

GRI Table 2022



GRI 102: General Disclosures

GRI	General Disclosures	Status
1	Organizational profile	
102-1	Name of the organization	Canon Medical Systems Corporation (CMSC). This is the name of the Headquarters in Japan. In the Annual CSR Report 2021 and this GRI Table 2022 also the name 'Canon Medical Systems Group' (CMS Group) is used, since results for the whole global group, so including the subsidiaries, are presented.
102-2	Activities, brands, products, and services	Production and sales of diagnostic medical imaging equipment: CT, MR, X-ray, ultrasound and healthcare informatics, combined with service, training and various options for maintenance programs.
102-3	Location of Headquarters	1385 Shimoishigami, Otawara-shi, Tochigi 324-8550, Japan
102-4	Locations of operations	Headquarters and other premises are located in Japan. Its 22 subsidiaries and 9 Group companies are located in the following 24 countries: Malaysia, Singapore, China, Hong Kong, Korea, Turkey, Netherlands, Belgium, Germany, Switzerland, Austria, Sweden, France, Spain, Portugal, Italy, UK, USA, Canada, Brazil, Argentina, Australia and New Zealand. (See GRI 102-46 for the scope of the CSR Report and GRI table in 2021). Additionally, CMS is represented in other countries by dealers that are not part of the CMS organization.
102-5	Ownership and legal form	Wholly owned by Canon Inc.. The legal form of Canon Medical Systems is 'Incorporated'.
102-6	Markets served	Hospitals and medical clinics worldwide
102-7	Scale of the organization	10,203 Employees worldwide (in FTE).
102-8	Information on employees and other workers	<p>Total: Male: 7,635 FTE; Female: 2,487 FTE. Distributed over the continents the numbers are:</p> <ul style="list-style-type: none"> - Japan: Male: 4,463 FTE + Female: 1,046 FTE = 5,509 FTE in total - Rest of Asia: Male: 461 FTE + Female: 417 FTE = 878 FTE in total - Europe: Male: 1,048 FTE + Female: 429 FTE = 1,561 FTE in total - North America: Male: 1,301 FTE + Female: 446 FTE = 1,744 FTE in total - South America: Male: 208 FTE + Female: 79 FTE = 287 FTE in total - Oceania: Male: 154 FTE + Female: 70 FTE = 224 FTE in total <p>Full time contract: 9,940 FTE; Part time contract: 180 FTE Additionally: hired workers that are not on the payroll: 1,164 FTE (Detailed information can be found in the Annual CSR Report, 'Our People' chapter)</p>
102-9	Supply chain	Products are designed by CMSC in Japan. Raw materials are extracted and semi-finished products are produced. These are subsequently purchased worldwide by the production base of the CMS Group in Japan, Malaysia, China and Brazil. After products are produced, they are shipped to CMSC' subsidiaries and dealers worldwide. When products are sold they are transported to customers by the subsidiaries and dealers. After use, part of the products are returned to the subsidiaries and dealers, sold to other companies (complete products or parts) or disposed of via certified waste processing companies.
102-10	Significant changes to the organization and its supply chain	Apart from the challenges of COVID-19 for the organization and the supply chain, causing the temporary closure of some activities and delays in transportation, there have been no significant changes.
102-11	Precautionary principle or approach	Risk assessments related to potential occupational risks and customer and patient health and safety with regard to e.g. radiation are carried out on a regular basis. CMS Group uses management systems to control risks. These management systems ensure compliance with laws and regulations and certification under voluntary standards, including ISO 9001, ISO 13485, ISO 27001, ISO 14001 and ISO 45001.
102-12	External initiatives	<p>CMS Group is involved in many external initiatives worldwide, in the medical, academic and research communities alike.</p> <p>Major joint research projects ongoing in 2021 were performed together with Nagasaki University in Japan (new coronavirus rapid gene detection system), Kangawa Children's Medical Center in Japan (joint research into the application of diagnostic medical imaging in the cardiovascular field), the National Cardiovascular Research Center in Japan (joint research related to medical care, health promotion, HR development, regional cooperation), Johns Hopkins University in the USA (various joint research including CT, MRI and ultrasonic equipment), Shanghai Pudong New Area Public Interest Clinic in China (joint research with Tesla MRI), Kyoto University in Japan (development of next-generation MRI) and Center for iPS Cell Research and Application, Kyoto University in Japan (joint research into the development of high-quality self derived iPS cells). (See Annual CSR Report, 'Our Stakeholders' chapter.)</p>
102-13	Membership of associations	CMSC and half of its subsidiaries are members of a national or regional industry organization or advocacy organization. In 2021 the following activities linked to CSR were undertaken inter alia by these industry or advocacy organizations: provision of epidemic prevention materials, development and awareness of environment-related guidelines and financial support to charities.

2 Strategy		
102-14	Statement from senior decision-maker	Statement from senior decision-maker is available: see Annual CSR Report ('CSR Policy' chapter).
102-15	Key impacts, risks, and opportunities	<p>CMSC identified five material issues during a stakeholder consultation project in 2020. Stakeholders included customers, government authorities, employees and senior management and they were requested to fill out a questionnaire. The results were subsequently weighted against two criteria: stakeholder expectations and degree of association with our business activities. The issues extracted were:</p> <ol style="list-style-type: none"> 1. Creating value and solving medical issues 2. Working together with society/Contributing to the local community 3. Active participation by and development of people from diverse backgrounds 4. Building a robust and healthy organization 5. Protection and conservation of the global environment <p>These issues were related to the Sustainable Development Goals of the UN as well, to classify their impact. A 2021-2025 CSR Policy was subsequently formulated in 2021. (A more detailed description and the CSR Policy can be found in the Annual CSR Report, 'CSR Policy' chapter).</p>
3 Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Values, standards and principles are disclosed in a Standard of Conduct for Employees as well as a Code of Conduct for Suppliers.
102-17	Mechanisms for reporting problems in unethical/unlawful behavior and advice in organizational integrity	Multiple mechanisms are in place. For internal purposes these are compliance committees, confidential persons and whistleblowing procedures. For external use an annual ethical survey of our suppliers base is held by Canon Inc. Additionally, in CMSC there is a system in place to receive reports directly from business partners.
4 Governance		
102-18	Governance structure	Sustainability is part of the regular management responsibilities. Managers of subsidiaries are supported by compliance specialists, HR and environmental specialists at local and corporate level.
5 Stakeholder Engagement		
102-40	List of stakeholder groups	Is available.
102-41	Collective bargaining agreements	<p>Collective bargaining agreements are in place for some of the subsidiaries, depending on local requirements (including % of the total number of employees that is covered by collective bargaining agreements):</p> <ul style="list-style-type: none"> - Japan(62%) - China (production subsidiary) (100%) - China (research subsidiary) (97%) - Olea Medical, France (100%) - France (subsidiary, not Olea Medical) (100%) - Austria (100%) - Spain and Portugal (100%) - Italy (100%) - Brazil (100%) - Argentina (24%) <p>For other subsidiaries this is not the case.</p>
102-42	Identifying and selecting stakeholders	<p>The most important stakeholders for the CMS Group are:</p> <ul style="list-style-type: none"> - Customers - Employees - Suppliers - Shareholders
102-43	Approach to stakeholder engagement	Communication in line with our "Made for Life" core philosophy. To operationalize this, "Achieving Lifetime Partnerships" is one of our commitments to deliver customer focused solutions for a lifetime throughout the world. We communicate extensively with our diverse partners in various ways.
102-44	Key topics and concerns raised	See GRI issue 102-15

6 Reporting practice		
102-45	Entities included in the consolidated financial statements	Financial results of Canon Medical Systems Group are incorporated in the financial report of Canon Inc.
102-46	Defining report content and topic Boundaries	<p>Based on selected material issues in 2020, global assessment in 2021 and renewed CSR Policy 2021-2025.</p> <p>After a kick-off at the start of 2021, we set to work immediately on stepping up CSR activities under the supervision of an external European consultancy firm from the Netherlands, De Duurzame Adviseurs (DDA). Information was gathered for the first time on all the indicators under the Global Reporting Initiative (GRI) guideline for the base year 2020. For this purpose, a survey of all the participating subsidiaries was conducted and interviews were held with five selected 'deep dive' countries/regions. This year, these were Japan, Europe, the United States, Canada, and Australia. The coming years the other subsidiaries will follow. Subsequently, meetings with the management of CMSC were organized to set-up a new CSR Policy 2021-2025 with the new input. The topics reflected in the CSR Policy are integrated in the CSR Report.</p> <p>Of our 22 subsidiaries and 9 Group companies two small subsidiaries didn't join in 2022 due to lack of capacity available at the time to join in the extensive baseline investigation: UK (research and development subsidiary) and China (sales subsidiary, the production and R&D subsidiary did join). They will join in 2023.</p> <p>For the environmental information on CO2 and waste, data of the following subsidiaries and group companies were not included: Switzerland, Austria, Belgium, Sweden and Hong Kong. Data on CO2 and waste of the two subsidiaries that didn't join the assessment was added, based on earlier regular reporting.</p>
102-47	List of material topics	See GRI issue 102-15
102-48	Restatements of information	N.a.
102-49	Changes in reporting	N.a.
102-50	Reporting period	2021
102-51	Date of most recent report	Annual CSR Report 2021 with data on 2020
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Canon Medical Systems Corporation, email: yuji.hashitani@medical.canon
102-54	Claims of reporting in accordance with the GRI Standards	GRI Standards, Core
102-55	GRI content index	This GRI Tabel
102-56	External assurance	No

GRI 103: Management Approach

GRI		
GRI 103 Management Approach		
1 General requirements in reporting the management approach		
103-1	Explanation of the material topics and its boundaries	See GRI issue 102-15 and 102-46
103-2	The management approach and its components	This is included in the 2021-2025 CSR Policy (see annex, Annual CSR Report) and CSR Action Plan for this period. In 2021, once all the baseline information had been obtained, three policy sessions were held with the CSR Project Team, management of Canon Medical Systems Corporation and the global CSR Project Group. They drew up a new CSR Policy and a CSR Action plan for the entire CMS Group, which are to be ratified by our CEO.
103-3	Evaluation of the management approach	<p>All subsidiaries focused on sales and maintenance, as well as the production base, have a complaints procedure in place, intended for complaints regarding quality. Some subsidiaries have complaints procedures for complaints regarding human rights, environmental and other issues as well.</p> <p>The following CSR-related (environmental and social) certificates are available for products, processes and/or management systems, including evaluation in headquarters and several subsidiaries: ISO 14001, ISO45001 and PAS 20260 (UK).</p> <ul style="list-style-type: none"> - ISO 14001: our production base in Japan, China, Malaysia and Brazil. The following subsidiaries are also certified: Singapore, Australia and New Zealand, Canada and a group certificate for three European Group Companies in the UK, Sweden, and Spain and Portugal. - PAS 20260: UK - ISO 45001: Japan, Singapore, Australia and New Zealand and the UK <p>Additionally, Headquarters and subsidiaries have quality-related management systems in place based on ISO 9001, ISO 13485, KGMP and MDA.</p> <p>Customer satisfaction surveys are held by almost all subsidiaries on a regular basis, at least once every other year. In only a few cases CSR-related questions were included in the survey.</p> <p>Besides customer satisfaction surveys in some subsidiaries, there are other mechanisms in place to evaluate CSR topics, such as employee satisfaction surveys and some extra evaluations for local government authorities for compliance in some countries, such as an 'annual BDES report' (=Base a données économiques et sociales) at our subsidiary in France.</p>

GRI 200: Economic Standards		
GRI		
GRI 200	Economic Standards	
201	Economic Performance	
201-1	Direct economic value generated and distributed	Financial results are disclosed in the financial report of Canon Inc. See: https://global.canon/en/ir/library/annual.html
201-2	Financial implications and other risks and opportunities due to climate change	Financial implications and other risks and opportunities due to climate change are not identified.
201-3	Defined benefit plan obligations and other retirement plans	Health insurance is available at most subsidiaries. Pension plans arranged by CMS Group are in place at half of them. When there is a pension plan in place, it is a mandatory pension plan most of the time. Other social security schemes available for employees at some subsidiaries: disability insurance and survivor insurance in the event of death. Benefits available for employees at some subsidiaries are bonuses, extra holidays and in some cases profit sharing.
201-4	Financial assistance received from government	In some cases financial assistance from the government was received in 2020, e.g. in connection with COVID-19. The total amount received was 1,175,550 USD.
202	Market Presence	
202-1	The ratio of the standard entry level wage to the local minimum wage, by gender	The lowest wages paid and minimum wages vary in each country. In all cases these lowest wages paid to men and women are higher than the national or regional minimum wages.
202-2	Proportion of senior management hired from the local community	Majority of the senior management is hired from the local community.
203	Indirect Economic Impacts	
203-1	Infrastructure investments and services supported	Several social organizations and communities were supported in 2021. The total amounts spent were 512,364 USD in financial contributions and of 911,664 USD in kind. Community support is one of the issues incorporated in the Standards of Conduct for Employees. (See for more information the Annual CSR Report, 'Our Stakeholders' chapter.)
203-2	Significant indirect economic impacts	Within the organization, indirect impact is made by: - Local employment - Internships offered to 41 persons - Apprenticeships offered to 179 persons
204	Procurement practices	
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	Most purchases are made by the production base in Japan, Malaysia, China and Brazil. Typically facility-related purchases such as IT, cleaning services and catering are purchased locally. There is no policy in place to buy locally, and part of the budget spent on local suppliers is not recorded because it is only a very small proportion of the total budget.
205	Anti-Corruption	
205-1	Operations assessed for risks related to corruption	Potential corruption risks were identified within the organization's sales processes.
205-2	Communication and training about anti-corruption policies and procedures	To address these risks, employees with customer contacts participate in ethics training. At Headquarters and most subsidiaries even all employees were trained. Additionally, corruption is included in the global Standards of Conduct for Employees, Code of Conduct for Suppliers, as well as in local procedures. Anti-corruption is also included in an annual Ethical survey of Canon Inc for suppliers of the production base.
205-3	Confirmed incidents of corruption and actions taken	In 2021 there have been no confirmed incidents of corruption
206	Anti-competitive behavior	
206-1	Legal cases for anti-competitive behavior, anti-trust and monopolistic practices	A policy on anti-competitive behavior, anti-trust and monopoly practices is in place in all subsidiaries. There were no complaints or legal actions regarding anti-competitive behavior in 2021.
207	Tax	
207-1	Approach to tax	The approach of Canon Medical Systems Corporation is that tax is paid in the country where each subsidiary is based
207-2	Tax governance, control, and risk management	The management of taxes is done according to local (country by country) law and regulations. Some subsidiaries use consultant agencies to ensure tax legislation is complied with.
207-3	Stakeholder engagement and management of concerns related to tax	Transparency, compliance and collaboration as required
207-4	Country-by-country reporting	Every subsidiary reports on tax issues to the national/federal/state/local authorities as required. It is unknown whether all listed GRI-issues are disclosed.

GRI 300: Environmental Standards		
GRI		
GRI 300	Environmental Standards	
301	Materials	
301-1	Materials used by weight or volume	<p>The production base in Japan, Malaysia, China and Brazil, purchases unit materials for medical equipment, electronic components (e.g. semiconductors) and raw materials, to enable them to produce CT, MR, X-ray and ultrasound equipment.</p> <p>Canon Medical Systems Group takes the creation of environmentally conscious products as its starting point. Therefore the product development and design processes in accordance with the International Electrotechnical Commission standards for environmental product design for medical electrical equipment (IEC 60601-1-9), the ErP Directive (2009/125/EC) and the RoHS Directive (2011/65/EU). Product lifecycle assessment is performed based on this process, covering the whole life of the product from planning, development, manufacturing and servicing, to disposal (recycling, refurbishing). Additionally, an extensive 'Canon Green Procurement Standards' is used, based on international standards, to ensure no prohibited substances are used in the equipment. The types of raw materials that are used in medical equipment are principally iron, stainless steel, aluminum, copper, lead, polycarbonate and fiber-reinforced plastic. Potentially hazardous materials on this list are lead (RoHS exemption) and beryllium copper. Patients, customers and workers are completely safe, because these materials are completely enclosed. The materials are necessary for the proper functioning of the equipment and for protection against X-rays. Materials for products are not counted in terms of weight or volume.</p> <p>Packaging material used in 2020 by CMSC: 3,046 tons. Distribution by type of material: wood/plywood (76%), cardboard (17%), plant-based cushioning material (4%), metal (1%) and petroleum based plastic (1%). Products are not unpacked or repacked in the subsidiaries focused on sales and maintenance. In our offices we are also reducing material by reducing paper use through IT such as electronic approval systems, using recycled paper and elimination of disposable paper/plastics from office kitchens. (See also the Annual CSR Report, 'Our Planet' and 'Our Product' chapters).</p>
301-2	Percentage of materials used that consists of waste from external sources	<p>A part of the products is taken back by Canon Medical Systems from clients, when a new product is installed. These products are refurbished, occasionally sold as complete products and mostly -for the parts that are fit to use- sold for spare parts. Refurbishment is done in Japan, the Netherlands and the United States. Compared to the totale sales, the percentage of sales of refurbished equipment is small. The reason is that most equipment is used to their end of life stage by clients. (See also the Annual CSR Report, 'Our Planet' chapter).</p>
301-3	Percentage of sold products whose packaging materials have been reclaimed, by category	<p>In some case transport companies take back the materials and dispose of the materials. In other cases packaging materials are not reclaimed but disposed of by the customers. This is agreed upon between the office and the customer.</p>
302	Energy	
302-1	Energy consumption within the organization (scope 1 & 2)	<p>A carbon footprint has been made by the organization, based on the energy used. See GRI indicator 305-1 for related total carbon emissions per continent; and for a detail overview over the Annual CSR report, 'Our Planet' chapter.</p>
302-2	Energy consumption outside of the organization (scope 3)	<p>There is a policy in place for upstream and downstream transport by Canon Medical Systems Corporation. Downstream transport by air and sea from Japan to the subsidiaries is monitored. Some subsidiaries have a policy on employee commuting.</p>
302-3	Energy intensity	<p>The energy intensity is related to the units of products distributed (/100 mln yen) for our production base in Japan and China. In the other offices an absolute amount is used.</p>
302-4	Reduction of energy consumption	<p>Energy savings are made by for example the use of energy efficient equipment and lighting, motion and light sensors, behavioral measures, a move to hybrid/full electric cars, and increasing the use of renewable energy. Detailed information can be found in the Annual CSR Report, 'Our Planet' chapter.</p>
302-5	Reductions in energy requirements of products and services	<p>Since customers' energy consumption is the highest emission flow in the entire product lifecycle, CMSC is focused on reducing power consumption in all equipment. See for more detailed information the Annual CSR Report, 'Our Product' chapter).</p>
303	Water	
303-1	Water withdrawal by source	<p>A total of 152,242 m3 of water is used in total, from the regular water supply network. Distributed over the continents the amounts are:</p> <ul style="list-style-type: none"> - Japan: 75,596m3 - Rest of Asia: 9,696m3 - Europe: 4,819m3 - North America: 931m3 - South America: 61,200m3 <p>NB: In some subsidiaries and some European CGC (focused on sales, maintenance and R&D) water use is not known. This is mainly because premises are rented with a complete service package, where water use is not recorded and reported separately to CMSC.</p>
303-2	Water sources significantly affected by withdrawal of water	<p>None</p>
303-3	Percentage of water recycled and reused	<p>At CMS Group's headquarters in Japan the factory's process water is reused for toilet flushing, saving total clean water use of 14% in Japan. In Australia rainfall is collected (in underground storage tanks). This water is also used for toilet flushing and garden watering. Additionally, we took measures to safe water use by optimizing the amount of water used in toilets and reusing water in the manufacturing process.</p>

304 Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None. Our premises are located outside protected areas, on industrial sites, not adjacent to areas of high biodiversity.
304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	See GRI indicator 304-1.
304-3	Habitats protected or restored	There are several contributions to the protection and restoration of natural habitats : - tree planting activities - beach cleaning operations - support for a turtle sanctuary - a biotope on the premises
304-4	Number of IUCN Red List species and national conservation list species with habitats in areas under the influence of operations, by level of extinction risk	None
305 Emissions		
305-1	Direct (Scope 1) GHG emissions, by weight	A total of 37,673 tonnes of carbon dioxide equivalent is emitted in 2021 in total (16,169 scope 1 + 21,504 scope 2). Distributed over the continents the amounts (scope 1 and 2) are: - Japan: 19,186 ton CO2e - Rest of Asia: 5,901 ton CO2e - Europe: 4,901 ton CO2e - North America: 7,373 ton CO2e - South America: 57 ton CO2e -Oceania: 255 ton CO2e NB: The total amount of energy use and related carbon emissions are not completely clear yet, especially related to electricity use. This is mainly because some premises (where sales, maintenance and R&D activities are performed) are rented with a complete service package, where electricity use is not recorded and reported separately to CMSC. We intend to increase the availability of data, although we realize electricity use in these premises is only a small part of the carbon footprint. See for the Carbon Footprint the Annual CSR Report, 'Our Planet' chapter.
305-2	Energy indirect (Scope 2) GHG emissions, by weight	See GRI indicator 302-2 .
305-3	Other indirect (Scope 3) GHG emissions, by weight	n / a
305-4	GHG emissions intensity	See GRI indicator 302-3.
305-5	Reduction of GHG emissions	See GRI indicator 302-4
305-6	Emissions of ozone-depleting substances (ODS), by weight	None
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions, by type and weight	Production at CSMC (Japan): NOx: 104kg from coating of drying ovens
306 Effluents and waste		
306-1	Water discharge by quality and destination	A total of at least 50,000 m3 of water was discharged via the regular sewage system plus an unknown amount of rainwater that was collected in Australia, used for toilet flushing.
306-2	Total weight of waste by type and disposal method	Total: 3,837 tons. Distributed over the continents the amounts are: - Japan: 3.173 tons (and 1,486 tons of 'valuables', mainly processed and cut metal materials sold as material recycling.) - Rest of Asia: 132 tons - Europe: 329 tons - North America: 172 tons - South America: 31 tons -Oceania: 0 ton NB: The total amount of waste is not completely clear. This is mainly because some premises (where sales, maintenance and R&D activities are performed) are rented with a complete service package, where waste is not recorded and reported separately to CMSC. However, since these premises don't belong to the production base, their waste streams are small. All subsidiaries are compliant with international and national regulations, such as the WEEE Directive (Waste Electrical and Electronic Equipment, 2012/19/EU). A policy on reducing waste and chemical waste is available for the production base. In general waste is sorted as much as possible to eliminate landfill disposal and facilitate circular use.
306-3	Total number and volume of significant spills	None
306-4	Weight of transported, imported, exported or treated waste deemed hazardous	162.5 tons of hazardous waste in total.
306-5	Title, size, protection status and biodiversity value of waters and related habitats significantly affected by water discharge and run-off	None
307 Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Several inspections took place in 2021 and no non-compliances were identified.

308	Supplier Environmental Assessment	
308-1	Percentage of new suppliers/parts of the chain assessed against environmental criteria	Canon Green Procurement Standards are in place. Elements requested are parts and materials with a lower environmental impact, in particular enhanced control of chemical substances throughout the entire supply chain, reduction of carbon emission and promotion of resource circularity. See also GRI indicator 301-1. Assessment methods applied by the production base are the assessment of new suppliers, annual supplier audits regarding quality and environmental issues; the application of a Supplier Code of Conduct to be signed by all suppliers (approx. 90% of the CoCs returned with signature to CMSC). The subsidiaries focused on sales, maintenance and R&D do not use the Supplier Code of Conducts for other suppliers (90-95% of their products are supplied within the CMS organization). The reason being that these national suppliers with a long working relationship have a low risk profile. (See also the Annual CSR Report, 'Our Stakeholders' chapter).
308-2	Significant current and potential negative lifecycle environmental impacts, and measures taken	The largest impact in terms of energy use is the user phase. CMS GroupC is therefore oriented toward reducing energy use in product design. As regards electronic equipment, it is important that it is recycled after use as much as possible and waste is disposed of responsibly. CMS Group is compliant with regulations such as WEEE. See also GRI-indicators 301-1 and 306-2.

GRI 400: Social Standards

GRI		
GRI 400	Social Standards	
401	Employment	
401-1	New employee hires and employee turnover	In total 11,129 employees (in FTE) were working for the CMS Group worldwide in 2021. In total 643 new employees were hired and 641 employees left (FTE). Distributed over the contents the figures were: - Japan: 185 new employees - 198 employees who left (FTE) - Rest of Asia: 88 new employees - 115 employees who left (FTE) - Europe: 137 new employees - 117 employees who left (FTE) - North America: 172 new employees - 155 employees who left (FTE) - South America: 15 new employees - 23 employees who left (FTE) - Oceania: 46 new employees - 33 employees who left (FTE) (See for more information on employees also the Annual CSR Report, 'Our People' chapter.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Several benefits are provided by the CMS Group worldwide. Differences exist in the provision of these benefits, as different laws and regulations are in place in different countries. Some differences are also made in the case of temporary and part-time employees.
401-3	Parental leave	Both men and women can take parental leave. After returning they mostly continue working the same number of hours.
402	Labor/Management relations	
402-1	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	A minimum notice period is present in half of the subsidiaries. In those cases where this is in place, it is mostly set by law and regulations, in addition to collective bargaining agreements and employee contracts.
403	Occupational Health and Safety	
403-1	Occupational health and safety management system	All subsidiaries have a management system in place related to health and safety. In addition, Headquarters' management system is certified under ISO 45001, as well as those of the subsidiaries in Singapore and the UK. The plan is to have the whole production base certified under ISO 45001 in 2025. (See for more information on OSH the Annual CSR Report, 'Our People' chapter.)
403-2	Hazard identification, risk assessment, and incident investigation	We are fully compliant with national laws and regulations. There are processes in place to identify and assess hazards at almost all subsidiaries, except four small and low-risk subsidiaries. These subsidiaries, in Hong Kong, Turkey, Fysicon in the Netherlands and Vital in Switzerland, are focused on software development, sales and maintenance. When incidents occur they are investigated and reviewed to identify lessons learned and implement improvements.
403-3	Occupational health services	Health services are provided via outsourced organizations, in-house prevention advisors, an emergency response team or occupational doctors at half of the subsidiaries. At the other subsidiaries people contact their own doctor.
403-4	Worker participation, consultation and communication on occupational health and safety	Employees are informed about occupational health and safety during onboarding. Furthermore, employees are kept up to date via intranet, personnel handbooks, training and HR announcements. Half of the subsidiaries have a joint management-worker health and safety committee.
403-5	Occupational health and safety trainings provided to workers	In 2021 multiple training courses were provided throughout the organization. These courses included: -E-learning courses on occupational health and safety, protective measures and emergency response - First aid - Awareness - Working at heights - Chemical handling & hazardous waste disposal - Radiation training - Management of workplace stress and mental health
403-6	Promotion of worker health	Worker health is promoted in various ways. See also GRI indicators 403-4 and 403-5.
403-7	Approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services	Potential negative impacts on health and safety are mitigated or prevented by work instructions, training and regular checks. A significant potential negative impact is employee exposure to radiation, especially during maintenance. For this reason there are dosimeters in place.
403-8	Workers covered by an occupational health and safety management system	All employees are covered by the health and safety management system.
403-9	The number and rate of work-related injuries and fatalities	In 2021 42 incidents took place, of which 15 involved absence from work. Fatalities did not occur. Occupational safety and health is a priority in our 2021-2025 policy.
403-10	Work related ill health	These numbers are recorded. Most of the subsidiaries have a policy on absenteeism.

404 Training and education		
404-1	Average annual number of hours of training per employee by category of employee	Employees receive extensive training and educational materials to keep them up to date with the latest developments in products, services and R&D issues related to the organization. Training is also part of the onboarding process. 23 subsidiaries record the general hours or budget spent on training, but not in all employee categories. The total amount known to be spent is 2,680,938 USD. (See also the Annual CSR Report, 'Our People' chapter).
404-2	Competence management and lifelong learning programmes that ensure the continued employability of employees and help them to complete their careers.	Almost all subsidiaries pay attention to and provide options regarding competence management and lifelong learning programs, except for two subsidiaries and one CGC. (See also the Annual CSR Report, 'Our People' chapter).
404-3	Percentage of employees receiving regular performance and career development reviews	Most employees receive regular performance reviews. The frequency varies from once every two years to multiple times a year. (See also the Annual CSR Report, 'Our People' chapter).
405 Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Senior management positions are largely filled by men (89%). 57% of managers are 50 years or over. Of all employees 76% are male and 24% female. 9% of senior management positions are filled by people from a minority background (ethnic minority, disabled people). See for more detailed information the Annual CSR Report, 'Our People' chapter.
405-2	Ratio of basic salary and remuneration of women to men	No difference is made in remuneration based on gender.
406 Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination have been reported. Non-discrimination is included in the Standard of Conduct for Employees. This Standard also includes a sanction strategy. Non-discrimination is also included in the Code of Conduct for Suppliers.
407 Freedom of association and collective bargaining		
407-1	Activities which have been identified as posing a significant risk to the right to freedom of association and collective bargaining and the measures taken to support these rights	There are no activities identified as posing a significant risk to the right to freedom of association and collective bargaining. Additionally, employee work councils are present where obligated by law. A Code of Conduct for Suppliers is used to safeguard against the risk of restricting freedom to join a trade union or to conduct collective bargaining in suppliers of the manufacturing subsidiaries.
408 Child Labor		
408-1	Activities identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Child labor and purchasing practices are included in the Standards of Conduct for Employees. Measures taken to mitigate potential risks in the supply chain are the use of a Code of Conduct for Suppliers by the production base, our Procurement Policy and an annual Ethics Survey.
409 Forced or compulsory labor		
409-1	Activities identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor	Forced labor and purchasing practices are included in the Standard of Conduct for Employees. Measures taken to mitigate potential risks in the supply chain are the use of a Code of Conduct for Suppliers by the production base, our Procurement policy and an annual Ethics Survey.
410 Security practices		
410-1	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	When security personnel is hired to secure a business park, in most cases they also receive training regarding human rights policies in the organization.
411 Rights of indigenous people		
411-1	Total number of incidents of violations of rights of indigenous people and actions taken	The Standard of Conduct for Employees include respect for communities in general. Measures taken to mitigate potential risks in the supply chain are the use of a Code of Conduct for Suppliers, our Procurement Policy and an annual Ethics Survey.
412 Human Rights Assessment		
412-1	Total number and percentage of activities subject to human rights screening and impact assessment	Human rights is included in the Standard of Conduct for Employees and an annual Ethics Survey for suppliers.
412-2	Total number of hours of staff training on policies and procedures concerning aspects of human rights relevant to operations	Training on human rights is given in combination with ethics. The total number of hours of training is not recorded.
412-3	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights	Unknown for the full company. Only the subsidiary CMSU Vital has registered this. In 100% of their significant investment agreements human rights were included.
413 Community		
413-1	Nature, scope and effectiveness of any programmed and practices that assess and manage the impact of operations on communities, including settlement, operations and exits	The activities of Canon Medical Systems do not have a negative impact on communities, apart from selling useful products to communities and voluntary activities. More detailed information can be found in the Annual CSR Report, 'Our Stakeholders' chapter.
413-2	Activities with significant actual or potential negative impacts on local communities	None

414	Chain assessment on Human Rights and Community (Social Criteria)	
414-1	Percentage of new suppliers/ parts of the chain assessed against human rights and community criteria	A Code of Conduct for Suppliers is available, which is used by the production base. This Code of Conduct includes a paragraph on conflict minerals. Additionally, human rights and conflict minerals are part of the Canon Group Corporate Ethics Survey for all suppliers. (Is that true?) The subsidiaries CMS (Netherlands) and CMB (Brazil) have provided complete numbers. (See also the Annual CSR Report, 'Our Stakeholders' chapter).
414-2	Significant actual and potential negative consequences in the human rights and community chain, and measures taken	No significant actual negative consequences in the human rights chain have been identified. Potential negative consequences could include child labor and conflict minerals.
415	Public Policy	
415-1	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	n / a
416	Health and Safety of Consumers	
416-1	Percentage of significant product and service categories assessed for health and safety improvements	100%. Customers' health and safety is assessed and guaranteed inter alia by: <ul style="list-style-type: none"> - Operating manuals - Installation manuals - Service and maintenance manuals - Site planning guides - Internal regulations on safety and quality - ISO 13485 - A skilled workforce - Declarations of conformity - Product data sheets - Legislation
416-2	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	None
417	Marketing and Labelling	
417-1	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	Products and services contain information to inform, instruct, make customers aware and comply with legislation on product information (100% of products require marking by law) by: <ul style="list-style-type: none"> - Safety labels - Manuals - Disclaimers regarding origin, substance, disposal and safe use - A product datasheet to provide information on e.g. ingredients - White papers - Brand stickers <p>Fair marketing is part of the Standard of Conduct for Employees and Code of Conduct for Suppliers.</p>
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	None
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	None
418	Customer Privacy	
418-1	Total number of substantiated complaints about breaches of customer privacy and loss of customer data	One complaint about a breach. This was investigated and resolved in 2020. Customer privacy is included in the Standards of Conduct for Employees.
419	Socio-economic Compliance	
419-1	Monetary value of significant fines for non-compliance with laws and regulations regarding the provision and use of products and services	No fines for non-compliance with laws and regulations were imposed.