

CSR Data

	項目 / Data Items	2014年度 (FY2015)	2015年度 (FY2016)	2016年度 (FY2017)	2017年度 (FY2018)
取締役会 / Board meeting	取締役数 / Total number of directors on board	12	12	12	
	うち女性取締役数 / Number of women directors on board	0	0	0	
	開催回数 / Number of times	18	16	14	
	取締役出席率 / Attendance rate of directors	98.6%	96.9%	99%	
	社外取締役出席率 / Attendance rate of outside directors	100%	96.7%	99%	
	監査役人数 / Total number of auditors	4	4	5	
	うち女性監査役人数 / Number of women auditors	0	0	1	
	監査役出席率 / Attendance rate of auditors	100%	98.4%	99%	
監査役会 / Auditor meeting	開催回数 / Number of times	19	17	17	
	監査役出席率 / Attendance rate of auditors	100%	100%	100%	
	社外監査役出席率 / Attendance rate of outside auditors	100%	100%	100%	
コンプライアンス / Compliance*	報告相談件数 / The number of report or consultation	31	23	20	
	政治献金額 / The amount of political contribution (to the National Political Association) (JPY)	3,000,000	3,000,000	3,000,000	3,000,000
人財・ダイバーシティ / Personnel data and Diversity *	連結従業員数 / Number of total workforce (Consolidated)	35,471	34,605	35,127	
	単体従業員数 / Number of total workforce (only Kawasaki Heavy Industries, Ltd.)	15,508	15,911	16,162	
	うち女性従業員数 / Number of women employees in total workforce	-	-	1,003	
	女性従業員比率 / Percentage of women employees in total workforce	-	-	6.2%	
	従業員平均年齢 / Average age of workforce	38.5	38.3	38.1	
	勤続年数 / Average years employed by the company	13.8	13.4	13.3	
	うち男性 / Average years employed by the company for male employees	-	-	13.5	
	うち女性 / Average years employed by the company for female employees	-	-	13.3	
	離職率 / Turnover rate	1.0%	0.6%	0.80%	
	新卒採用者数 / Total number of newly hired employees	526	577	538	558
	うち男性新卒採用者数(事務職・技術職) / Number of newly hired male employees (administrative and technical positions)	-	-	-	287
	うち男性新卒採用者数(生産職) / Number of newly hired male employees (production specialist)	-	-	-	228
	うち女性新卒採用者数(事務職・技術職) / Number of newly hired female employees (administrative and technical positions)	-	-	-	38
	うち女性新卒採用者数(生産職) / Number of newly hired female employees (production specialist)	-	-	-	5
	女性新卒採用割合(事務職・技術職) / Percentage of newly hired female employees (administrative and technical positions)	-	-	-	11.7%
	女性新卒採用割合(全職種合計) / Percentage of newly hired female employees (all positions)	-	-	-	7.7%
	外国人従業員数(事技職) / Number of foreign nationals (Career-track positions only)	23	29	34	
	管理職数 / Total number of employees in senior management (managers & above)	-	-	881	
	うち女性管理職(課長職相当以上) / Number of women in senior management (section head & above)	23	26	29	
	うち女性管理職(部長職相当以上) / Number of women in senior management (managers & above)	-	-	7	
	女性管理職比率(部長職相当以上) / Percentage of women in senior management	-	-	0.7%	
	障害者雇用率 / Percentage of disabled employees	1.95%	2.11%	2.18%	
	育児休業取得者数 / Number of employees using childcare leave	43	37	51	
	介護休業取得者数 / Number of employees using care leave	2	2	0	
	再雇用者数 / Number of people rehired	167	214	243	
	中途採用者数 / Number of Mid-Career recruits	470	497	245	
	休暇取得促進 / Work-life balance *	有給休暇取得日数 / Number of days of annual paid vacation taken	14.9	15	15.2
有給休暇取得率 / Paid vacation usage rate		67.7%	68.2%	69%	
年間総労働時間 / Total annual hours of work		2,078	2,070	2,075	
年間残業時間数 / Annual overtime hours		303.4	340	307.2	
労働安全 / Safety and health *	LTIFR(休業災害発生率) / LTIFR	0.79	0.69	0.57	

* Data of non-consolidated; Non-consolidated revenues covers 77% of consolidated revenues for the fiscal year ended March 31, 2017.