

ESG data

◆Environment

Category/Item	Unit	Scope		FY 2017	FY 2018	FY 2019		
		SENKO GHD	SENKO					
Energy consumption ※Crude oil equivalent	Diesel fuel	kl	●		61,608	63,151	64,115	
	Gasoline	kl	●		1,036	831	879	
	Natural gas	kl	●		429	411	439	
	LP gas	kl	●		1,157	1,016	1,068	
	City gas	kl	●		149	263	273	
	Heavy oil for boiler	kl	●		104	172	185	
	Kerosene	kl	●		55	68	70	
	Heavy oil for vessel	kl	●		10,483	9,342	8,624	
	Electricity	kl	●		30,844	34,376	36,094	
Total (crude oil equivalent)	kl	●		105,865	109,630	111,747		
CO2 emissions	Scope1	t-CO ₂	●		201,721	199,596	200,503	
	Scope2	t-CO ₂	●		62,909	67,632	69,373	
	Scope1+Scope2	t-CO ₂	●		264,630	267,228	269,876	
	Scope3 ※1	t-CO ₂	●		-	-	124,933	
Total	t-CO ₂	●		264,630	267,228	394,809		
CO2 emissions per revenue	Logistics	t-CO ₂ /million yen	●		0.77	0.72	0.70	
	Trading & other business	t-CO ₂ /million yen	●		0.03	0.03	0.03	
	Total	t-CO ₂ /million yen	●		0.80	0.75	0.73	
CO2 reduction activities	Electricity saving	Switch to electric power companies with low CO2 emission coefficients	t-CO ₂	●		1,189	1,264	1,262
		Upgrade to energy-efficient equipment (LED lighting / air conditioning)	t-CO ₂	●		610	1,230	748
	Fuel saving	Update services with advanced, environmentally friendly trucks/forklifts	t-CO ₂	●		1,511	1,429	1,352
		Recycling-based society	Promote recycling wooden pallets/waste plastics	t-CO ₂	●		163	106
		Promote the use of retreaded tires	t-CO ₂	●		200	223	198
Total	t-CO ₂	●		3,673	4,252	3,616		
Green logistics	Propose improved efficiency that is environmentally friendly (modal shift, larger vehicles, shared transportation, consolidation of locations)	t-CO ₂	●		1,642	1,537	1,173	
	Reduction in CO2 emissions on a contract basis	t-CO ₂ /contract	●		55	48	61	
	Ratio of modal shift transportation	%		●	65.7	69.8	70.0	
Renewable energy	※2 Solar power generation	1000kWh		●	15,573	18,057	18,342	
	Number of solar power stations	Locations	●		18	20	21	
Replacement of lighting equipment at facilities with LED lighting	※3 Number of LED lighting replacement warehouses	Sites	●		80	87	93	
	Ratio of LED lighting replacements	%	●		30	32	34	
	※4 Number of total warehouses	Sites	●		264	269	272	
Number of eco-friendly vehicles owned	Vehicles conforming to the new long-term regulations or post-new long-term regulations	Vehicles	●		3,506	4,000	4,403	
	Hybrids	Vehicles	●		55	55	68	
	CNG trucks	Vehicles	●		50	51	51	
	Electric vehicles	Vehicles	●		0	0	2	
	※4 Total	Vehicles	●		3,611	4,106	4,524	
	Ratio of eco-friendly vehicles	%	●		61%	64%	66%	
	※4 Number of total vehicles owned	Vehicles	●		5,914	6,412	6,840	
※5 Input of water resources		1000m ³	●		-	-	376	
Total waste emissions		t	●		3,955	5,064	4,850	
Amount of recycled waste		t	●		10,246	12,294	14,488	
※6 Ratio of recycled waste		%	●		72%	71%	75%	
ISO 14001-certified business locations		Locations	●		22	21	21	
Green management certification		Locations	●		17	15	14	

*1: Contracts commencing from FY2019

*2: Power generation at 20 SENKO electric power selling sites in FY2019. Does not include self-consumption at the Runtec Shin Kansai Branch.

*3: Number of warehouses that have completely adopted LED or electrodeless lighting.

*4: Excludes owned vehicles not used for sales activities.

*5: Data collected from FY2019

*6: Recycle amount ÷ (Recycle amount+waste emissions)

◆Safety

Category/Item	Unit	Scope		FY 2017	FY 2018	FY 2019	
		SENKO GHD	SENKO				
Occupational accident frequency rate ※1	*No. of casualties resulting in four or more days off work ÷ Total no. of actual hours worked × 1 million	frequency rate	●		1.707	1.455	2.235
Occupational accident severity rate ※1	*No. of working days lost ÷ Total no. of actual hours worked × 1,000	severity rate	●		0.065	0.053	0.130
No. of workplaces with G-Mark accredited business locations exhibiting "outstanding safety" *2		Sites	●		156	159	171
Ratio of workplaces with G-Mark accredited business locations exhibiting "outstanding safety" *2		%	●		97	98	99
Safety training ※3	Truck General training	Times	●		50	65	31
		Persons	●		511	592	455
	Truck Area training	Times	●		161	185	216
		Persons	●		1,241	1,873	1,673
	Forklift Area training	Times	●		187	190	231
		Persons	●		973	2,073	1,504
※3 Number of safety instructors	Truck Safety driving trainer	Persons	●		105	117	129
	Forklift Forklift skill trainer	Persons	●		86	93	106
No. of persons awarded for being accident free		Persons	-	●	207	186	242

*1: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies)

*2: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies, Note: Excludes ANZEN YUSO CO., LTD.)

*3: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies, Note: Excludes Runtec Corporation, ACROSS Transport Corp., ANZEN YUSO CO., LTD., EIKICHI KAIJUN CO., LTD.)

◆Social Contribution Activities

Category/Item	Unit	Scope		FY 2017	FY 2018	FY 2019
		SENKO GHD	SENKO			
Cleanup activity Total number of persons	Persons	●		13,151	16,741	14,619
Traffic safety class for children Total number of persons	Persons	●		1,322	1,701	1,922
Blood donation Total number of persons	Persons	●		1,149	973	1,129

◆Employees

Category/Item	Unit	Scope		FY 2017	FY 2018	FY 2019	
		SENKO GHD	SENKO				
Number of employees	Male	Persons	●	—	—	14,563	
	Female	Persons	●	—	—	3,081	
	Total	Persons	●	—	—	17,644	
Ratio of female employees hired	%		●	—	—	17.5%	
New graduates hired	Male	Persons	●	—	—	194	
	Female	Persons	●	—	—	168	
	Total	Persons	●	—	—	362	
Mid-career employees hired	Male	Persons	●	—	—	1,125	
	Female	Persons	●	—	—	384	
	Total	Persons	●	—	—	1,509	
Ratio of female employees hired	%		●	—	—	29.5%	
Number of managers	Male	Persons	●	—	—	1,584	
	Female	Persons	●	—	—	159	
	Total	Persons	●	—	—	1,743	
Ratio of female managers	%		●	—	—	9.1%	
Average age	Male	years old	●	—	—	43.3	
	Female	years old	●	—	—	38.0	
	Total	years old	●	—	—	42.3	
Average service years	Male	year	●	—	—	10.9	
	Female	year	●	—	—	6.8	
	Total	year	●	—	—	10.2	
Employee satisfaction survey	%		●	—	—	※1	
Number of employees	Male	Persons		●	2,820	2,924	3,050
	Female	Persons		●	559	603	684
	Total	Persons		●	3,379	3,527	3,734
Ratio of female employees hired	%		●	16.5%	17.1%	18.3%	
New graduates hired	Male	Persons		●	87	89	94
	Female	Persons		●	46	51	63
	Total	Persons		●	133	140	157
Mid-career employees hired	Male	Persons		●	189	194	283
	Female	Persons		●	29	36	37
	Total	Persons		●	218	230	320
Ratio of female employees hired	%		●	21.4%	23.5%	21.0%	
Number of managers	Male	Persons		●	520	525	521
	Female	Persons		●	13	15	18
	Total	Persons		●	533	540	539
Ratio of female managers	%		●	2.4%	2.8%	3.3%	
Average age	Male	years old		●	44.7	44.6	44.5
	Female	years old		●	37.8	37.8	38.0
	Total	years old		●	43.6	43.4	43.3
Average service years	Male	year		●	18.2	17.8	17.1
	Female	year		●	10.3	10.2	9.9
	Total	year		●	16.9	16.5	15.8
Paid leave	Average number of paid	day		●	9.3	10.4	12.9
	Ratio of paid leave taken	%		●	44.3%	49.5%	61.5%
Number of those who took maternity leave	Persons		●	38	22	38	
Number of those who took childcare leave	Male	Persons		●	0	0	2
	Female	Persons		●	60	55	52
Number of those who choose short-time working f	Male	Persons		●	0	0	0
	Female	Persons		●	40	47	51
Ratio of those who returned to work after childcare	Male	%		●	—	—	100%
	Female	%		●	96%	100%	95%
Number of those who took nursing care leave	Persons		●	0	1	1	
Employees with disabilities	Ratio of employees with disabilities	%		●	2.64%	2.42%	2.15%
	Number of employees with disabilities	Persons		●	105	99	91

*1: Survey implemented in FY2019 Scope: SENKO Group employees Survey period: Jan-Feb 2020 Method: Online and paper-based survey No. of respondents: 22,744 Scoring not shown as this is the first year of the survey. Scoring to be disclosed from the next fiscal year onwards.

◆Corporate governance

Category/Item			Unit	Scope		FY 2017	FY 2018	FY 2019
				SENKO GHD	SENKO			
Number of directors	Director	Male	Persons	●		8	8	8
		Female	Persons	●		0	0	0
	Outside director	Male	Persons	●		1	1	1
		Female	Persons	●		1	2	2
	Total	Male	Persons	●		9	9	9
		Female	Persons	●		1	2	2
		Total	Persons	●		10	11	11
Ratio of female directors			%	●		10.0%	18.2%	18.2%
Number of auditors	Full-time auditor	Male	Persons	●		2	2	2
		Female	Persons	●		0	0	0
	Outside auditor	Male	Persons	●		2	2	2
		Female	Persons	●		0	0	0
	Total	Male	Persons	●		4	4	4
		Female	Persons	●		0	0	0
		Total	Persons	●		4	4	4
Corporate compliance & Risk management	No. of Compliance Committee meetings		Meetings	●		6	5	3
	No. of Risk Management Committee meetings		Meetings	●		3	3	3
	No. of internal reports/consultations		Cases	●		51	51	72