

GRI STANDARD Guidelines Comparison

Last Updated: June 21, 2021

MARUI GROUP strives to meet international standards for reporting on the corporate responsibility of the organization.
Toward this end, MARUI GROUP follows the GRI’s most recent generation of Sustainability Reporting Guidelines, G4 Guidelines.*1
* 1 The Global Reporting Initiative (GRI) is an international organization that drafts and promotes international guidelines for sustainability reporting by enterprise.

1. General Disclosures

	GRI STANDARD	VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2020	Corporate Website	ESG DATA BOOK
GRI 102: General Disclosures 2016					
102-1	Name of the organization	-	P118	MARUI GROUP Corporate Website/Corporate Information/Company Overview http://www.0101maruigroup.co.jp/en/ci/outline.html	-
102-2	Activities, brands, products, and services	P16-31	P28-33, P119	Same as Above	-
102-3	Location of headquarters	-	P118	Same as Above	-
102-4	Location of operations	-	Same as Above	Same as Above	-
102-5	Ownership and legal form	-	Same as Above	Same as Above	-
102-6	Markets served	-	P26-33, P118-121	Same as Above	-
102-7	Scale of the organization	P42-43	P100-105, P118-121	Same as Above	-
102-8	Information on employees and other workers	P43	P104-105	Same as Above	P5-6
102-9	Supply chain	P17-20, P43	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	P3
102-10	Significant changes to the organization and its supply chain	P12-15, P32, P36	P36	-	
102-11	Precautionary principle or approach	P42-43	P87-92	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ MARUI GROUP Corporate Website/Sustainability/Core Theme 4:Risk Management http://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html MARUI GROUP Corporate Website/Sustainability/VISION 2050/Three Businesses https://www.0101maruigroup.co.jp/en/sustainability/vision2050/3business_02.html	-
102-12	External initiatives	-	P92, P122-123	MARUI GROUP Corporate Website/Corporate Information/Awards and Recognition https://www.0101maruigroup.co.jp/en/ci/award/	P2
102-13	Membership of associations	-	-	MARUI GROUP Corporate Website/Corporate Information http://www.0101maruigroup.co.jp/en/ci/	-
102-14	Statement from senior decision-maker	P1-P15, P18, P23, P27, P31	P12-19	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Greetings from the President https://www.0101maruigroup.co.jp/en/ci/intro.html MARUI GROUP Corporate Website/Investor Relations/Messages from the Management Team https://www.0101maruigroup.co.jp/en/ir/message/?anc=msg_mng MARUI GROUP Corporate Website/Sustainability/Greetings from the President https://www.0101maruigroup.co.jp/en/sustainability/message/ MARUI GROUP Corporate Website/Sustainability/Core Theme 2/Wellness Management Co-Creating Happiness for People and Society https://www.0101maruigroup.co.jp/en/sustainability/theme02/health.html	-
102-15	Key impacts, risks, and opportunities	P1-15	P24-39, P44-53, P87-92	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	-
102-16	Values, principles, standards, and norms of behavior	P2-7, P12-13, P32-35, P46-55	P1-9, P12-19, P24-31	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP's Co-Creation Philosophy https://www.0101maruigroup.co.jp/en/ci/action.html	P13
102-17	Mechanisms for advice and concerns about ethics	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	P13
102-18	Governance structure	P38, P42-43	P80	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ MARUI GROUP Corporate Website/Sustainability/SustainabilityCore Theme 4: Co-Creation Corporate Governance https://www.0101maruigroup.co.jp/en/sustainability/theme04/	P9-11
102-19	Delegating authority	P38-43	P80	Same as Above	-
102-20	Executive-level responsibility for economic, environmental, and social topics	Same as Above	p80, P106	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Sustainability Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/governance.html	-
102-21	Consulting stakeholders on economic, environmental, and social topics	P32-36, P46-55	P50-53	MARUI GROUP Corporate Website/Sustainability/Core Theme 4: Co-Creation Corporate Governance https://www.0101maruigroup.co.jp/en/sustainability/theme04/	-
102-22	Composition of the highest governance body and its committees	P43	P80, P86	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/ MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	-
102-23	Chair of the highest governance body	Same as Above	P80	Same as Above	-
102-24	Nominating and selecting the highest governance body	Same as Above	P80-86	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP Corporate Governance Guidelines https://www.0101maruigroup.co.jp/pdf/cgg_20200730_en.pdf	-
102-25	Conflicts of interest	-	-	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/	P13
102-26	Role of highest governance body in setting purpose, values, and strategy	P2-7, P12-15, P36, P38-45	P80, P82-84, P86	MARUI GROUP Corporate Website/Sustainability/Core Theme 4: Co-Creation Corporate Governance https://www.0101maruigroup.co.jp/en/sustainability/theme04/	-
102-27	Collective knowledge of highest governance body	P38-45	P80, P82-84, P86	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	-
102-28	Evaluating the highest governance body’s performance	Same as Above	P81-83	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html MARUI GROUP Corporate Website/Corporate Information/Corporate Governance https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html	-
102-29	Identifying and managing economic, environmental, and social impacts	P2-7, P12-17, P21, P24-25, P28-29, P42-43	P1-9, P12-19, P26-27, P50-53, P80	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Co-Creation Corporate Governance https://www.0101maruigroup.co.jp/en/sustainability/theme04/	-
102-30	Effectiveness of risk management processes	Same as Above	P87-93	Same as Above	-
102-31	Review of economic, environmental, and social topics	P38-39, P42	P104-105	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance/Corporate Governance Report https://www.0101maruigroup.co.jp/pdf/cgr_en.pdf	-
102-32	Highest governance body’s role in sustainability reporting	P2-7, P12-17, P21, P24-25, P28-29, P42-43	P80, P82-84, P86	MARUI GROUP Corporate Website/Sustainability/Core Theme 4:/Co-Creation Corporate Governance https://www.0101maruigroup.co.jp/en/sustainability/theme04/	-
102-33	Communicating critical concerns	Same as Above	P80, P82-84, P86-87	Same as Above	-
102-34	Nature and total number of critical concerns	Same as Above	Same as Above	Same as Above	-
102-35	Remuneration policies	P38	P84	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance/Officer Compensation https://www.0101maruigroup.co.jp/en/ci/governance/compensation.html	-
102-36	Process for determining remuneration	Same as Above	Same as Above	Same as Above	P10
102-37	Stakeholders’ involvement in remuneration	P39	Same as Above	Same as Above	-
102-38	Annual total compensation ratio	-	-	-	-
102-39	Percentage increase in annual total compensation ratio	-	-	-	-
102-40	List of stakeholder groups	P36	P26	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP’s View on Corporate Value https://www.0101maruigroup.co.jp/en/ci/value.html MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Co-Creation with Stakeholders https://www.0101maruigroup.co.jp/en/sustainability/theme04/co-creation.html	-
102-41	Collective bargaining agreements	P42-43	-	-	P4, P7
102-42	Identifying and selecting stakeholders	P2-7, P12, P15, P36	P14, P18-19, P26-27, P54-56, P95-96	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP’s View on Corporate Value https://www.0101maruigroup.co.jp/en/ci/value.html MARUI GROUP Corporate Website/Sustainability/Four Core Themes https://www.0101maruigroup.co.jp/en/sustainability/themes/	-

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GRI STANDARD		VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2020	Corporate Website	ESG DATA BOOK
102-43	Approach to stakeholder engagement	P4-35、P39	P18-19、P26-27、P86	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP's View on Corporate Value https://www.0101maruigroup.co.jp/en/ci/value.html MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Co-Creation with Stakeholders https://www.0101maruigroup.co.jp/en/sustainability/theme04/co-creation.html	-
102-44	Key topics and concerns raised	P8-31	P12-17、P50-51、P58-59	MARUI GROUP Corporate Website/Sustainability/Four Core Themes https://www.0101maruigroup.co.jp/en/sustainability/themes/	
102-45	Entities included in the consolidated financial statements	-	P119	MARUI GROUP Corporate Website/Corporate Information/Group Companies http://www.0101maruigroup.co.jp/en/ci/group.html	-
102-46	Defining report content and topic Boundaries	P2-11、P42、P46-47、P55	P26-27、P30-31	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP's View on Corporate Value https://www.0101maruigroup.co.jp/en/ci/value.html	-
				MARUI GROUP Corporate Website/Sustainability/Four Core Themes http://www.0101maruigroup.co.jp/en/sustainability/themes/	
102-47	List of material topics	P42	P95、P104-105	Same as Above	-
102-48	Restatements of information	-	P125	-	-
102-49	Changes in reporting	P58	P124	-	-
102-50	Reporting period	P12-13	P19	-	-
102-51	Date of most recent report	-	26-Sep-19	-	-
102-52	Reporting cycle	Annually	Annually	MARUI GROUP Corporate Website/Corporate Information/Company Overview http://www.0101maruigroup.co.jp/en/ci/outline.html	Annually
102-53	Contact point for questions regarding the report	P58	P125	MARUI GROUP Corporate Website/Contact Us http://www.0101maruigroup.co.jp/en/question.html	-
102-54	Claims of reporting in accordance with the GRI Standards	-	-	MARUI GROUP Corporate Website/Sustainability/Sustainability Library/GRI and ISO 26000 Applicability Tables https://www.0101maruigroup.co.jp/en/sustainability/lib/gri.html	-
102-55	GRI content index	Beginning	P10.11	MARUI GROUP Corporate Website/Site Map http://www.0101maruigroup.co.jp/en/map.html	-
102-56	External assurance	-	P105	MARUI GROUP Corporate Website/Sustainability/ESG DATA BOOKs https://www.0101maruigroup.co.jp/en/sustainability/lib/databook.html	Attached Materials

2. Material topics

GRI STANDARD		VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2020	Corporate Website	ESG DATA BOOK
Economic Performance					
GRI 103: Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	P6-7、P14-17、P21 P24-25、P28-29、P36、P42	P26-27、P95	MARUI GROUP Corporate Website/Sustainability/Four Core Themes http://www.0101maruigroup.co.jp/en/sustainability/themes/	-
103-2	The management approach and its components	Same as Above	P12~19,P48~53,P58~59、 P64~P71,P76~97	MARUI GROUP Corporate Website/Investor Relations/Management Policies/MARUI GROUP's View on Corporate Value https://www.0101maruigroup.co.jp/en/ir/management/value.html MARUI GROUP Corporate Website/Sustainability/Four Core Themes http://www.0101maruigroup.co.jp/en/sustainability/themes/	-
103-3	Evaluation of the management approach	P2-7、P12-17、P21、 P25、P29、P32-33、P36、P42	Same as Above	Same as Above	-
GRI 201: Economic Performance 2016					
201-1	Direct economic value generated and distributed	-	P98~105	MARUI GROUP Corporate Website/Investor Relations/Financial and Performance Information https://www.0101maruigroup.co.jp/en/ir/finance/ MARUI GROUP Corporate Website/Investor Relations/Stock and Bond Information/Shareholder Return Policies https://www.0101maruigroup.co.jp/en/ir/stock/dividend.html	P7
201-2	Financial implications and other risks and opportunities due to climate change	P16-20、P42-43	P91~P92	MARUI GROUP Corporate Website/Sustainability/VISION 2050/Three Businesses https://www.0101maruigroup.co.jp/en/sustainability/vision2050/3business_01.html	P2
201-3	Defined benefit plan obligations and other retirement plans	-	-	-	-
201-4	Financial assistance received from government	-	-	-	-
Market Presence					
GRI 202: Market Presence 2016					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	-	-
202-2	Proportion of senior management hired from the local community	-	-	-	-
Indirect Economic Impacts					
GRI 203: Indirect Economic Impacts 2016					
203-1	Infrastructure investments and services supported	P16-31	P50-53 P58-59	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html	P1-3
203-2	Significant indirect economic impacts	Same as Above	Same as Above	Same as Above	Same as Above
Procurement Practices					
GRI 204: Procurement Practices 2016					
204-1	Proportion of spending on local suppliers	-	-	-	-
Anti-corruption					
GRI 205: Anti-corruption 2016					
205-1	Operations assessed for risks related to corruption	P42-43	P80-86、P87-90、P96-97	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance http://www.0101maruigroup.co.jp/en/ci/governance.html	-
205-2	Communication and training about anti-corruption policies and procedures	Same as Above	Same as Above	Same as Above	-
205-3	Confirmed incidents of corruption and actions taken	-	-	-	P14
Anti-competitive Behavior					
GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	-	P13
Materials					
GRI 301: Materials 2016					
301-1	Materials used by weight or volume	-		MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html	P2
301-2	Recycled input materials used	-		Same as Above	Same as Above
301-3	Reclaimed products and their packaging materials	-		Same as Above	Same as Above
Energy					
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	P42-43	P104-105	-	P1
302-2	Energy consumption outside of the organization	Same as Above	Same as Above	-	Same as Above
302-3	Energy intensity	-	-	-	Same as Above
302-4	Reduction of energy consumption	P18、P42-43	P104-105	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/ Ecological Inclusion https://www.0101maruigroup.co.jp/en/sustainability/theme03/	Same as Above
302-5	Reductions in energy requirements of products and services	P42-43	-	-	Same as Above
Water					
GRI 303: Water 2016					
303-1	Water withdrawal by source	-	-	-	P3
303-2	Water sources significantly affected by withdrawal of water	-	-	-	-
303-3	Water recycled and reused	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html	-

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	GRI STANDARD	VISION BOOK 2050	Co-Creation Management Reports (Integrated Reports) 2020	Corporate Website	ESG DATA BOOK
Biodiversity					
GRI 304: Biodiversity 2016					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	MARUI GROUP Corporate Website/SustainabilityCore Theme 3/Ecological Network of Biodiversity https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_05.html	-
304-2	Significant impacts of activities, products, and services on biodiversity	P42-43	-	Same as Above	-
304-3	Habitats protected or restored	-	-	Same as Above	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	-	-
Emissions					
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	P42-43	P104-105	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html	P1
305-2	Energy indirect (Scope 2) GHG emissions	Same as Above	Same as Above	Same as Above	Same as Above
305-3	Other indirect (Scope 3) GHG emissions	Same as Above	Same as Above	Same as Above	Same as Above
305-4	GHG emissions intensity	Same as Above	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_02.html	Same as Above
305-5	Reduction of GHG emissions	Same as Above	Same as Above	Same as Above	Same as Above
305-6	Emissions of ozone-depleting substances (ODS)	-	-	-	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	-	P2
Effluents and Waste					
GRI 306: Effluents and Waste 2016					
306-1	Water discharge by quality and destination	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html	-
306-2	Waste by type and disposal method	P42-43	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/ Ecological Inclusion https://www.0101maruigroup.co.jp/en/sustainability/theme03/	P2
306-3	Significant spills	-	-	-	Same as Above
306-4	Transport of hazardous waste	-	-	-	Same as Above
306-5	Water bodies affected by water discharges and / or runoff	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint https://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_05.html	-
Environmental Compliance					
GRI 307: Environmental Compliance 2016					
307-1	Non-compliance with environmental laws and regulations	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Integrated Group Efforts to Reduce Environmental Footprint http://www.0101maruigroup.co.jp/en/sustainability/theme03/environment_01.html	P3
Supplier Environmental Assessment					
GRI 308: Supplier Environmental Assessment 2016					
308-1	New suppliers that were screened using environmental criteria	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	P3
308-2	Negative environmental impacts in the supply chain and actions taken	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	-
Employment					
GRI 401: Employment 2016					
401-1	New employee hires and employee turnover	P42-43	P104-105	-	P5-6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	-	-
401-3	Parental leave	P42-43	-	MARUI GROUP Corporate Website/SustainabilityCore Theme 2/Development of an Organization that Utilizes Diversity http://www.0101maruigroup.co.jp/en/sustainability/theme02/org_02.html	P6
Labor/Management Relations					
GRI 402: Labor/Management Relations 2016					
402-1	Minimum notice periods regarding operational changes	-	-	-	-
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2016					
403-1	Workers representation in formal joint management-worker health and safety committees	-	-	-	-
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	-	-	-	P8
403-3	Workers with high incidence or high risk of diseases related to their occupation	-	P93	-	-
403-4	Health and safety topics covered in formal agreements with trade unions	-	-	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP's Co-Creation Philosophy http://www.0101maruigroup.co.jp/en/ci/action.html MARUI GROUP Corporate Website/Sustainability/Core Theme 2/Wellness Management Co-Creating Happiness for People and Society https://www.0101maruigroup.co.jp/en/sustainability/theme02/health_04.html	P5
Training and Education					
GRI 404: Training and Education 2016					
404-1	Average hours of training per year per employee	-	-	-	-
404-2	Programs for upgrading employee skills and transition assistance programs	P22-23, P42, P46-53	P64-71	MARUI GROUP Corporate Website/Sustainability/Core Theme 2/Investments in Human Resources to Stimulate New Growth http://www.0101maruigroup.co.jp/en/sustainability/theme02/development_01.html	-
404-3	Percentage of employees receiving regular performance and career development reviews	-	-	-	-
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	P42-43	P80, P104-105	MARUI GROUP Corporate Website/Corporate Information/Corporate Governance http://www.0101maruigroup.co.jp/en/ci/governance.html MARUI GROUP Corporate Website/Sustainability/Core Theme 2/Workplace Inclusion http://www.0101maruigroup.co.jp/en/sustainability/theme02/	P5-P6, P9-10
405-2	Ratio of basic salary and remuneration of women to men	-	-	-	P7
Non-discrimination					
GRI 406: Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	P4
Freedom of Association and Collective Bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	P97	MARUI GROUP Corporate Website/Corporate Information/MARUI GROUP's Co-Creation Philosophy http://www.0101maruigroup.co.jp/en/ci/action.html MARUI GROUP Corporate Website/Sustainability/MARUI GROUP's Idea of Sustainability https://www.0101maruigroup.co.jp/en/sustainability/overview/	-
Child Labor					
GRI 408: Child Labor 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	-	P97	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	P4
Forced or Compulsory Labor					
GRI 409: Forced or Compulsory Labor 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	P97	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	P4
Security Practices					
GRI 410: Security Practices 2016					
410-1	Security personnel trained in human rights policies or procedures	-	-	-	-
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016					
411-1	Incidents of violations involving rights of indigenous peoples	-	-	-	-

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Human Rights Assessment					
GRI 412: Human Rights Assessment 2016					
412-1	Operations that have been subject to human rights reviews or impact assessments	-	-	MARUI GROUP Corporate Website/Sustainability/MARUI GROUP's Idea of Sustainability https://www.0101maruigroup.co.jp/en/sustainability/overview/	P4
412-2	Employee training on human rights policies or procedures	P48-49	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 1/Inclusive Store Development https://www.0101maruigroup.co.jp/en/sustainability/theme01/store_02.html#store1	P4、 P7
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	-	-	-
Local Communities					
GRI 413: Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	P26-31	P30-39、 P44-49	MARUI GROUP Corporate Website/Sustainability/Social Contribution Activities https://www.0101maruigroup.co.jp/en/sustainability/social/	-
413-2	Operations with significant actual and potential negative impacts on local communities	Same as Above	Same as Above	Same as Above	-
Supplier Social Assessment					
GRI 414: Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	-	-	-	P8
414-2	Negative social impacts in the supply chain and actions taken	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 3/Responsible Procurement Activities with Business Partners http://www.0101maruigroup.co.jp/en/sustainability/theme03/valuechain.html	-
Public Policy					
GRI 415: Public Policy 2016					
415-1	Political contributions	-	-	-	P13
Customer Health and Safety					
GRI 416: Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	P20	-	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	-	P13
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016					
417-1	Requirements for product and service information and labeling	-	-	-	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	-	-
417-3	Incidents of non-compliance concerning marketing communications	-	-	MARUI GROUP Corporate Website/Sustainability/Core Theme 4/Risk Management https://www.0101maruigroup.co.jp/en/sustainability/theme04/risk.html	P4
Customer Privacy					
GRI 418: Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	-	P13
Socioeconomic Compliance					
GRI 419: Socioeconomic Compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	-	-	-	P13