

# GRI Standards Comparison Table

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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	—
401-3	Parental leave	· Relationships with Employees -Creating a Vibrant Workplace	131-134
<b>Labor/Management Relations</b>			
<b>GRI 402: Labor/Management Relations</b>			
402-1	Minimum notice periods regarding operational changes	—	—
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2016</b>			
403-1	Workers representation in formal joint management-worker health and safety committees	—	—
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	· Relationships with Employees -Creating a Safe Workplace for All Employees	118-122
403-3	Workers with high incidence or high risk of diseases related to their occupation	—	—
403-4	Health and safety topics covered in formal agreements with trade unions	· Relationships with Employees -Creating a Safe Workplace for All Employees	118-122
<b>Training and Education</b>			
<b>GRI 404: Training and Education</b>			
404-1	Average hours of training per year per employee	—	—
404-2	Programs for upgrading employee skills and transition assistance programs	· Environmental Management -Environmental Education and Enlightenment · Relationships with Our Customers -R&D -Maintaining and Improving Quality -Ensuring Skills to Maintain Customer Satisfaction · Relationships with Employees -Creating a Safe Workplace for All Employees -Respecting Human Rights -Promotion of Diversity -Creating a Vibrant Workplace -Personnel Measures in Tune with Globalization -Personnel Policies and HR Systems (Kubota) -Fostering a CSR-based Mindset	78-79 100-101 103-107 109-110 118-122 123-127 128-130 131-134 135-136 137-138 139-142
404-3	Percentage of employees receiving regular performance and career development reviews	—	—
<b>Diversity and Equal Opportunity</b>			
<b>GRI 405: Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	· Relationships with Employees -Creating a Safe Workplace for All Employees -Promotion of Diversity	118-122 128-130
405-2	Ratio of basic salary and remuneration of women to men	—	—
<b>Non-discrimination</b>			
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	· Corporate Governance -Internal Control	163-169
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	n/a	—

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<b>Child Labor</b>			
<b>GRI 408: Child Labor 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	n/a	—
<b>Forced or Compulsory Labor</b>			
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	n/a	—
<b>Security Practices</b>			
<b>GRI 410: Security Practices 2016</b>			
410-1	Security personnel trained in human rights policies or procedures	—	—
<b>Rights of Indigenous Peoples</b>			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>			
411-1	Incidents of violations involving rights of indigenous peoples	n/a	—
<b>Human Rights Assessment</b>			
<b>GRI 412: Human Rights Assessment 2016</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	—	—
412-2	Employee training on human rights policies or procedures	· Relationships with Employees · Respecting Human Rights	123-127
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—
<b>Local Communities</b>			
<b>GRI 413: Local Communities 2016</b>			
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	—	—
<b>Supplier Social Assessment</b>			
<b>GRI 414: Supplier Social Assessment</b>			
414-1	New suppliers that were screened using social criteria	—	—
414-2	Negative social impacts in the supply chain and actions taken	—	—
<b>Public Policy</b>			
<b>GRI 415: Public Policy 2016</b>			
415-1	Political contributions	n/a	—
<b>Customer Health and Safety</b>			
<b>GRI 416: Customer Health and Safety 2016</b>			
416-1	Assessment of the health and safety impacts of product and service categories	· Relationships with Our Customers · Production / Quality Control · Maintaining and Improving Quality	102-103 103-107
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	· Corporate Governance · Dialogue with Outside Management and External Expert — CSR Management at Kubota	170-173
<b>Marketing and Labeling</b>			
<b>GRI 417: Marketing and Labeling 2016</b>			
417-1	Requirements for product and service information and labeling	—	—
417-2	Incidents of non-compliance concerning product and service information and labeling	· Corporate Governance · Dialogue with Outside Management and External Expert — CSR Management at Kubota	170-173
417-3	Incidents of non-compliance concerning marketing communications	n/a	—
<b>Customer Privacy</b>			
<b>GRI 418: Customer Privacy 2016</b>			
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	n/a	—
<b>Socioeconomic Compliance</b>			
<b>GRI 419: Socioeconomic Compliance 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	n/a	—