Our ESG Issues and their Relationship with SDGs

We have streamlined our ESG issues by clarifying the relationship between the issues arising from our business activities and the SDGs from a perspective of sustainability. By striving to resolve these issues, we will contribute to enhancing corporate value and achieving the SDGs.

Category		POC's ESG issues	Metrix	Unit	
E	Toward environmental friendly society	Toward decarbonized society Promotion of carbon neutrality Renewable energy business initiatives Building a recycling-oriented society Conservation of biodiversity and creation of a rich aquatic environment	CO ₂ Emissions (Scope 1 & 2) (Consolidated)	1,000t-CO ₂	
			CO ₂ emissions (Scope 3) (Consolidated)	1,000t-CO ₂	
			Construction waste recycling rate	%	
			Number of violations of environment- related laws	nos.	
	Construction of high-quality social infrastructure	Construction of high-quality social infrastructure Promotion of technological development Providing reliable quality Social contribution through infrastructure development Contribution to disaster remediation	Number of patents, utility models, etc. held	nos.	
			R&D expenses	million yen	
			Customer satisfaction survey "satisfied" or better (civil engineering)	%	
			Customer satisfaction survey "satisfied" or better (building construction)	%	
	Ensuring and pursuing reliable safety	Ensuring occupational health and safety	Frequency rate (Domestic)	-	
			Severity rate (Overseas)	-	
			Frequency rate (Domestic) Severity rate (Overseas)	-	
			Number of fatal accidents (Domestic and	-	
			overseas)	case	
	Creating a society filled with vigor and enthusiam	Seeking optimal work life balance Work Style Reform and productivity improvement D&I Securing and fostering young employees Tackling issues in the port and marine construction industry	Implementation of 8 site-closures per 4 weeks	%	
			Implementation of 4 days off per 8 weeks	%	
			Sales per employee(Domestic Civil Engeneering)	100 million yen/persons	
S			Sales per employee(Domestic Building Construction)	100 million yen/persons	
			Acquisition rate of annual paid leave	%	
			Childcare leave acquisition rate (female)	%	
			Childcare leave acquisition rate (male)	%	
			Number of female career-track employees/Number of new career track employees	%	
			Ratio of female management-level employees	%	
			Turnover rate within 3 years of joining	%	
			Employment of people with disabilities (Statutory employment rate)	%	
			Number of certified excellent foremen	persons/year	
			Number of people received training for foremen	persons/year	
			Number of consultation received by the Harassment Helpline (domestic)	nos.	
	Effective governance	Corporate governance Risk management Compliance	Percentage of executives and employees participating in BCP training	%	
			Number of serious violations of laws and regulations	nos.	
			Number of serious information-related incidents	nos.	
-			Compliance training participation rate	%	
G			Number of consultation received by the Compliance helpline (domestic)	nos.	
			Financial results briefing (with President)	nos.	
			Financial results briefing (Telephone meeting)	nos.	
			One-on-one meetings	nos.	
			Number of participants in site tours for individual shareholders	nos.	

SUSTAINABLE GOALS

Target (Target year)	FY 2019	FY 2020	FY 2021	Relationship with SDGs
Carbon neutrality (FY 2050)	446	369	363	6 COLM WRITE Medisant Day State Parker No Prioritation And No Prioritationa And No Prioritatio And No Prioritationa And No Prioritationa And No Pri
3,060 thousand t-CO ₂ or less (FY 2030)	4,370	2,174	2,975	
-	97.3	98.1	98.5	14 HT RECEIV HALTS 15 INT LAND
zero	0	0	0	1
-	591	666	676	8 ICCM HORK AND 9 INCLUST INCLUSION 11 INCLUMENT 11 INCLUMENT 11 INCLUMENT 11 INCLUMENT
-	2,435	2,348	2,405	m 🚯 📲 🏵
-	97.7	100	98.5	
-	91.8	94.1	96.0	
-	0.70	0.59	0.47	3 EDDE MEATTH BENEFIN 8 BEENT WORK AND ECONOMIC CONTRIL
-	0.31	0.03	0.42	
-	0.07	0.35	0.30	
-	0.00			-
zero	1	0	3	
100% (FY 2023)	39	43	50	3 KROB MALTING
(1 2023)	75	78	87	
2.1	2.0	1.9	1.7	9 Neder weaking weaking 10 weaking 17 retrieved to the cours
3.5	3.9	3.1	3.3	
-	61.9	51.8	54.1	
-	100	100	100	_
-	3.4	4.7	2.2	-
20% or more (FY 2022)	9.4	15.2	13.7	
5% or more [twofold for domestic offices] (FY 2022)	3.3	3.5	3.8	
5% or less (FY 2022)	15.9	16.8	14.1	
-	2.29 (2.20)	2.66 (2.30)	2.69 (2.30)	
-	426	401	402	
-	337	247	181	
-	11	10	10	
100%	100	100	100	4 силлит 8 колина солит 12 колоната 16 класти 16 колоната
zero	0	0	0	
zero	0	0	0	
100%	98.4	100	100]
-	11	10	3	
-	2	2	3]
-	2	2	1	
-	191	187	167	
-	79	Canceled due	e to COVID-19	