

## **Kubota Group Statement on the U.K. Modern Slavery Act 2015 for Year ending December 2019**

With reference to the U.K. Modern Slavery Act which was established in 2015, Kubota Corporation and its affiliated companies (hereinafter called the “Kubota Group”) makes the following statement in accordance with the provisions of Section 54 of the Act. The Kubota Group is working to ensure that it does not commit or assist violations of human rights in either its own company business or through its supply chains and explains its activities for the abolition of modern slavery below.

In this statement, we use the term ‘Modern Slavery’ in accordance with the definition of the U.K. Modern Slavery Act.

### **1. Organization’s structure, Kubota Group business and supply chains**

An outline of the company and business can be found on the following website.

URL: <http://www.kubota.com/company/c-data/data/index.html>

Kubota product parts and some of the completed Kubota products are procured from procurement partners in Japan and overseas. As of December 2019, the number of procurement partners is around 4,600 companies.

### **2. Policies**

#### (1) Policy applied to the Kubota Group

Kubota has established the “Kubota Group Charter for Action” to indicate the basic position of the company regarding the corporate social responsibility of the Kubota Group.

As part of that Charter for Action, the policy on respect for human rights is defined as follows.

“Respecting Human Rights: The Kubota Group respects the human rights and dignity of all people, and does not violate human rights.”

Further details can be found on the following website.

URL: <http://www.kubota.com/company/csr/policy/conduct/index.html>

In addition, the “Kubota Group Code of Conduct” has been established to ensure that each person working in the Kubota Group puts the “Kubota Group Charter for Action” into practice. This Code of Conduct defines the following regarding respect for human rights.

Respecting human rights:

- We support the Universal Declaration of Human Rights, and respect the human rights of all people.
- We do not discriminate or violate human rights on the basis of nationality, race, age, gender, sexual orientation, and gender identity (\*), disability, or for any other reason whatsoever.  
(\* ) Gender identity refers to the concept of “how one identifies in terms of one’s gender.”
- We do not permit forced labour or child labour, and also request our business partners for compliance in this regard.

Further details can be found on the following website.

URL: <http://www.kubota.com/company/csr/policy/conduct/index.html>

#### (2) Policy applied to supply chains

With regards to supply chains, Kubota has established a Procurement Policy and the “Kubota Group CSR Procurement Guidelines.” In the Guidelines, Kubota requests our procurement partners to respect human rights as follows;

Respecting human rights:

We requested to

- Support the Universal Declaration of Human Rights and respect the human rights of all people.
- Not discriminate or violate human rights on the basis of nationality, race, age, gender, or for any other reason whatsoever.
- Not permit forced labour or child labour, and also request our business partners for compliance in this regard.
- Promote prohibition of use of the conflict minerals used by the anti-social militant forces as their financial sources; and if any uses of these minerals are detected, promptly take proper actions toward discontinuation of the uses.

Further details can be found on the following website.\_

URL: [http://www.kubota.com/company/csr/stake\\_h/procure/index.html](http://www.kubota.com/company/csr/stake_h/procure/index.html)

### **3. Due diligence (Including Risk assessment and risk management)**

#### (1) Kubota Group

- The Kubota Group Charter for Action and Code of Conduct include statements on respect for human rights. These are distributed and explained to employees when they join the company and the employees submit a written pledge that they will observe them. In fiscal 2018, 4,080 nos. of written pledges were submitted. As for in fiscal 2019, under survey.
- A survey of each company in the Kubota Group regarding the situation of human rights is implemented each year to check the situation. In fiscal 2019, 76 companies were surveyed.
- In addition, each company of the Kubota Group has established an internal whistleblowing system and contact points to deal with acts that are dishonest, illegal or harassment, including reports about human rights violations.

#### (2) Supply chains

- With regards to supply chains, Procurement Policy and the “Kubota Group CSR Procurement Guidelines” are published on the company’s website and business partners are requested to comply with those “Kubota Group CSR Procurement Guidelines.”
- In fiscal 2018, Kubota started “CSR Procurement Self-Assessment”. In fiscal 2019, the survey was conducted against major 171 business partners in Japan. After the survey, we gave them feedback about the result and pointed out what to improve on each company. Regarding the items receiving poor evaluation, we request them to take voluntary actions. Depending on the results of the Self-Assessment, we also give support to the partners which need improvement by interview and visit.

### **4. Training (Including report on activities during period concerned)**

#### (1) Kubota Group initiatives

- At the Kubota Group companies in Japan, we conducted training on human rights awareness and explained the latest trends of human rights issues to raise the awareness of the employees.  
In fiscal 2019, approximately 21,000 employees at 61 bases were trained.
- At Kubota Group companies outside of Japan, we sent notification of the contents of the U.K. Modern Slavery Act to the person in charge of each company and requested the spreading of awareness to management personnel. The situation of the awareness spreading will be checked as part of the next survey of the situation of human rights related initiatives at each Kubota Group company.

#### (2) Initiatives for the supply chain

We explained the U.K. Modern Slavery Act as part of the explanatory meetings for procurement partners in Japan and requested cooperation.

The Kubota Group will continue to promote the activities aforementioned based on the policies.

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Kubota Corporation