

ISO 26000 Comparison Table

Kubota initiatives that correspond to each of the 7 core subjects of ISO 26000, and each theme

7 Core Subjects of ISO 26000	Issue	Relevant KUBOTA REPORT 2019 section	Page No.
Organizational governance		The Kubota Group Mission	4
		President's Message	6
		Kubota Group's Global Network	14
		Corporate Governance · Corporate Governance Structure · Internal Control	158 163
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	123
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	109
		Relationships with Employees · Creating a Safe Workplace for All Employees	118
		· Promotion of Diversity	128
		· Creating a Vibrant Workplace	131
		· Personnel Policies in Tune with Globalization · Personnel Policies and HR System (Kubota) · Fostering a CSR-based Mindset	135 137 139
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	28
		· Message from the Environmental Conservation Control Officer	29
		· Environmental Management Approach	29
		· Environmental Management Promotion System	33
		Medium- and Long-Term Environmental Conservation Targets and Results	
		· Long-Term Environmental Conservation Targets 2030	35
		· Medium-Term Environmental Conservation Targets 2020	36
		· As an "Eco-First Company"	38
		Tackling Climate Change	
		· Financial and Non-financial Highlights (CO ₂ Emissions)	18
		· Mitigation of Climate Change	39
		· Adaptation to Climate Change	43
		Working towards a Recycling-based Society	
		· Financial and Non-financial Highlights (Waste Discharge Amount)	18
		· Waste, etc. from Business Sites	44
		· Reducing Plastic	47
		· Waste, Etc. Generated from Construction Work	48
		· Handling and Storage of Equipment Containing PCB (in Japan)	48
		Conserving Water Resources	
		· Financial and Non-financial Highlights (Water Consumption)	18
		· Water Consumption in the Business Sites	49
		· Controlling Wastewater	50
		· Survey on Regional Water Stress	51
Controlling Chemical Substances			
· Financial Highlights (Volatile Organic Compound (VOC) Emissions)	18		
· VOC Emissions	52		
· Release and Transfer of PRTR-designated Substances	54		
· Control of Ozone-depleting Substances	54		
· Emissions of Air Pollutants	54		
· Monitoring Groundwater	55		
· Reduction of Chemical Substances Contained in Products	55		
Expanding Environment-friendly Products and Services			
· Environmental Considerations in the Product Life Cycle	56		
· Internal Certification System for Eco-Products	64		
· The Evolution and History of Environment-friendly Products and Services	67		
Conserving Biodiversity			
· Approach to Conserving Biodiversity	71		
· Relationship with Biodiversity	72		
· Biodiversity Protection Activity Case Study	72		
· Initiatives Taken at Business Sites	73		

7 Core Subjects of ISO 26000	Issue	Relevant KUBOTA REPORT 2019 section	Page No.
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	
		· Compliance with Environmental Laws and Regulations	74
		· The Kubota Group's Environmental Management System	74
		· Green Procurement	77
		· Supplier Management	77
		· Environmental Education and Enlightenment	78
		Environmental Communication	
		· Environmental Communication Activities	80
		· Cooperation with Environment-related Industry Groups and Governments	81
		Environmental Data	
		· Overview of the Environmental Load on the Value Chain	85
		· Trends in Major Environmental Indicators	86
		· Eco-efficiency	88
· Calculation Results of PRTR-designated Substances	89		
· Environmental Accounting	90		
· Status of Environmental Management System Certification Acquisition	91		
· Calculation Standards of Environmental Performance Indicators	93		
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	Relationships with Business Partners	
		· Procurement	113
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	Corporate Governance	
		· Internal Control	163
		Tackling Climate Change	
		· Adaptation to Climate Change	43
		Expanding Environment-friendly Products and Services	
		· Environmental Considerations in the Product Life Cycle	56
		· Internal Certification System for Eco-Products	64
		Relationships with Our Customers	
		· R&D	100
		· Production / Quality Control	102
		· Maintaining and Improving Quality	103
		· Customer Service	111
		Relationships with Business Partners	
· Procurement	113		
Involvement with Local Society			
· Support for Rejuvenation and Reconstruction of Areas Affected by Natural Disasters	152		
Corporate Governance			
· Internal Control	163		
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	The Kubota Group Mission	4
		Relationships with Our Customers	
		· R&D	100
		Relationships with Our Shareholders and Investors	
		· Constructive Dialogue with Shareholders	116
		Relationships with Employees	
		· Personnel Policies in Tune with Globalization	135
		Involvement with Local Society	
		· The Kubota e-Project	143
		· Resolution of Social Problems	144
		· Educating the Next Generation	145
		· Support for Citizen Activities	146
		· Social Contribution Activities through Corporate Sporting Events	147
· Environmental Conservation	148		
· Regional Exchanges (Cleaning and Beautification Activities)	148		
· Regional Exchanges (Region Volunteers)	148		
· Overseas Activities to Contribute to Society	149		
· Support for Rejuvenation and Reconstruction of Areas Affected by Natural Disasters	152		