

Social

The Kurita Group refers to the GRI Standards when preparing this Indexes.

Disclosure		Locations Posted (Website)	Reference information
GRI401: Employment 2016			
401-1	New employee hires and employee turnover	ESG Data: 2. Social	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	Kurita Water Industries Ltd. has introduced mandatory retirement benefits, a shareholding association, and allowances including consolation payment.
401-3	Parental leave	ESG Data: 2. Social	-
GRI402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	-	Under the labor agreement concluded with the labor union, Kurita Water Industries Ltd. stipulates the minimum notice periods regarding personnel transfers involving relocation (notice to be given one month before the transfer) and dismissal (notice to be given 30 days before the dismissal). It is also stipulated that the company and employees shall have prior consultation before an operational change which has a significant impact on employees is made.
GRI403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Respect Human Rights	-
403-2	Hazard identification, risk assessment, and incident investigation	Respect Human Rights	-
403-3	Occupational health services	Respect Human Rights	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Respect Human Rights	-
403-5	Worker training on occupational health and safety	Respect Human Rights	-
403-6	Promotion of worker health	Respect Human Rights	-
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Respect Human Rights Building Good Relationships with Suppliers	-
403-8	Workers covered by an occupational health and safety management system	Respect Human Rights	-
403-9	Work-related injuries	Respect Human Rights ESG Data: 2. Social	-
403-10	Work-related ill health	-	-
GRI404: Training and Education 2016			
404-1	Average hours of training per year per employee	ESG Data: 2. Social	-
404-2	Programs for upgrading employee skills and transition assistance programs	Respect Human Rights Human Resources Development	-
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Data: 2. Social	-

GRI405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Company Outline & Directors and Members of the Audit & Organization	-
		Corporate Governance	
		ESG Data: 3. Governance	
405-2	Ratio of basic salary and remuneration of women to men	Securities Report (Japanese only)	-
GRI406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Respect Human Rights	-
GRI407: 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	-	-
GRI408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Respect Human Rights	-
GRI409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect Human Rights	-
GRI410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	-	-
GRI411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	-	-
GRI412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Respect Human Rights	-
412-2	Employee training on human rights policies or procedures	Respect Human Rights	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Respect Human Rights	-
GRI413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	-	-
413-2	Operations with significant actual and potential negative impacts on local communities	-	-
GRI414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Building Good Relationships with Suppliers	-
414-2	Negative social impacts in the supply chain and actions taken	Building Good Relationships with Suppliers	-
GRI415: Public Policy 2016			
415-1	Political contributions	ESG Data: 3. Governance	Not applicable: Kurita Water Industries Ltd. made no political donations.
GRI416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Provide Highly Safe Services and Products	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Provide Highly Safe Services and Products	-

GRI417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	Provide Highly Safe Services and Products	-
417-2	Incidents of non-compliance concerning product and service information and labeling	Compliance	-
417-3	Incidents of non-compliance concerning marketing communications	Compliance	-
GRI418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance	-
GRI419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance	-