施したとすれば得られたであろう保証水準ほどには高くない。

限定的保証の結論

当社が実施した手続及び入手した証拠に基づいて、会社のCO₂排出量情報が、会社が採用した算定及び報告の基準に準拠して作成されていないと信じさせる事項はすべての重要な点において認められなかった。

以 上