

GRI Content Index (CSR Report 2007)

This report uses GRI Sustainability Reporting Guidelines 2006 (G3) as a reference.

As a participant of [UN Global Compact \(GC\)](#), Toshiba joined the advisor panel of GC-GRI connection tool., "Making the connection."

The number(s) of related GC principle(s) is/are shown in the column "GC Principle(s)" in this list.

Section	Indicator (*Core Index)	GC Principle(s)	Pages in Toshiba CSR Report 2007 and Website
1.Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.		P5-6 (Top commitment)
1.2	Description of key impacts, risks, and opportunities.		P5-6 (Top commitment) P21-22 (2006 Target&Result and 2007 Target and Plan)

Section	Indicator (*Core Index)	GC Principle(s)	Pages in Toshiba CSR Report 2007 and Website
2.Organizational Profile			
2.1	Name of the organization.		P7 (Toshiba Group business overview)
2.2	Primary brands, products, and/or services.		P7-8 (Toshiba Group business overview)
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		Website (company overview)
2.4	Location of organization's headquarters.		P7 (Toshiba Group business overview)
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.		P2 (Major stakeholders and Toshiba Group's responsibility) P7 (Toshiba Group business overview)
2.6	Nature of ownership and legal form.		P7 (Toshiba Group business overview)
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		P2 (Major stakeholders and Toshiba Group's responsibility) P7 (Toshiba Group business overview)
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.		P7 (Toshiba Group business overview)
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).		P2,P12 (Acquisition of Westinghouse)

2.10	Awards received in the reporting period.	<p>P31 (Evaluation of the IR Website by External Parties) P34 (Acquisition of Next Generation Support Certification Label) P40 (Silver Award of the Eco Family Project of the Minister of the Environment in Japan.) P46 (Energy Saving Grand Prize Ministry of Economy, trade and industry) P48 (Chairman of the Energy Conservation Center Award, Successful Case of Energy Conservation in Factory & Building) P53 (Awards for Environmental Technologies and activities) Website (Evaluation by Outside Parties)</p>
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Section	Indicator (*Core Index)	GC Principle(s)	Pages in Toshiba CSR Report 2007 and Website
3.Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.		P3 (CSR Report Editorial Policy)
3.2	Date of most recent previous report (if any)		
3.3	Reporting cycle (annual, biennial, etc.)		
3.4	Contact point for questions regarding the report or its contents.		Back Cover(Contacts)
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.		P3-4 (CSR Report Editorial Policy)
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.		P3 (CSR Report Editorial Policy)
3.7	State any specific limitations on the scope or boundary of the report ⁸ .		
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.		P2 (Major stakeholders and Toshiba Groups responsibility) P12 (Acquisition of Westinghouse)
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.		P7 (Distribution of Economic Value to Stakeholders) P41-42 (Environmental targets and results) P45 (About Factor T)
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).		Not Applicable
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		Not Applicable
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.		Website (Refer to GRI Content Index)
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).		P3-4 (CSR Report Editorial Policy) P54 (Third-party Comments)
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Section	Indicator (*Core Index)	GC Principle(s)	Pages in Toshiba CSR Report 2007 and Website
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.		P23 (Corporate Governance)
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).		P23 (Corporate Governance) Website (Internal Control System)
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.		P23 (Corporate Governance)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		P23 (Corporate Governance) P34 (Labor-union relations)
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).		P23 (Compensation for Directors and Executive Officers) Website (Compensation paid to directors and executive officers)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		P23 (Corporate Governance)
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.		
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.		P21-22 (Targets and Results) Website (Code of conduct)
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.		P23 (Corporate Governance) Website (Internal Control System)
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		P24-25 (Risk Management and Compliance) Website (Promoting Development of ECPs)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.		P1,P7 (International Charters/guidelines) P6 (Executive commitment) P33 (UN Global Compact) Website (UN Global Compact)

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 membership dues; or -Views membership as strategic.		P7 (Main organization of which Toshiba is a member)
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.		P2 (Major stakeholders and Toshiba Group's responsibility)
4.15	Basis for identification and selection of stakeholders with whom to engage.		P2 (Major stakeholders and Toshiba Group's responsibility)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		P3-4 (CSR Report Editorial Policy) P15-16 (Stakeholder dialogue (China, US)) P18 (Stakeholder dialogue (Yokohama Complex)) P27-36 (Social Reporting (Report from each stakeholder group))
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.		P3-4 (CSR Report Editorial Policy) P15-16 (Stakeholder Dialogue (China,US)) P18 (Stakeholder Dialogue (Yokohama Complex)) P27-36 (Social Report (Reporting from each stakeholder group))

Section	Indicator (*Core Index)	GC Principle(s)	Pages in Toshiba CSR Report 2007 and Website
5. Performance index			
Economic			
Management Approach			
	Goals and Performance		Website (Investor Relations)
	Policy		Website (Investor Relations)
	Additional Contextual Information		Website (Investor Relations)
Economic Performance			
EC1.	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. *		P7 (Distribution of Economic Value to Stakeholders)
EC2.	Financial implications and other risks and opportunities for the organization's activities due to climate change. *	Prin. 7	P9-12 (Special Feature: Reliable Energy Supplies and Mitigation of Climate Change)
EC3.	Coverage of the organization's defined benefit plan obligations. *		
EC4.	Significant financial assistance received from government. *		
Market Presence			
EC5.	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Prin. 1	
EC6.	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. *		P7 (Distribution of Economic Value to Stakeholders) P32 (Procurement Policy)
EC7.	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation. *	Prin. 6	
Indirect Economic Impacts			

EC8.	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. *		P38 (Social Contribution Activities)
EC9.	Understanding and describing significant indirect economic impacts, including the extent of impacts.		Website (Environmental Accounting)
Environmental			
Management approach			
	Management approach		P39-40 (Environmental Management)
	Goals and Performance		P41-42 (Environmental targets and results)
	Policy		P39 (Environmental Management) Website (Environmental Policy)
	Organizational Responsibility		P40 (Environmental Management Structure) Website (Environmental Management structure)
	Training and Awareness		P40 (Environmental Education) Website(Environmental education)
	Monitoring and Follow-up		P40 (Environmental Audit System) Website(Environmental Audit System) P49(Procurement item chemical content survey)
	Additional Contextual Information		P39-53 (Environmental Report)
Materials			
EN1.	Materials used by weight or volume *	Prin. 8	P43-44 (Environmental Impact at a glance)
EN2.	Percentage of materials used that are recycled input materials. *	Prin. 8, 9	
Energy			
EN3.	Direct energy consumption by primary energy source. *	Prin. 8	P43-44 (Environmental Impact at a glance)
EN4.	Indirect energy consumption by primary source. *	Prin. 8	P43-44 (Environmental Impact at a glance)
EN5.	Energy saved due to conservation and efficiency improvements.	Prin. 8, 9	P41-42 (Environmental targets and results) P45-48 (Mitigation of climate change)
EN6.	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Prin. 8, 9	P45-48 (Mitigation of climate change, Using renewable energy)
EN7.	Initiatives to reduce indirect energy consumption and reductions achieved.	Prin. 8, 9	P47-48 (Reduction of Greenhouse Gas emissions generated by business activities)
Water			
EN8.	Total water withdrawal by source. *	Prin. 8	P43-44 (Environmental Impact at a glance) Website (Optimization of water)
EN9.	Water sources significantly affected by withdrawal of water.	Prin. 8	
EN10.	Percentage and total volume of water recycled and reused.	Prin. 8, 9	P43-44 (Environmental Impact at a glance)
Biodiversity			
EN11.	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. *	Prin. 8	
EN12.	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. *	Prin. 8	
EN13.	Habitats protected or restored.	Prin. 8	P18 (special feature : activities at Yokohama complex)

EN14.	Strategies, current actions, and future plans for managing impacts on biodiversity.	Prin. 8	P18 (special feature : activities at Yokohama complex) Website(Biodiversity)
EN15.	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Prin. 8	
Emissions, Effluents, and Waste			
EN16.	Total direct and indirect greenhouse gas emissions by weight. *	Prin. 8	P43-44 (Environmental Impact at a glance) P47-48 (Reduction of Greenhouse Gas emissions generated by business activities)
EN17.	Other relevant indirect greenhouse gas emissions by weight. *	Prin. 8	P47-48 (Reduction of Greenhouse Gas emissions generated by business activities)
EN18.	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Prin. 7, 8, 9	P47-48 (Reduction of Greenhouse Gas emissions generated by business activities)
EN19.	Emissions of ozone-depleting substances by weight. *	Prin. 8	P43-44 (Environmental Impact at a glance) Website (Management of Ozone-depleting substances)
EN20.	NO, SO, and other significant air emissions by type and weight. *	Prin. 8	P43-44 (Environmental Impact at a glance) Website (Preventing Air and Water Pollution)
EN21.	Total water discharge by quality and destination. *	Prin. 8	P43-44 (Environmental Impact at a glance) Website (Preventing Air and Water Pollution)
EN22.	Total weight of waste by type and disposal method. *	Prin. 8	P43-44 (Environmental Impact at a glance) , P52
EN23.	Total number and volume of significant spills. *	Prin. 8	P50 (Management of chemicals in manufacturing processes) Website (Preventing Pollution and Purifying Soil and Groundwater)
EN24.	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.	Prin. 8	
EN25.	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.	Prin. 8	
Products and Services			
EN26.	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. *	Prin. 7, 8, 9	P45-46 (Reduced energy consumption during usage) P49 (Management of chemicals in products) P51 (Resource saving product design and recycling)
EN27.	Percentage of products sold and their packaging materials that are reclaimed by category. *	Prin. 8, 9	P43-44 (Environmental impact at a glance) P52 (Amount of materials recycled from end-of-use products)
Compliance			
EN28.	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. *	Prin. 8	P40 (Not in breach of any law, subject to any fine or other penalty concerning the environment)
Transport			

EN29.	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Prin. 8	P43-44 (Environmental impact at a glance) P48 (Energy saving in logistics)
Overall			
EN30.	Total environmental protection expenditures and investments by type.	Prin. 7, 8, 9	Website (Environmental accounting)
Social			
Labor Practices and Decent Work			
Management Approach			
	Goals and Performance		P21-22 (2006 Targets and results and 2007 target and plan)
	Policy		P33-35 (Responsibility towards employees) Website (Human Rights policy) (Health and Safety Policy) (Standards of conducts)
	Organizational Responsibility		P20 (CSR management structure)
	Training and Awareness		P33-35 (Responsibility towards employees) P13-14 (Special feature : HR development in China)
	Monitoring and Follow-Up		P33-35 (Responsibility towards employees/ Acquiring OHSAS) P32 (Ascertaining the state of CSR activities at supplier)
	Additional Contextual Information		P33-35 (Responsibility towards employees)
Employment			
LA1.	Total workforce by employment type, employment contract, and region. *		P13 (Employees by region) P34 (Number of Regular Employees and Managers)
LA2.	Total number and rate of employee turnover by age group, gender, and region. *	Prin. 6	
LA3.	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		
Labor/Management Relations			
LA4.	Percentage of employees covered by collective bargaining agreements. *	Prin. 1, 3	
LA5.	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements. *	Prin. 3	
Occupational Health and Safety			
LA6.	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.	Prin. 1	
LA7.	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. *	Prin. 1	P35 (Rates of Occurrence of Accidents at Work)
LA8.	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. *	Prin. 1	P35 (Health and Safety) Website(Ensuring employees health and safety)
LA9.	Health and safety topics covered in formal agreements with trade unions.	Prin. 1	P35 (Health and Safety)
Training and Education			
LA10.	Average hours of training per year per employee by employee category. *		
LA11.	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		P35 (Management and development of talent) P13-14 (Special feature : HR development in China)

LA12.	Percentage of employees receiving regular performance and career development reviews.		P34 (Impartial Evaluation and Treatment)
Diversity and Equal Opportunity			
LA13.	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. *	Prin. 1, 6	P33-34 (Diversity and Inclusion)
LA14.	Ratio of basic salary of men to women by employee category. *	Prin. 1, 6	
Human Rights			
Management Approach			
	Goals and Performance		P21-22 (2006 Target&Result and 2007 Target and Plan)
	Policy		P33 (Human resource management policy) Website(Standards of conduct)
	Organizational Responsibility		P20 (CSR management structure)
	Training and Awareness		P33 (Respect for Human Rights)
	Monitoring and Follow-Up		P32 (CSR promotion in the supply chain)
	Additional Contextual Information		P33-35 (Responsibility towards employees)
Investment and Procurement Practices			
HR1.	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. *	Prin. 1, 2, 3, 4, 5, 6	
HR2.	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. *	Prin. 1, 2, 3, 4, 5, 6	
HR3.	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.	Prin. 1, 2, 3, 4, 5, 6	P33 (Respect of human rights)
Non-Discrimination			
HR4.	Total number of incidents of discrimination and actions taken. *	Prin. 1, 2, 6	Not Applicable P33 (Respect of human rights)
Freedom of Association and Collective Bargaining			
HR5.	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. *	Prin. 1, 2, 3	P32 (CSR promotion in the supply chain)
Child Labor			
HR6.	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. *	Prin. 1, 2, 5	P32 (CSR promotion in the supply chain)
Forced and Compulsory Labor			
HR7.	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. *	Prin. 1, 2, 4	P32 (CSR promotion in the supply chain)
Security Practices			
HR8.	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Prin. 1, 2	
Indigenous Rights			
HR9.	Total number of incidents of violations involving rights of indigenous people and actions taken.	Prin. 1, 2	
Society			
Management Approach			
	Goals and Performance		P21-22 (2006 Target&Result and 2007 Target and Plan)
	Policy		P36 (Responsibility towards local community) Website (Code of conducts)

	Organizational Responsibility		P20 (CSR management structure)
	Training and Awareness		P24-25 (Education of Toshiba Group Standards of conduct and awareness survey)
	Monitoring and Follow-Up		P24-25 (Education of Toshiba Group Standards of conduct and awareness survey)
	Additional Contextual Information		
Community			
SO1.	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. *		P36 (Responsibility towards local community) Website (Preventing air and water pollution) (Preventing pollution and purifying soil and ground water)
Corruption			
SO2.	Percentage and total number of business units analyzed for risks related to corruption. *	Prin. 10	P24-25 (Risk Management and Compliance)
SO3.	Percentage of employees trained in organization's anti-corruption policies and procedures. *	Prin. 10	P24 (Compliance Education)
SO4.	Actions taken in response to incidents of corruption. *	Prin. 10	Website (Toshiba Group Standards of conduct/ disciplinary action)
Public Policy			
SO5.	Public policy positions and participation in public policy development and lobbying. *	Prin. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	P30 (Establishment of UD standards)
SO6.	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Prin. 10	
Anti-Competitive Behavior			
SO7.	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.		P24 (Risk management and Compliance)
Compliance			
SO8.	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations. *		P24 (Risk management and Compliance) P40 (Not in breach of any law, subject to any fine or other penalty concerning the environment)
Product			
Management Approach			
	Goals and Performance		P21-22 (2006Target&Result and 2007Target and Plan)
	Policy		P29 (Enhancing quality and product safety)
	Organizational Responsibility		P20 (CSR management structure) P29 (Quality control structure, Structure for responses to product incidents)
	Training and Awareness		P29 (Quality control structure)
	Monitoring and Follow-Up		P32 (Ascertaining the state of CSR activities at suppliers)
	Additional Contextual Information		P29 (Enhancing quality and product safety)
Customer Health and Safety			
PR1.	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. *	Prin. 1	P29 (Enhancing quality and product safety)
PR2.	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.	Prin. 1	Website (Disclosure to ensure safe use of products at each region website)

Product and Service Labeling		
PR3.	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. *	Prin. 8 Website (Environmentally conscious products.)
PR4.	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Prin. 8
PR5.	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P27 (CS Survey)
Marketing Communications		
PR6.	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. *	Website (Standards of conduct/ 14. Advertising)
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.	Not Applicable
Customer Privacy		
PR8.	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Prin. 1
Compliance		
PR9.	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. *	