Social

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

	Disclosure	Locations Posted (Website)	Reference information			
GRI401: E	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: L	abor/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: O	ccupational 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: Ti	raining 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 or employees receiving regular performance and career development	ESG Data: 2. Social	-			

employees Corporate Governance ESG Data: 3. Governanc	GRI405: D	GRI405: Diversity and Equal Opportunity 2016						
Ratio of basic salary and remuneration of women to men GRI406: Non-discrimination 2016 Moetal Incidents of discrimination and corrective according to the salary and remuneration of women to men GRI407: Freetom of Association and Collective Bargaining 2016 Operations and suppliers in which the right to leading the bargaining may be at risk. GRI407: Freetom of Association and collective Bargaining 2016 Operations and suppliers at significant risk for incidents of chald labor. GRI408: Child Labor 2016 GRI409: Forections and suppliers at significant risk for incidents of chald labor. GRI4010: Security Practices 2016 GRI411: Rights of Indigenous Peoples 2016 GRI411: Rights of Indigenous Peoples 2016 GRI412: Human Rights Assessment 2016 GRI412: Human Rights Assessment 2016 GRI413: Local Communities 2016 GRI414: Supplier Social Assessment 2016 GRI415: Public Programs Operations with local community engagement, impact assessments and development programs Operations with significant actual and potential negative impacts on local communities GRI415: Public Policy 2016 Not applicable: Kurita Water Industries Lit. Mem suppliers that were screened using suiting Good Relationships with suppliers GRI415: Public Policy 2016 Not applicable: Kurita Water Industries Lit. GRI416: Customer Health and Safety 2016 Frevides Highly Safe Services and Cooked Highly Safe Services an	405-1	Diversity of governance bodies and	Members of the Audit & Organization	-				
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	416-2	health and safety impacts of products and		-				

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	-		