

## ISO 26000 Comparison Table

The table below presents our initiatives corresponding to each of the seven core subjects and issues of ISO 26000.

ISO 26000 core subjects	Issues	Corresponding sections in KUBOTA REPORT 2018	Page
Organizational governance		Basic Policy for CSR Management	3
		Top Message	4
		Kubota, Always Tackling Social Problems · The Kubota Group's Direction to Aim at	9
		Corporate Principles • Global Network	10
		Corporate Governance · Corporate Governance · Internal Control	138 143
Human rights	1: Due diligence 2: Human rights risk situations 3: Avoidance of complicity 4: Resolving grievances 5: Discrimination and vulnerable groups 6: Civil and political rights 7: Economic, social and cultural rights 8: Fundamental principles and rights at work	Relationships with Employees · Respecting Human Rights	108
Labour practices	1: Employment and employment relationships 2: Conditions of work and social protection 3: Social dialogue 4: Health and safety at work 5: Human development and training in the workplace	Relationships with Our Customers · Ensuring Skills to Maintain Customer Satisfaction	95
		Relationships with Employees · Creating a Safe Workplace for All Employees	103
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		· Creating a Vibrant Workplace	115
		· Personnel Measures in Tune with Globalization · Personnel Policies and HR System (Kubota) · Fostering a CSR-based Mindset	119 121 123
The environment	1: Prevention of pollution 2: Sustainable resource use 3: Climate change mitigation and adaptation 4: Protection of the environment, biodiversity and restoration of natural habitats	Environmental Management Basic Policy · Environmental Charter / Action Guidelines	25
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		· Adaptation to Climate Change	39
		Working towards a Recycling-based Society · Financial and Non-financial Highlights (Waste discharge)	18
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· Reduction of Chemical Substances Contained in Products	51		

ISO 26000 core subjects	Issues	Corresponding sections in KUBOTA REPORT 2018	Page
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		· The Evolution of Environment-friendly Products and Services	59
		<b>Conserving Biodiversity</b>	
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· Calculation Standards of Environmental Performance Indicators	81		
Fair operating practices	1: Anti-corruption 2: Responsible political involvement 3: Fair competition 4: Promoting social responsibility in the value chain 5: Respect for property rights	<b>Relationships with Business Partners</b>	
		· Procurement	99
		<b>Corporate Governance</b>	
		· Internal Control	143
Consumer issues	1: Fair marketing, factual and unbiased information and fair contractual practices 2: Protecting consumers' health and safety 3: Sustainable consumption 4: Consumer service, support, and complaint and dispute resolution 5: Consumer data protection and privacy 6: Access to essential services 7: Education and awareness	<b>Tackling Climate Change</b>	
		· Adaptation to Climate Change	39
		<b>Expanding Environment-friendly Products and Services</b>	
		· Environmental Considerations in the Product Life Cycle	52
		· Internal Certification System for Eco-Products	57
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<b>Corporate Governance</b>			
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Community involvement and development	1: Community involvement 2: Education and culture 3: Employment creation and skills development 4: Technology development and access 5: Wealth and income creation 6: Health 7: Social investment	<b>Kubota, Always Tackling Social Problems</b>	
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