

Social Data

As of March 31, 2013

		MCC	MTPC	MPI	MRC
Basic information					
Number of employees		5,778	4,850	2,803	3,370
Number of employees by gender	Male	5,154	3,870	2,474	2,913
	Female	624	980	329	457
Number of employees by age group	20s or younger	857	353	399	593
	30s	1,830	1,074	767	792
	40s	1,914	2,094	1,008	1,142
	50s or older	1,177	1,329	629	843
Average age		40.6	43.7	41.6	41.8
Number of new employees		98	92	36	137
Number of people resigning		63	27	17	22
Number of unionized employees		3,954	3,766	1,863	2,569
Percentage of unionized employees		68.4	77.6	66.5	76.2
Number of layoffs		0	0	0	0
Diversity					
Percentage of female employees		10.8	20.2	11.7	13.6
Percentage of female managers		5.7	8.7	1.4	4.7
Percentage of employees with disabilities		2.1	2.0	1.2	1.8
Number of employees rehired post-retirement		401	223	114	244
Work-life balance					
Number of employees taking childcare leave	Total	80	77	14	31
	Male	9	1	0	2
	Female	71	76	14	29
Number of employees taking nursing care leave		5	0	0	1
Acquisition rate of paid holidays		66	58	59	76
Occupational health					
Health check response rate		99.6	99.4	97.9	99.9
Lost time injuries frequency rate (per one million hours)		0.08	0	0.27	0.61
Other					
Number of employees taking volunteer leave		38	6	2	15

Environmental Data

Environmental data of domestic plants in fiscal 2012

	MCHC Group	MCC	MTPC	MPI	MRC
Greenhouse gas (GHG)					
GHG emissions (thousand tonnes of CO ₂ e)	8,991	7,277	123	360	1,231
Energy					
Energy consumption (TJ)	127,842	105,229	2,332	8,142	12,139
Direct consumption (TJ)	108,707	–	–	–	–
Coal (TJ)	18,548	–	–	–	–
Oil (TJ)	9,725	–	–	–	–
Gas (TJ)	13,317	–	–	–	–
Byproduct gas and oil (TJ)	67,117	–	–	–	–
Indirect consumption (TJ)	19,135	–	–	–	–
Electric power (TJ)	17,257	–	–	–	–
Steam power (TJ)	1,878	–	–	–	–
Water					
Water usage (million tonnes) (excluding seawater)	183	102	8	14	59
Water discharge (million tonnes) (excluding seawater)	103	40	8	14	42
Water discharge into ocean (million tonnes)	–	22	2	14	–
Water discharge into lake and river (million tonnes)	–	14	5	0	–
Water discharge into sewage (million tonnes)	–	4	1	0	–
Industrial waste and recycling					
Industrial waste generated (thousand tonnes)	409	270	18	36	85
Landfill disposal (thousand tonnes)	7.1	4.3	0.1	0.03	2.7
PRTR chemical substance emissions (tonnes)	1,115	320	5	120	670
NO _x emissions (tonnes)	10,960	9,170	51	79	1,660
SO _x emissions (tonnes)	3,140	2,340	8	2	790
COD emissions (tonnes)	2,096	1,210	43	13	830
Particulate emissions (tonnes)	240	130	1	6	103
Total phosphorus (tonnes)	81	63	2	–	17
Total nitrogen (tonnes)	6,067	5,460	30	17	560
VOC emissions (tonnes)	4,530	3,060	170	420	880
Environmental accounting					
Environmental protection cost					
Investment amount (million yen)	3,672	1,514	281	1,221	656
Expense amount (million yen)	35,434	25,912	1,215	4,448	3,859
Economic effect of environmental protection measures (million yen)					
	–	–	72	1,565	1,145

There were no significant environmental accidents or leakage. No hazardous wastes as defined by the Basel Convention were transported.