

GRI standards table 102-55

This data book has been compiled with reference to the GRI Sustainability Reporting Standards.

General disclosures

100: Universal Standards			
GRI 102: General Disclosures 2016			
1. Organizational profile			Relevant Sections in Data Book
	102-1	Name of the organization	● Kao Group Overview (external link) —
	102-2	Activities, brands, products, and services	● Kao Group Fields of Business (external link) —
	102-3	Location of headquarters	● Kao Group Overview (external link) —
	102-4	Location of operations	● Kao Group Overview (external link) —
	102-5	Ownership and legal form	● Kao Group Overview (external link) —
	102-6	Markets served	● Global Locations (external link) —
	102-7	Scale of the organization	● Kao Group Overview (external link) —
	102-8	Information on employees and other workers	● Diversity and inclusion: Support for the active utilization of diverse human capital P150
	102-9	Supply chain	— —
	102-10	Significant changes to the organization and its supply chain	— —
	102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Our initiatives P9 ● Chemical substances management: Kao's creating value to address social issues/Policies P43 ● Chemical substances management: Comprehensive Management System for Chemical Substances P45 ● Chemical substances management: Mid- to long-term targets and performance P47 ● Communication with corporate customers (Chemical Business): Mid- to long-term targets and performance P100 ● Process Safety and disaster prevention: Policies/Framework P170 ● Process Safety and disaster prevention: Disaster prevention audits/ Strengthening process safety and disaster prevention P174 ● Responsible care activities: Policies P184 ● Information security: Policies/Framework P200
	102-12	External initiatives	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Contributions to the Sustainable Development Goals P9 ● "Kao's approach: Contribution to the SDGs" in each section
	102-13	Membership of associations	— —
2. Strategy			
	102-14	Statement from senior decision-maker	● CEO Message P5
	102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Philosophy underlying our sustainability activities P8 ● CO₂: Kao's creating value to address social issues P27 ● Water: Kao's creating value to address social issues P36 ● Chemical substances management: Comprehensive Management System for Chemical Substances P45 ● Process Safety and disaster prevention: Policies/Framework P170 ● Process Safety and disaster prevention: Our initiatives P173-174 ● Risk and crisis management: Kao's approach P191-193

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100: Universal Standards			
GRI 102: General Disclosures 2016			
3. Ethics and integrity		Relevant Sections in Data Book	
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Philosophy underlying our sustainability activities ● For realization of the Kao Corporate Philosophy: Policies ● For realization of the Kao Corporate Philosophy: Our initiatives ● Integrity 	P8 P117 P120 P121-127
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> ● Integrity: Framework/Mid- to long-term targets and performance ● Integrity: Establishment and operation of the compliance hotlines 	P122-125 P127-128
4. Governance			
102-18	Governance structure	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Sustainability Promotion Framework ● Corporate governance: Board of Directors ● Corporate governance: Promoting ESG activities 	P12 P177 P182
102-19	Delegating authority	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Sustainability Promotion Framework ● Corporate governance: Promoting ESG activities 	P12 P182
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Sustainability Promotion Framework ● Corporate governance: Promoting ESG activities 	P12 P182
102-21	Consulting stakeholders on economic, environmental, and social topics	—	—
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> ● Corporate governance: Corporate governance Ensuring transparency and fairness 	P176-180
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> ● Corporate governance: Committee for the Examination of the Nominees for the Members of the Board of Directors and Compensation Advisory Committee/Independent Outside Directors and Independent Outside Audit & Supervisory Board Members 	P179-180
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> ● Corporate governance: Committee for the Examination of the Nominees for the Members of the Board of Directors and Compensation Advisory Committee 	P179
102-25	Conflicts of interest	<ul style="list-style-type: none"> ● Integrity: Establishment and operation of the compliance hotlines ● Corporate governance: Audit & Supervisory Board 	P127 P178
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Sustainability Promotion Framework ● Corporate governance: Corporate Governance Structure/Board of Directors/Audit & Supervisory Board 	P12 P176-178
102-27	Collective knowledge of highest governance body	—	—
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> ● Corporate governance: Evaluation of the effectiveness of the Board of Directors 	P177
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Specifying the main themes ● Risk and crisis management: Framework 	P10 P192-193
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> ● Risk and crisis management: Framework 	P192-193
102-31	Review of economic, environmental, and social topics	—	—
102-32	Highest governance body's role in sustainability reporting	—	—
102-33	Communicating critical concerns	<ul style="list-style-type: none"> ● Risk and crisis management: Framework 	P192-193
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> ● Process Safety and disaster prevention: Disaster prevention audits 	P174 (Not applicable)
102-35	Remuneration policies	<ul style="list-style-type: none"> ● Corporate governance: Compensation system for Directors and Executive Officers aimed at increasing awareness of improving corporate value 	P181-182
102-36	Process for determining remuneration	<ul style="list-style-type: none"> ● Corporate governance: Compensation system for Directors and Executive Officers aimed at increasing awareness of improving corporate value 	P181-182
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> ● Corporate governance: Compensation system for Directors and Executive Officers aimed at increasing awareness of improving corporate value 	P181-182
102-38	Annual total compensation ratio	—	—
102-39	Percentage increase in annual total compensation ratio	—	—

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100: Universal Standards				
GRI 102: General Disclosures 2016				
5. Stakeholder engagement			Relevant Sections in Data Book	
	102-40	List of stakeholder groups	● Kao Sustainability Statement: Stakeholder communication	P14
	102-41	Collective bargaining agreements	—	—
	102-42	Identifying and selecting stakeholders	—	—
	102-43	Approach to stakeholder engagement	● Kao Sustainability Statement: Stakeholder communication	P14
	102-44	Key topics and concerns raised	<ul style="list-style-type: none"> ● Communication with consumers ● Communication with corporate customers (Consumer Products Business): Mid- to long-term targets and performance ● Communication with corporate customers (Chemical Business): Mid- to long-term targets and performance ● Communication with corporate customers (Chemical Business): Cooperation with sales distributors ● Dialogue with employees ● Information disclosure 	P88-93 P96 P100 P102 P155-157 P195-199
6. Reporting practice				
	102-45	Entities included in the consolidated financial statements	● Global Gateway (external link)	—
	102-46	Defining report content and topic Boundaries	● Kao Sustainability Statement: Specifying the main themes	P10
	102-47	List of material topics	● Kao Sustainability Statement: Matrix of Materiality	P11
	102-48	Restatements of information	● Editorial Policy	P4
	102-49	Changes in reporting	—	—
	102-50	Reporting period	● Editorial Policy	P4
	102-51	Date of most recent report	● Editorial Policy	P4
	102-52	Reporting cycle	● Editorial Policy	P4
	102-53	Contact point for questions regarding the report		Back cover
	102-54	Claims of reporting in accordance with the GRI Standards	— (This data book has been compiled with reference to the GRI Standards)	
	102-55	GRI content index	● GRI standards table	P214
	102-56	External assurance	<ul style="list-style-type: none"> ● Editorial Policy ● Independent assurance report 	P4 P213
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its Boundary	● “Kao’s approach” in each section	
	103-2	The management approach and its components	<ul style="list-style-type: none"> ● Major sustainability indicators ● “Kao’s approach” in each section 	P15-16
	103-3	Evaluation of the management approach	<ul style="list-style-type: none"> ● Major sustainability indicators ● “Kao’s approach” in each section 	P15-16

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Materials

200: Economic topics					
Economic Performance			Relevant Sections in Data Book		Indicators on which third-party assurance is provided (✓)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	—	—	
	201-2	Financial implications and other risks and opportunities due to climate change	● CO ₂ : Kao's creating value to address social issues	P27	
	201-3	Defined benefit plan obligations and other retirement plans	—	—	
	201-4	Financial assistance received from government	—	—	
Market Presence					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	—	
	202-2	Proportion of senior management hired from the local community	—	—	
Indirect Economic Impacts					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	● Initiatives for the environment ● Corporate citizenship activities	P25 P110-114	
	203-2	Significant indirect economic impacts	—	—	
Procurement Practices					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	—	—	
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	—	—	
	205-2	Communication and training about anti-corruption policies and procedures	● Integrity: Framework ● Integrity: Establishment and operation of the compliance hotlines	P122-123 P127	
	205-3	Confirmed incidents of corruption and actions taken	—	—	
Anti-competitive Behavior					
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	—	
300: Environmental topics					
Materials			Relevant Sections in Data Book		Indicators on which third-party assurance is provided (✓)
GRI 301: Materials 2016	301-1	Materials used by weight or volume	● Packaging: Performance in 2017 ● Product lifecycle and environmental impact	P68 P71-72	
	301-2	Recycled input materials used	● Waste: Promoting efforts to reduce waste (reducing the amount generated and promoting reuse and recycling) ● Packaging: Our initiatives	P64-65 P69-70	
	301-3	Reclaimed products and their packaging materials	● Packaging: Recycle: Introducing recycled materials	P70	
Energy					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	● CO ₂ : Performance in 2017 ● Product lifecycle and environmental impact	P29 P71-72	✓
	302-2	Energy consumption outside of the organization	—	—	
	302-3	Energy intensity	● CO ₂ : Performance in 2017	P29	
	302-4	Reduction of energy consumption	● CO ₂ : Performance in 2017 ● CO ₂ : Eliminating wasted energy	P29-30 P33	
	302-5	Reductions in energy requirements of products and services	● CO ₂ : Performance in 2017	P29	

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300: Environmental topics					
Water			Relevant Sections in Data Book	Indicators on which third-party assurance is provided (✓)	
GRI 303: Water 2016	303-1	Water withdrawal by source	● Water: Performance in 2017	P39-40	✓
	303-2	Water sources significantly affected by withdrawal of water	● Water: Policies	P37	
	303-3	Water recycled and reused	—	—	
Biodiversity					
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	● Biodiversity: Our initiatives	P59	
	304-2	Significant impacts of activities, products, and services on biodiversity	● Biodiversity: Kao's creating value to address social issues	P55	
	304-3	Habitats protected or restored	● Biodiversity: Our initiatives	P59	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—	
Emissions					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	● CO ₂ : Scope 1 CO ₂ emissions volumes (Thousand tons-CO ₂ e)	P30	✓
			● CO ₂ : Efforts in manufacturing (plants, offices, logistics centers)	P33	
			● Product lifecycle and environmental impact	P71-72	✓
	305-2	Energy indirect (Scope 2) GHG emissions	● CO ₂ : Scope 2 CO ₂ emissions volumes (Thousand tons-CO ₂ e)	P30	✓
			● CO ₂ : Efforts in manufacturing (plants, offices, logistics centers)	P33	
			● Product lifecycle and environmental impact	P71-72	✓
	305-3	Other indirect (Scope 3) GHG emissions	● CO ₂ : Scope 3 CO ₂ emissions volumes (Thousand tons-CO ₂ e)	P30	✓ (1,4,11,12)
● CO ₂ : Efforts in distribution/Efforts during use/Efforts in disposal and recycling			P34-35	✓	
305-4	GHG emissions intensity	● Product lifecycle and environmental impact	P71-72	✓	
305-5	Reduction of GHG emissions	● CO ₂ : Performance in 2017	P29-31	✓	
		● Packaging: Performance in 2017	P68		
305-6	Emissions of ozone-depleting substances (ODS)	● Packaging: Reuse: Promoting refill and replacement products	P70		
		● CO ₂ : 3. Reducing the volume of leaked refrigerants and other greenhouse gases	P33		
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	● Chemical substances management: Emission Management of Chemicals	P53-54	✓	
● Product lifecycle and environmental impact	P71-72				
Effluents and Waste					
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	● Water: Performance in 2017	P40	
	306-2	Waste by type and disposal method	● Product lifecycle and environmental impact	P71-72	
			● Waste: Performance in 2017	P62	✓
	306-3	Significant spills	● Product lifecycle and environmental impact	P71-72	
	306-4	Transport of hazardous waste	● Water: Compliance with environmental legislation	P41	
306-5	Water bodies affected by water discharges and/or runoff	● Waste: Performance in 2017	P62		
		● Water: Efforts in development, manufacturing and sales	P41		
● Water: Efforts for wastewater after product use	P42				
Environmental Compliance					
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	● Water: Compliance with environmental legislation	P41	

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300: Environmental topics					
Supplier Environmental Assessment			Relevant Sections in Data Book		Indicators on which third-party assurance is provided (✓)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	—	—	
	308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> ● CO₂: Efforts in raw materials procurement ● Water: Efforts in raw materials procurement ● Water: Efforts for wastewater after product use ● Waste: Efforts in raw materials procurement ● Packaging: Performance in 2017 ● Sustainable and responsible procurement 	P32 P41 P42 P64 P68 P134-141	
400: Social topics					
Employment			Relevant Sections in Data Book		Indicators on which third-party assurance is provided (✓)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	● Diversity and inclusion: Support for the active utilization of diverse human capital	P150	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	—	
	401-3	Parental leave	● Diversity and inclusion: Employment systems utilization status (Kao Corporation)	P153	
Labor/Management Relations					
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	—	—	
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2016	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	<ul style="list-style-type: none"> ● Occupational safety: Mid- to long-term targets and performance ● Process Safety and disaster prevention: Mid- to long-term targets and performance 	P166-168 P172	✓ (Partial data)
	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	—	—	
Training and Education					
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	● Human capital development: Performance in 2017	P147	
	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> ● Kao Sustainability Statement: Awareness-raising for employees ● "Kao's approach: Education and promotion " in each section ● Human capital development ● Diversity and inclusion: Kao's approach 	P13 P145-147 P148-149	
	404-3	Percentage of employees receiving regular performance and career development reviews	—	—	
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	● Diversity and inclusion: Support for the active utilization of diverse human capital	P150-151	
	405-2	Ratio of basic salary and remuneration of women to men	—	—	
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	—	—	
Freedom of Association and Collective Bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	—	
Child Labor					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	—	—	
Forced or Compulsory Labor					
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—	—	

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400: Social topics					
Security Practices			Relevant Sections in Data Book	Indicators on which third-party assurance is provided (✓)	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	—	—	
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	—	—	
Human Rights Assessment					
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> ● Human rights: Performance in 2017 ● Human rights: Human rights due diligence process 	P132 P133	
	412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> ● Integrity: Our initiatives ● Integrity: Performance in 2017 	P126-128 P132	
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> ● Integrity: Performance in 2017 	P132	
Local Communities					
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> ● Initiatives for the environment: Raising awareness among consumers (customers) in collaboration with various stakeholders 	P23-26	
	413-2	Operations with significant actual and potential negative impacts on local communities	—	—	
Supplier Social Assessment					
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	—	—	
	414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> ● Human rights: Human rights due diligence process ● Sustainable and responsible procurement 	P133 P134-141	
Public Policy					
GRI 415: Public Policy 2016	415-1	Political contributions	<ul style="list-style-type: none"> ● Integrity 	P127 (Not applicable)	
Customer Health and Safety					
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> ● Product quality management: Our initiatives ● Universal Design: Performance in 2017 ● Universal Design: Contributing to the development of new safety icons for consumer products ● Communication with corporate customers (Professional Service Business): Our initiatives 	P80-81 P84 P87 P106-107	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> ● Product quality management: Our initiatives 	P80-81	
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> ● Initiatives for the environment: Performance in 2017 ● Initiatives for the environment: Product design with environmental considerations ● CO₂: Efforts in development, manufacturing and sales ● Universal Design: Performance in 2017 ● Universal Design: Expanding Raku-raku Eco Pack Refill ● Communication with consumers: Framework ● Communication with consumers: Mid- to long-term targets and performance ● Communication with consumers: Providing information on the Kao website 	P21 P22 P32 P84 P85 P89 P90 P92	
	417-2	Incidents of non-compliance concerning product and service information and labeling	—	—	
	417-3	Incidents of non-compliance concerning marketing communications	—	—	
Customer Privacy					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	—	
Socioeconomic Compliance					
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	<ul style="list-style-type: none"> ● Integrity: Response to compliance violations, and violations in 2017 	P128 (Not applicable)	

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Core subjects and issues	Pages of the Sustainability Data Book 2018	
6.2 Organizational governance	<ul style="list-style-type: none"> ● CEO Message ● Kao Sustainability Statement ● Communication with consumers ● Communication with corporate customers ● Sustainable and responsible procurement ● Overall vision for human capital development ● Human capital development ● Governance 	P5 P8-14 P88-93 P94-107 P134-142 P143-144 P145-147 P175-210
6.3 Human rights	<ul style="list-style-type: none"> ● Human rights ● Kao Business Conduct Guidelines (external link) 	P130-133 —
6.3.3 Due diligence	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Integrity ● Human rights ● Sustainable and responsible procurement ● Diversity and inclusion 	P8-14 P121-129 P130-133 P134-142 P148-154
6.3.4 Human rights risk situations	<ul style="list-style-type: none"> ● Human rights ● Diversity and inclusion 	P130-133 P148-154
6.3.5 Avoidance of complicity	<ul style="list-style-type: none"> ● Human rights ● Sustainable and responsible procurement ● Diversity and inclusion 	P130-133 P134-142 P148-154
6.3.6 Resolving grievances	<ul style="list-style-type: none"> ● Integrity ● Communication with consumers 	P121-129 P88-93
6.3.7 Discrimination and vulnerable group	<ul style="list-style-type: none"> ● Corporate citizenship activities ● Diversity and inclusion 	P108-115 P148-154
6.3.8 Civil and political rights	<ul style="list-style-type: none"> ● Integrity ● Dialogue with employees 	P121-129 P155-157
6.3.9 Economic, social, and cultural rights	<ul style="list-style-type: none"> ● Corporate citizenship activities ● Integrity ● Diversity and inclusion 	P108-115 P121-129 P148-154
6.3.10 Fundamental principles and rights at work	<ul style="list-style-type: none"> ● Integrity ● Overall vision for human capital development ● Human capital development 	P121-129 P143-144 P145-147

Core subjects and issues	Pages of the Sustainability Data Book 2018	
6.4 Labour practices		
6.4.3 Employment and employment relationships	<ul style="list-style-type: none"> ● Integrity ● Diversity and inclusion 	P121-129 P148-154
6.4.4 Conditions of work and social protection	<ul style="list-style-type: none"> ● Dialogue with employees 	P155-157
6.4.5 Social dialogue	<ul style="list-style-type: none"> ● Dialogue with employees 	P155-157
6.4.6 Health and safety at work	<ul style="list-style-type: none"> ● Occupational safety ● Process Safety and disaster prevention ● Responsible care activities 	P165-169 P170-174 P184-190
6.4.7 Human development and training in the workplaces	<ul style="list-style-type: none"> ● Human capital development 	P145-147
6.5 The environment		
6.5.3 Prevention of pollution	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Initiatives for the environment ● Water ● Chemical substances management ● Waste 	P8-14 P19-26 P36-42 P43-54 P60-65
6.5.4 Sustainable resource use	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Initiatives for the environment ● Water ● Biodiversity ● Sustainable and responsible procurement 	P8-14 P19-26 P36-42 P55-59 P134-142
6.5.5 Climate change mitigation and adaptation	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Initiatives for the environment ● CO₂ 	P8-14 P19-26 P27-35
6.5.6 Protection of the environment, biodiversity and restoration of natural habitats	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Initiatives for the environment ● Biodiversity ● Sustainable and responsible procurement 	P8-14 P19-26 P55-59 P134-142

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Core subjects and issues	Pages of the Sustainability Data Book 2018	
6.6 Fair operating practices		
6.6.3 Anti-corruption	<ul style="list-style-type: none"> ● Integrity ● Corporate governance 	P121-129 P176-183
6.6.4 Responsible political involvement	<ul style="list-style-type: none"> ● Integrity 	P121-129
6.6.5 Fair competition	<ul style="list-style-type: none"> ● Integrity ● Corporate governance 	P121-129 P176-183
6.6.6 Promoting social responsibility in the value chain	<ul style="list-style-type: none"> ● Communication with consumers ● Communication with corporate customers ● Integrity ● Sustainable and responsible procurement ● Corporate governance 	P88-93 P94-107 P121-129 P134-142 P176-183
6.6.7 Respect for property rights	<ul style="list-style-type: none"> ● Integrity ● IP protection and utilization 	P121-129 P207-210
6.7 Consumer issues		
6.7.3 Fair marketing, factual and unbiased information and fair contractual practices	<ul style="list-style-type: none"> ● Communication with consumers ● Communication with corporate customers ● Sustainable and responsible procurement 	P88-93 P94-107 P134-142
6.7.4 Protecting consumers' health and safety	<ul style="list-style-type: none"> ● Product quality management ● Communication with consumers 	P76-81 P88-93
6.7.5 Sustainable consumption	<ul style="list-style-type: none"> ● The Future of Packaging for a Comfortable and Eco-friendly Life ● Conservation ● Packaging ● Communication with consumers ● Communication with corporate customers 	P6-7 P18-74 P66-70 P88-93 P94-107
6.7.6 Consumer service, support, and complaint and dispute resolution	<ul style="list-style-type: none"> ● Product quality management ● Communication with consumers 	P76-81 P88-93
6.7.7 Consumer data protection and privacy	<ul style="list-style-type: none"> ● Integrity ● Information security 	P121-129 P200-206

Core subjects and issues	Pages of the Sustainability Data Book 2018	
6.7.8 Access to essential services	<ul style="list-style-type: none"> ● Communication with consumers 	P88-93
6.7.9 Education and awareness	<ul style="list-style-type: none"> ● Initiatives for the environment ● Product quality management ● Communication with consumers ● Corporate citizenship activities 	P19-26 P76-81 P88-93 P108-115
6.8 Community involvement and development		
6.8.3 Community involvement	<ul style="list-style-type: none"> ● Kao Sustainability Statement ● Conservation ● Community ● Corporate Culture ● Initiatives for the environment ● Biodiversity 	P8-14 P18-74 P75-115 P116-174 P19-26 P55-59
6.8.4 Education and culture	<ul style="list-style-type: none"> ● Community ● Initiatives for the environment ● Biodiversity ● Corporate citizenship activities 	P75-115 P19-26 P55-59 P108-115
6.8.5 Employment creation and skills development	<ul style="list-style-type: none"> ● Communication with corporate customers 	P94-107
6.8.6 Technology development and access	<ul style="list-style-type: none"> ● Conservation ● Community 	P18-74 P75-115
6.8.7 Wealth and income creation	<ul style="list-style-type: none"> ● Community ● Corporate Culture 	P75-115 P116-174
6.8.8 Health	<ul style="list-style-type: none"> ● Corporate citizenship activities ● Health 	P108-115 P158-164
6.8.9 Social investment	<ul style="list-style-type: none"> ● Conservation ● Community ● Corporate Culture 	P18-74 P75-115 P116-174

Conservation

Community

Corporate Culture

Governance