

CSR Report 2013

Company Performance

Up until last year, we had created a graph entitled “CSR activity results and issues”.

However, this year, we have listed the performance data from the CSR activities for the past 3 years.

Section	Item		Unit	FY2010	FY2011	FY2012		
Contributing through <i>monozukuri</i>	Products [Independent]	Reduction of CO ₂ as a result of building eco-friendliness into the design of each product	Total		301.7	330.9	415.5	
		Example product groups	Steering	C-EPS Electrically Assisted Power Steering System	10,000 t	103.3	115.9	176.0
			Bearings	Taper roller bearings for automobiles		71.4	72.3	79.9
	Environment [Independent]	Prevention of global warming	Amount of CO ₂ emissions in production	Basic unit	t	236,814	234,173	230,896
					t/100,000,000yen	161.7	156.3	147.7
		CO ₂ emissions in logistics			t	12,574	13,396	13,994
					t/100,000,000yen	2.30	2.28	2.25
		Effective use of resources	Basic unit of waste		t/100,000,000yen	7.7	6.8	6.9
		Reduction and management of environmental burdensome materials	Release/transfer of substances subject to PRTR		t	36.9	34.9	42.1
		Number of environmental regulation violations		Incidents		0	0	0
	Number of environmental near-incidents*		Incidents		3	3	5	
	Regional contributions [Independent]	Number of plant festival goers		People	6,812	7,267	7,045	
		Number of regional conferences		Place	12	12	12	
		Number of participants in region cleanup activities		People	8,093	10,387	10,555	
		Number of people attending plant tours		People	620	1,088	1,189	
Number of people enrolled in insurance for volunteer activities			People	–	–	516		
Establishment of a firm management foundation	Employees [Independent]	Percentage of women in administrative positions	Managerial positions	%	0.57	0.76	0.80	
			Assistant managers	%	1.66	1.61	1.78	
	Percentage of disabled employees		%	1.94	1.86	1.94		
	Number of disabled employees		People	218	220	247		
	Female employees who took childcare leave	Number	People	26	19	25		
		Percentage**	%	93	89	100		
	Percentage of lost-day accidents		%	0.29	0.26	0.14		
	Lost worktime due to a new category for mental illness	Days	Day	3,870	3,683	4,398		
		Number	People	57	61	65		
	Percentage of employees with a BMI above normal		%	22.0	25.1	24.9		
	Percentage of smokers		%	41.0	39.2	36.2		
	Number of employees (Total permanent, fixed-term, part-time, reemployed, and temporary employees)	Total		11,890 (1,984)	13,526 (3,272)	14,232 (3,688)		
		Men	People	11,133 (1,817)	12,393 (2,867)	12,952 (3,148)		
		Women		757 (167)	1,133 (405)	1,280 (540)		
	Average age			39.7	39.4	38.9		
Men		Age	39.8	39.5	39.0			
Women			39.2	38.2	38.1			
Years of employment			17.1	16.5	15.5			
	Men	Years	17.2	16.8	15.8			
	Women		15.6	12.6	12.2			
Number of employees who quit within 3 years of entering the company [permanent employees, seasonal recruits, quitting due to personal reasons]		%	3.99	3.93	2.03			

* Incidents that had only a slight impact on the environment and were handled within the area they occurred in

** Percentage of female employees who gave birth and also took childcare leave

Section	Item		Unit	FY2010	FY2011	FY2012	
Establishment of a firm management foundation	Employees (Independent)	Persons hired (Seasonal recruitment)	Total		175	289	326
			Men	People	169	269	306
			Women		6	20	20
			Administrative		21	43	38
			Men	People	17	29	26
			Women		4	14	12
			Engineering		52	95	85
			Men	People	51	94	81
			Women		1	1	4
			Technical		102	151	203
			Men	People	101	146	199
			Women		1	5	4
				Percentage of reemployed senior partners	%	Approximately 98	Approximately 99
		Percentage of employees who say they feel fairly or completely satisfied with their personal growth***	%	22	25	29	
		Percentage of employees who say they feel their work is worthwhile or mostly worthwhile***	%	–	27	32	
		Percentage of employees who say they feel fairly satisfied or completely satisfied with the company***	%	–	18	21	
	Financial	Sales	Total		9,554	10,526	10,675
			Japan		5,000	5,220	5,419
			Europe	Hundred million yen	1,430	1,698	1,393
			North America		1,461	1,820	1,836
Asia/Oceania/Other				1,662	1,786	2,025	
Operating profit/loss (% of increase or decrease in sales profits)		Total		399 (–)	356 (△10.7)	291 (△18.2)	
		Japan		182	169	179	
		Europe	Hundred million yen	△14	△32	△53	
		North America		8	18	17	
		Asia/Oceania/Other		231	187	177	
Current term net income			Hundred million yen	200	133	138	
Common equity			Hundred million yen	3,484	3,542	3,626	
Total assets			Hundred million yen	8,422	9,596	10,269	
Net assets		Hundred million yen	3,360	3,423	3,842		
Self-owned current term net margin (ROE)		%	6.5	4.1	4.0		
Dividend per share		yen	16	16	16		
Equipment investment		Hundred million yen	308	658	1,096		
Global development	Number of companies (including JTEKT)	Total		136	141	139	
		Japan		42	43	41	
		Europe		26	26	26	
		North America		17	17	17	
		Asia/Oceania/Other		51	55	55	
	Number of employees (external, average temporary employed personnel)	Total		36,775 (–)	39,834 (4,677)	41,714 (4,971)	
		Japan		15,915	16,771	17,215	
		Europe	People	7,513	7,515	7,150	
		North America		4,469	4,935	5,503	
		Asia/Oceania/Other		8,878	10,613	11,846	
Governance	Number of incidents reported within the company (Independent)		Incidents	29	21	28	

*** From the workplace management survey (6 options)