

GC Principles–GRI Indicators Cross Reference Table

This table refers to pages of Nikon CSR Report 2010 that describe items requested by the GRI Sustainability Reporting Guidelines, 3rd edition.
This sheet includes information about United Nations Global Compact principles.

D: separate collection of data

※Indicators(CORE, ADD) refer to disclosures of “Sustainability Reporting Guidelines, 3rd Edition” published by the Global Reporting.

GRI Guidelines		GC	NIKON CSR REPORT2010		Notes.
			Relevant Contents	Relevant page	
1. Strategy and Analysis					
1.1	Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	—	•Message from the Chairman and the President	3、 4	
1.2	Description of key impacts, risks, and opportunities.	—	•Priority CSR Targets and the Basic Structure of Nikon CSR REPORT 2010 •CSR Achievements for the Year Ended March 31.	1、 2、 21、 22	
2. Organizational Profile					
2.1	Name of the organization.	—	•Corporate Date	5	
2.2	Primary brands, products, and/or services.	—	•Corporate Date •Major Businesses of the Nikon Group	5	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	—	•Nikon Group Profile (Group Companies)	5	Reference :「Annual Report 2010」
2.4	Location of organization's headquarters.	—	•Nikon Group Profile (Corporate Date)	5	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	—	•Nikon Group Profile (Group Companies)	5	
2.6	Nature of ownership and legal form.	—	•Nikon Group Profile (Corporate Date)	5	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	—	•Nikon Group Profile (Major Businesses of the Nikon Group, 2006–2010 Sales)	5	
2.8	Scale of the reporting organization, including: • Number of employees; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided.	—	•Nikon Group Profile (Corporate Date)	5	Reference :「Annual Report 2010」 「Fact Book 2010」
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: • The location of, or changes in operations, including facility openings, closings, and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	—	•Term and Scope of Report •Promoting Diversity Activities(Labor–Management Relations)	2、 42	■ Reorganization of Precision Equipment Company's Production Subsidiaries http://www.nikon.com/about/news/2009/0929_01.htm ■ Notification of Results of the Squeezeout Public Bid on Metris NV http://www.nikon.com/about/ir/news/2009/1021_e.htm
2.10	Awards received in the reporting period.	—	•External and Internal Evaluation	48	

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3.Report Parameters					
Report Profile					
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	—	•Term and Scope of Report	2	
3.2	Date of most recent previous report (if any).		Previous edition appeared in September 2009	2	
3.3	Reporting cycle (annual, biennial, etc.)		•Editorial policy	1	
3.4	Contact point for questions regarding the report or its contents.	—	•Report Production Department and Contact Information	2	
Report Scope and Boundary					
3.5	Process for defining report content, including: • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report.	—	•Priority CSR Targets and the Basic Structure of Nikon CSR REPORT 2010 •Nikon High-Level Policy and Stakeholders	1、 17	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	—	•Term and Scope of Report	2	
3.7	State any specific limitations on the scope or boundary of the report.	—	•Term and Scope of Report	2	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	—	N/A	—	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	—	"Sustainability Reporting Guidelines, 3rd Edition" published by the Global Reporting Initiative (GRI), the "Environmental Reporting Guidelines (2007)" of the Japanese Ministry of the Environment	2	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/ acquisitions, change of base years/periods, nature of business, measurement methods).	—	N/A	—	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	—	•Term and Scope of Report	—	
GRI Content Index					
3.12	Table identifying the location of the Standard Disclosures in the report.	—		This Comparison Table	
Assurance					
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	—	N/A	—	

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4. Governance, Commitments, and Engagement					
Governance					
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	1~10	•Corporate Governance Organization(Nikon's Corporate Governance Organization)	6	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer(and, if so, their function within the organization's management and the reasons for this arrangement).	1~10	•Corporate Governance Organization(Board of Directors and Executive Committee)	6	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	1~10	N/A	—	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	1~10	•Corporate Governance Organization(Nikon's Corporate Governance Organization) •Promoting Diversity Activities(Labor-Management Relations)	6、44	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	1~10	•Corporate Governance Organization(Compensation Committee)	6	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	1~10	•Corporate Governance Organization(Board of Corporate Auditors)	6	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	1~10	None	—	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	1~10	•Trustworthiness & Creativity •Our Aspirations •Nikon CSR Charter •Nikon Code of Conduct •The Nikon Basic Environmental Management Policy	17、23	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	1~10	•Corporate Governance Organization •CSR Promotion Organization •Environmental Management System	6、19、26	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	1~10	•Corporate Governance Organization(Nikon's Corporate Governance Organization)	6	
Commitments to External Initiatives					
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	7	•Product-related Activities •Workplace-related Activities •Environmental Management	23-37	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	1~10	•Quality Control for Products & Services(ISO9001 certification) •Nikon's CSR Policy (Participation in the UN global Compact) •Environmental Management System (Utilization of ISO 14001 certification)	15、17、18、26	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine • Views membership as strategic.	1~10	N/A	—	

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Stakeholder Engagement						
4.14		List of stakeholder groups engaged by the organization.	—	•Priority CSR Targets and the Basic Structure of Nikon CSR REPORT 2010 •Relationships with Stakeholders	1、 17	
4.15		Basis for identification and selection of stakeholders with whom to engage.	—	None	—	
4.16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	—	•Promoting CSR in Japan (Implementing a practical CSR education program for employees in Japan) •Workplace-related Activities (Progress report on soil contamination remediation at the Ohi Plant) •Communication through the CSR Report	20、 37、 48	
4.17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	—	•Promoting CSR in Japan (Implementing a practical CSR education program for employees in Japan) •CSR Achievements for the Year Ended March 31,2009, and Future Targets •Communication through the CSR Report •Nikon Corporation's response to comments made by Ms.Edahiro in its last CSR report	19、 21、 22、 48、 49、 50	
5.Management Approach and Performance Indicators						
Economic						
		Management Approach	1、 4、 6、 7	•Nikon Group Profile (Corporate Date)	5	Reference :「Annual Report 2010」 「Fact Book 2010」
Economic Performance						
EC1	CORE	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	—	None	—	
EC2	CORE	Financial implications and other risks and opportunities for the organization's activities due to climate change.	7	•Environmental Accounting	D1	
EC3	CORE	Coverage of the organization's defined benefit plan obligations.	—	None	—	Reference :「Annual Report 2010」
EC4	CORE	Significant financial assistance received from government.	—	N/A	—	
Market Presence						
EC5	ADD	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	1	None	—	
EC6	CORE	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	—	None	—	The Nikon website「Nikon Basic Procurement Policy」 http://www.nikon.com/about/info/procurement/policy.htm
EC7	CORE	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	6	None	—	
Indirect Economic Impacts						
EC8	CORE	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement.	—	N/A	—	
EC9	ADD	Understanding and describing significant indirect economic impacts, including the extent of impacts.	—	N/A	—	

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Environmental						
		Management Approach	7, 8, 9	<ul style="list-style-type: none"> The UN Global Compact Nikon CSR charter The Nikon Basic Environmental Management Policy Environmental Management System Nikon Environmental Action Plan 	18, 23, 24, 26, 27, 28, 29	Executive Officer : Chairperson of Environmental Committee, and President of Business Administration Center
Materials						
EN1	CORE	Materials used by weight or volume.	8	<ul style="list-style-type: none"> Principal environmental loading PTPR survey results 	25, D2	
EN2	CORE	Percentage of materials used that are recycled input materials.	8, 9	None	—	
Energy						
EN3	CORE	Direct energy consumption by primary energy source.	8	<ul style="list-style-type: none"> Principal environmental loading Energy use 	25, D2	
EN4	CORE	Indirect energy consumption by primary source.	8	<ul style="list-style-type: none"> Principal environmental loading Energy use 	25, D2	
EN5	ADD	Energy saved due to conservation and efficiency improvements.	8, 9	<ul style="list-style-type: none"> Energy Saving Energy use 	34, 35, D2	
EN6	ADD	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	8, 9	<ul style="list-style-type: none"> Business Activities and CSR Nikon Environmental Action Plan2009(2010) Eco-friendly Product Development 	10, 13, 27, 28, 30	
EN7	ADD	Initiatives to reduce indirect energy consumption and reductions achieved.	8, 9	<ul style="list-style-type: none"> Modal Shift Medium-to long-term vision to reduce CO2 emissions Nikon Environmental Action Plan2009(2010) Improving Physical Distribution in Japan Energy Saving Energy use 	13, 24, 27, 28, 33, 34, 35, D2	
Water						
EN8	CORE	Total water withdrawal by source.	8	<ul style="list-style-type: none"> 2006-2010 water usage Water usage by plant 	35, D8	
EN9	ADD	Water sources significantly affected by withdrawal of water	8	None	—	
EN10	ADD	Water sources significantly affected by withdrawal of water	8, 9	None	—	
Biodiversity						
EN11	CORE	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	8	N/A	—	
EN12	CORE	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	8	The AKAYA Project	45	
EN13	ADD	Habitats protected or restored.	8	N/A	—	
EN14	ADD	Strategies, current actions, and future plans for managing impacts on biodiversity.	8	<ul style="list-style-type: none"> The Nikon Basic Environmental Management Policy Nikon's approach to biodiversity 	23, 24	
EN15	ADD	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	8	N/A	—	

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Emissions, Effluents, and Waste					
EN16	CORE	Total direct and indirect greenhouse gas emissions by weight.	8	<ul style="list-style-type: none"> Principal environmental loading Nikon Environmental Action Plan 2009 Improving Physical Distribution in Japan Energy Saving CO2 emissions 	25, 27, 33, 34, D2
EN17	CORE	Other relevant indirect greenhouse gas emissions by weight.	8	None	—
EN18	CORE	Initiatives to reduce greenhouse gas emissions and reductions achieved.	7, 8, 9	<ul style="list-style-type: none"> Medium-to long-term vision to reduce CO2 emissions Nikon Environmental Action Plan 2009 Improving Physical Distribution in Japan Energy Saving 	24, 27, 28, 33, 34
EN19	CORE	Emissions of ozone-depleting substances by weight.	8	None	—
EN20	CORE	NO, SO, and other significant air emissions by type and weight.	8	Air & Water Quality Environmental Data for Each Plant (Year ended March 31, 2010)	D3~8
EN21	CORE	Total water discharge by quality and destination.	8	Air & Water Quality Environmental Data for Each Plant (Year ended March 31, 2010)	D3~8
EN22	CORE	Total weight of waste by type and disposal method.	8	Waste by category	D3
EN23	CORE	Total number and volume of significant spills.	8	Control and Reduction of Chemical Substances in Manufacturing (Progress report on soil contamination remediation at the Ohi Plant of Nikon Corporation, Underground water inspection at Mito Plant of Tochigi Nikon Precision)	37
EN24	ADD	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	8	N/A	—
EN25	ADD	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	8	None	—
Products and Services					
EN26	CORE	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	7, 8, 9	<ul style="list-style-type: none"> Business Activities and CSR Nikon Environmental Action Plan Product-related Activities (Eco-friendly Product Development, Reducing Hazardous Substances in Products) 	9, 10, 12, 13, 27, 28, 30, 31, 32
EN27	CORE	Percentage of products sold and their packaging materials that are reclaimed by category.	8, 9	Recycling of Used Products	32

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Compliance						
EN28	CORE	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	8	N/A	—	
Transport						
EN29	ADD	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	8	•Improving Physical distribution in Japan	33	
Overall						
EN30	ADD	Total environmental protection expenditures and investments by type.	7、8、9	•Environmental Accounting	D1	
Labor Practices and Decent Work						
		Management Approach	1、3、6	•Ten Principles of the UN Global Compact •Nikon CSR Charter •CSR Achievements for the Year Ended March 31, 2010, and Future Targets •Promoting Diversity Activities •Expanding CSR-oriented Procurement	18、21、22、41、42、43、44、47	Executive Officer: President of Business Administration Center
Employment						
LA1	CORE	Total workforce by employment type, employment contract, and region.	—	•Nikon Group Profile •Promoting Diversity Activities (Diversity)	5、42	
LA2	CORE	Total number and rate of employee turnover by age group, gender, and region.	6	•Relationship with Employees (Diversity)	42	
LA3	ADD	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	—	•Promoting Diversity Activities (Support for work-life balance)	42	Employees can take childcare leave for up to 2 years, can take nursing care leave for up to 1 years.
Labor/Management Relations						
LA4	CORE	Percentage of employees covered by collective bargaining agreements.	1、3	•Promoting Diversity Activities (Labor-Management Relations)	42	
LA5	CORE	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	3	•Promoting Diversity Activities (Labor-Management Relations)	42	
Occupational Health and Safety						
LA6	ADD	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.	1	•Promoting Diversity Activities ((Safety and Health of employees)	44	
LA7	CORE	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	1	•Promoting Diversity Activities ((Safety and Health of employees)	44	
LA8	CORE	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	1	•Promoting Diversity Activities (Safety and Health of employees)	44	
LA9	CORE	Health and safety topics covered in formal agreements with trade unions.	1	•Promoting Diversity Activities (Safety and Health of employees)	44	
Training and Education						
LA10	CORE	Average hours of training per year per employee by employee category.	—	None	—	
LA11	ADD	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	—	•Promoting Diversity Activities (Diversity)	44	
LA12	ADD	Percentage of employees receiving regular performance and career development reviews.	—	•Relationship with Employees (Personnel System, Human Resource Development & In-house Training)	41	
Diversity and Equal Opportunity						
LA13	CORE	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	1、6	•Promoting Diversity Activities (Support for women in the workplace)	42、43	
LA14	CORE	Ratio of basic salary of men to women by employee category.	1、6	•Promoting Diversity Activities (Support for women in the workplace)	43	

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Human Rights						
		Management Approach	1, 2, 3, 4, 5, 6	<ul style="list-style-type: none"> Ten Principles of the UN Global Compact Nikon CSR Charter CSR Achievements for the Year Ended March 31, 2010, and Future Targets Promoting Diversity Activities(Human Resource Development & In-house Training) Expanding CSR-oriented Procurement 	18, 21, 22, 41, 47	Executive Officer: President of Business Administration Center
Investment and Procurement Practices						
HR1	CORE	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	1, 2, 3, 4, 5, 6	N/A	—	
HR2	CORE	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	1, 2, 3, 4, 5, 6	Expanding CSR-oriented Procurement	47	
HR3	ADD	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	1, 2, 3, 4, 5, 6	<ul style="list-style-type: none"> Nikon's CSR Activities (Promoting CSR outside Japan) Promoting Compliance Activities Globally (Compliance) 	20, 38, 41	
Non-discrimination						
HR4	CORE	Total number of incidents of discrimination and actions taken.	1, 2, 6	None	—	
Freedom of Association and Collective Bargaining						
HR5	CORE	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	1, 2, 3	N/A	—	
Child Labor						
HR6	CORE	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	1, 2, 5	N/A	—	
Forced and Compulsory Labor						
HR7	CORE	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	1, 2, 4	N/A	—	
Indigenous Rights						
HR8	ADD	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	1, 2	N/A	—	
Indigenous Rights						
HR9	ADD	Total number of incidents of violations involving rights of indigenous people and actions taken.	1, 2	N/A	—	

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Society						
		Management Approach	10		—	Executive Officer: Chairman of the Nikon Business conduct Committee (Executive Vice President)
Community						
SO1	CORE	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	—	None	—	
Corruption						
SO2	CORE	Percentage and total number of business units analyzed for risks related to corruption.	10	•Promoting Compliance Activities Globally •Implementing a Risk Management PDCA Cycle •Expanding CSR-oriented Procurement	39, 40, 47	
SO3	CORE	Percentage of employees trained in organization's anti-corruption policies and procedures.	10	•Promoting Compliance Activities Globally (Preventing violations) •Expanding CSR-oriented Procurement	39, 47	
SO4	CORE	Actions taken in response to incidents of corruption.	10	•Promoting Compliance Activities Globally (Preventing violations)	39	
Public Policy						
SO5	CORE	Public policy positions and participation in public policy development and lobbying.	1~10	N/A	—	
SO6	ADD	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	10	N/A	—	
Anti-Competitive Behavior						
SO7	ADD	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	—	N/A	—	
Compliance						
SO8	CORE	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	—	N/A	—	

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Product Responsibility						
		Management Approach	1, 8	•Quality Control for Nikon Products	15	Executive Officer:President of Business Unit
Customer Health and Safety						
PR1	CORE	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	1	•Quality Control for Nikon Products	15	
PR2	ADD	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	1	•Quality Control for Nikon Products	15	
Product and Service Labeling						
PR3	CORE	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	8	None		
PR4	ADD	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	8	N/A		
PR5	ADD	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	—	•Business Activities and CSR	9, 10, 11, 12	
Marketing Communications						
PR6	CORE	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	—	None	—	
PR7	ADD	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	—	N/A	—	
Customer Privacy						
PR8	ADD	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	1	N/A	—	
Compliance						
PR9	CORE	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	—	N/A	—	