

Social

		Locations Posted (Website)	Reference information
GRI401: Employment			
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			
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			
403-1	Workers representation in formal joint management-worker health and safety committees	Respect Human Rights	-
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Respect Human Rights	-
403-3	Workers with high incidence or high risk of diseases related to their occupation	Respect Human Rights	-
403-4	Health and safety topics covered in formal agreements with trade unions	Respect Human Rights	-
GRI404: Training and Education			
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			
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	-	-

GRI406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Respect Human Rights	-
GRI407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-
GRI408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Respect Human Rights	-
GRI409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect Human Rights	-
GRI410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures	-	-
GRI411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	-	-
GRI412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	-	-
412-2	Employee training on human rights policies or procedures	-	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	-
GRI413: Local Communities			
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			
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			
415-1	Political contributions	ESG Data: 3. Governance	Not applicable: Kurita Water Industries Ltd. made no political donations.
GRI416: Customer Health and Safety			
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			
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	Compliance	-
GRI418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance	-
GRI419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance	-