

❖ KOKUYO's CSR Charter	❖ Corporate Profile	❖ KOKUYO's Main Business Domains	❖ KOKUYO's Initiatives and History	❖ Initiatives for Future and Society	❖ KOKUYO's Various Initiatives	❖ Introduction of KOKUYO's Initiatives in 2019	❖ Message from the President
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## Content Index

### GRI Standards content index

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<b>102: General Disclosures</b>				
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		403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">CSR Data: Society</a>
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		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Employees' Health</a>
		403-8	Workers covered by an occupational health and safety management system	<a href="#">Securities Report p8 (Japanese)</a> (548KB)
		403-9	Work-related injuries	<a href="#">CSR Data: Society</a>
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<b>404: Training and Education</b>		404-1	Average hours of training per year per employee	
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<b>405: Diversity and Equal Opportunity</b>		405-1	Diversity of governance bodies and employees	<a href="#">CSR Data: Society</a>
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Information about issues concerning the following core subjects of ISO26000 can be viewed in the following sections of this CSR report.

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Organizational governance	Issue 1: Organizational governance	<ul style="list-style-type: none"> <li>• <a href="#">Message from the President</a></li> <li>• <a href="#">CSR Management</a></li> <li>• <a href="#">Corporate Governance and Risk Management</a></li> </ul>
Human rights	Issue 1: Due diligence Issue 2: Human rights risk situations Issue 3: Avoidance of complicity Issue 4: Resolving grievances Issue 5: Discrimination and vulnerable groups Issue 6: Civil and political rights Issue 7: Economic, social and cultural rights Issue 8: Fundamental principles and rights at work	<ul style="list-style-type: none"> <li>• <a href="#">CSR Management</a></li> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">KOKUYO Group Code of Conduct</a></li> <li>• <a href="#">Work Style Reform</a></li> <li>• <a href="#">Human Resource Development</a></li> <li>• <a href="#">Employees' Safety and Health</a></li> <li>• <a href="#">Respect for Human Rights</a></li> <li>• <a href="#">Basic Framework for Diversity</a></li> <li>• <a href="#">With Business Partners</a></li> <li>• <a href="#">CSR Data: Society</a></li> </ul>
Labor practices	Issue 1: Employment and employment relationships Issue 2: Conditions of work and social protection Issue 3: Social dialogue Issue 4: Health and safety at work Issue 5: Human development and training in the workplace	<ul style="list-style-type: none"> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">KOKUYO Group Code of Conduct</a></li> <li>• <a href="#">Work Style Reform</a></li> <li>• <a href="#">Human Resources Management</a></li> <li>• <a href="#">Employees' Safety and Health</a></li> <li>• <a href="#">Respect for Human Rights</a></li> <li>• <a href="#">Basic Framework for Diversity</a></li> <li>• <a href="#">With Business Partners</a></li> <li>• <a href="#">CSR Data: Society</a></li> </ul>
Environment	Issue 1: Prevention of pollution Issue 2: Sustainable resource use Issue 3: Climate change mitigation and adaptation Issue 4: Protection of the environment, biodiversity and restoration of natural habitats	<ul style="list-style-type: none"> <li>• <a href="#">CSR Management</a></li> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">KOKUYO Group Code of Conduct</a></li> <li>• <a href="#">With Business Partners</a></li> <li>• <a href="#">Environmental Management and Third-party Inspection</a></li> <li>• <a href="#">Global Warming Preventive Measures</a></li> <li>• <a href="#">Resource-saving and Recycling Measures</a></li> <li>• <a href="#">Compliance with the law and the prevention of pollution</a></li> <li>• <a href="#">Developing Environmentally-friendly Products and Services</a></li> <li>• <a href="#">Biodiversity/Promoting Environmental Communications</a></li> <li>• <a href="#">Environmental Performance Data</a></li> <li>• <a href="#">Reports by Business Site</a></li> <li>• <a href="#">Yui no Mori</a></li> <li>• <a href="#">Eco-Batsu Activities</a></li> </ul>
Fair operating practices	Issue 1: Anti-corruption	<ul style="list-style-type: none"> <li>• <a href="#">CSR Management</a></li> <li>• <a href="#">System for the Promotion of CSR</a></li> </ul>

	<p>Issue 2: Responsible political involvement</p> <p>Issue 3: Fair competition</p> <p>Issue 4: Promoting social responsibility in the value chain</p> <p>Issue 5: Respect for property rights</p>	<ul style="list-style-type: none"> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">KOKUYO Group Code of Conduct</a></li> <li>• <a href="#">With Business Partners</a></li> <li>• <a href="#">Corporate Governance and Risk Management</a></li> </ul>
<p>Consumer issues</p>	<p>Issue 1: Fair marketing, factual and unbiased information and fair contractual practices</p> <p>Issue 2: Protecting consumers' health and safety</p> <p>Issue 3: Sustainable consumption</p> <p>Issue 4: Consumer service, support, and complaint and dispute resolution</p> <p>Issue 5: Consumer data protection and privacy</p> <p>Issue 6: Access to essential services</p> <p>Issue 7: Education and awareness</p>	<ul style="list-style-type: none"> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">Providing Peace of Mind and Safety to Customers</a></li> <li>• <a href="#">CSR Report 2019 Survey Results</a></li> <li>• <a href="#">CSR Data: Reflecting the views of customers</a></li> <li>• <a href="#">Eco-Batsu Activities</a></li> </ul>
<p>Community involvement and development</p>	<p>Issue 1: Community involvement</p> <p>Issue 2: Education and culture</p> <p>Issue 3: Employment creation and skills development</p> <p>Issue 4: Technology development and access</p> <p>Issue 5: Wealth and income creation</p> <p>Issue 6: Health</p> <p>Issue 7: Social investment</p>	<ul style="list-style-type: none"> <li>• <a href="#">KOKUYO's CSR Charter</a></li> <li>• <a href="#">KOKUYO Group Code of Conduct</a></li> <li>• <a href="#">New Products and Services in 2019</a></li> <li>• <a href="#">Human Resource Development</a></li> <li>• <a href="#">Social Contribution</a></li> <li>• <a href="#">Commendation and Recognitions from Outside</a></li> <li>• <a href="#">Biodiversity/Promoting Environmental Communications</a></li> <li>• <a href="#">CSR Data: Society</a></li> </ul>