

[CSR Report 2021]

Data Section (appendix)

— Reference information relevant to GRI Standards —

- Anti-corruption
- Anti-competitive behavior
- Materials
- Energy
- Water and effluents
- Emission
- Waste
- Compliance (environmental)
- Supplier assessment (environmental)
- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Human rights (child labor)
- Human rights (compulsory labor)
- Supplier assessment (social)
- Customer health and safety
- Compliance (social)
- Product/process innovations (process)
- Product/process innovations (product)
- Safety and disaster readiness

— Scope of the report —

Non-consolidated: Bando Chemical Industries, Ltd.

Japan: Domestic subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

Overseas: Overseas subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

Material Issue	GRI Standards		Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result
			Supplier	Non-consolidated	Japan	Overseas			
Anti-corruption	205	205-1	Operations assessed for risks related to corruption						
		205-2	Communication and training about anti-corruption policies and procedures						
		205-3	Confirmed incidents of corruption and actions taken						
Anti-competitive behavior	206	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices						
Materials	301	301-1	Materials used by weight or volume						
		301-2	Recycled input materials used						
		301-3	Reclaimed products and their packaging materials						
Energy	302	302-1	Energy consumption within the organization						
		302-2	Energy consumption outside of the organization						
		302-3	Energy intensity						
		302-4	Reduction of energy consumption						
		302-5	Reductions in energy requirements of products and services						

Material Issue	GRI Standards	Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result
		Supplier	Non-consolidated	Japan	Overseas			
Water and effluents	303							
	303-1	Interactions with water as a shared resource a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged. b. Standards, methodologies, and assumptions used. c. How water-related impacts are addressed, including how the organization works with stakeholders, and how it engages with suppliers or customers. d. An explanation of the process for setting any water-related goals and targets and how they relate to public policy and the local context of each area with water stress.						
	303-2	Management of water discharge-related impacts a. Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: <div>i. how standards for facilities operating in locations with no local discharge requirements were determined;</div> <div>ii. any internally developed water quality standards or guidelines;</div> <div>iii. any sector-specific standards considered;</div> <div>iv. whether the profile of the receiving waterbody was considered.</div>						
	303-3	Water withdrawal a. Total water withdrawal and a breakdown of this total by the following sources: <div>i. surface water;</div> <div>ii. groundwater;</div> <div>iii. seawater;</div> <div>iv. produced water;</div> <div>v. third-party water.</div> b. Total water withdrawal with water stress and a breakdown of this total by the following sources: <div>i. surface water;</div> <div>ii. groundwater;</div> <div>iii. seawater;</div> <div>iv. produced water;</div> <div>v. third-party water.</div> c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b by the following categories: <div>i. freshwater;</div> <div>ii. other water.</div> d. Standards, methodologies, and assumptions used.				1174.18ML ※The unit was changed from “thousand m ³ ” to ML from fiscal 2020.	1,262,000m ³ — — — —	2,893,000m ³ — — — —
	303-4	Water discharge a. Total water discharge and a breakdown of this total by the following types of destination: <div>i. surface water;</div> <div>ii. groundwater;</div> <div>iii. seawater;</div> <div>iv. produced water;</div> <div>v. third-party water.</div> b. A breakdown of total water discharge by the following categories: <div>i. freshwater;</div> <div>ii. other water.</div> c. Total water discharge to all areas with water stress and a breakdown of this total by the following categories: <div>i. freshwater;</div> <div>ii. other water.</div> d. Priority substances of concern for which discharges are treated, including: <div>i. definitions, international standards and criteria for substances of concern;</div> <div>ii. the approach for setting discharge limits for priority substances of concern;</div> <div>iii. number of incidents of non-compliance with discharge limits.</div> e. Standards, methodologies, and assumptions used				283.86ML ※The unit was changed from “thousand m ³ ” to ML from fiscal 2020. — — — — — 283.86ML ※The unit was changed from “thousand m ³ ” to ML from fiscal 2020. All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant and Kakogawa Plant) and production bases in the U.S. and India continuously monitored certain critical items related to the water discharged to rivers after purification.	477,000m ³ 477,000m ³ All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant and Kakogawa Plant) and production bases in the U.S. and India continuously monitored certain critical items related to the water discharged to rivers after purification.	804,000千m ³ 804,000m ³ Effluent is neutralized or filtered in accordance with regulations.
	303-5	Water consumption a. Total water consumption. b. Total water consumption with water stress. c. Change in water storage, if water storage has been identified as having a significant water-related impact. d. Standards, methodologies, and assumptions used.				None	None	None

Material Issue	GRI Standards		Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result																																					
			Supplier	Non-consolidated	Japan	Overseas				Customer																																				
Emission	305	305-1	Direct (Scope 1) GHG emissions a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●●	45,653.72t-CO2 CO2 Not applicable 2020 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 45,653.72t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —	50,944t-CO2 CO2 Not applicable 2019 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 50,944t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —	67,268t-CO2 CO2 Not applicable 2018 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 67,268t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —																																							
								305-2	Energy indirect (Scope 2) GHG emissions a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●●	48,468.38t-CO2 38,498.13t-CO2 CO2 2020 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 48,468.38t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —	53,146t-CO2 48,704t-CO2 CO2 2019 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 53,146t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —	67,775t-CO2 Not applicable CO2 2018 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 67,775t-CO2 — Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol — —																																	
														305-3	Other indirect (Scope 3) GHG emissions a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●● ●●●	— — — — — — — — — —	— — — — — — — — — —																												
																			305-4	GHG emissions intensity a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.																										
																								305-5	Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.																					
																													305-6	Emissions of ozone-depleting substances (ODS) a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.																
																																		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.											
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Material Issue	GRI Standards	Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result
		Supplier	Non-consolidated	Japan	Overseas			
Occupational health and safety	403							
	403-1	Occupational health and safety management system						
		a. Implementation of occupational health and safety management system. <div> i. the system has been implemented because of legal requirements (a list of the requirements); <div></div> ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines (a list of the standards/guidelines). </div>				<div> <div>●</div> <div>●</div> </div> Implemented (JISHA method OSHMS, ISO45001)		
		b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system.				<div> <div>●</div> <div>●</div> </div> Production facilities		
	403-2	Hazard identification, risk assessment, and incident investigation						
		a. The processes used to identify hazards, assess risks, and minimize risks, including: <div> i. how the organization ensures the quality of these processes; <div></div> ii. how the occupational health and safety management system is evaluated and continually improved. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> We established risk assessment procedures, and identify and evaluate risks, implement measures, reevaluate risks after implementing measures and share residual risks in accordance with the annual plan.		
		b. The processes for workers to report work-related hazards and hazardous situations.				<div> <div>●</div> <div>●</div> <div>●</div> </div> We have systems to receive reporting from workers such as the near miss proposal system and the improvement proposal system. All business facilities hold Health and Safety Committee meetings to hear workers' opinions.		
		c. The policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and how workers are protected against reprisals.				<div> <div>●</div> <div>●</div> <div>●</div> </div> We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.		
		d. The processes used to investigate work-related incidents.				<div> <div>●</div> <div>●</div> <div>●</div> </div> An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental Promotion Department and shared among the entire Group to prevent similar incidents from occurring.		
	403-3	Occupational health services						
		a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.				<div> <div>●</div> <div>●</div> <div>●</div> </div> Each business facility is staffed with an industrial doctor to provide health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be in charge of the operation and management of occupational health and safety.		
	403-4	Worker participation, consultation, and communication on occupational health and safety						
		a. The processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.				<div> <div>●</div> <div>●</div> <div>●</div> </div> The processes are implemented in locations that have not obtained occupational health and safety management system certifications. All business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a committee member.		
		b. Responsible person of the health and safety committees, and its meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.				<div> <div>●</div> <div>●</div> <div>●</div> </div> The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a bulletin board, etc.		
	403-5	Worker training on occupational health and safety						
		a. Worker training on occupational safety and health (for employees and for non-employees such as temporary workers and contractors)				<div> <div>●</div> <div>●</div> <div>●</div> </div> We provide the health and safety education and the safety education relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non-employees including temporary workers.		
	403-6	Promotion of worker health						
		a. How the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.				<div> <div>●</div> <div>●</div> <div>●</div> </div> We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	We ensure to provide various physical checkups in accordance with the laws and regulations and conduct a follow-up by a public health nurse (suggesting additional checkups or thorough examinations) depending on the results. We implement preventive measures for mental health issues including the stress check program. We provide support for thorough examinations and flu vaccination, offer health and exercise programs based on lifestyle habits, measure physical fitness to maintain physical strengths for labor, measure stress coping abilities and offer consultancy services for employees and non-employees.	We ensure to provide various physical checkups in accordance with the laws and regulations and conduct a follow-up by a public health nurse (suggesting additional checkups or thorough examinations) depending on the results. We implement preventive measures for mental health issues including the stress check program. We provide support for thorough examinations and flu vaccination, offer health and exercise programs based on lifestyle habits, measure physical fitness to maintain physical strengths for labor, measure stress coping abilities and offer consultancy services for employees and non-employees.
		b. A description of voluntary health promotion services and programs offered to workers and how the organization facilitates workers' access to these services and programs.				<div> <div>●</div> <div>●</div> <div>●</div> </div> We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships						
		a. The organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards.				<div> <div>●</div> <div>●</div> <div>●</div> </div> We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.		
	403-8	Workers covered by an occupational health and safety management system						
		a. Implementation of an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: <div> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; <div></div> ii. the number and percentage of all employees and workers who are not employees but is controlled by the organization, who are covered by such a system that has been internally audited; <div></div> iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.		
		b. Description of workers excluded from the above.				<div> <div>●</div> <div>●</div> <div>●</div> </div> No employees are excluded.		
		c. Data collection methods and assumptions.				<div> <div>●</div> <div>●</div> <div>●</div> </div> They are stipulated in the health and safety manuals and procedures.		
	403-9	Work-related injuries						
		a. For all employees: <div> i. the number and rate of fatalities as a result of work-related injury; <div></div> ii. the number and rate of high-consequence work-related injuries (excluding fatalities); <div></div> iii. the number and rate of recordable work-related injuries; <div></div> iv. the main types of work-related injury; <div></div> v. the number of hours worked. </div>				<div> <div>●</div> <div>●</div> <div>●</div> <div>●</div> </div> Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents Rate of frequency of work-related injuries resulted in lost time: 0.31 (non-consolidated) Severity rate: 0.023 (non-consolidated)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents Rate of frequency of work-related injuries resulted in lost time: 0 (non-consolidated) Lost days rate: 0 (non-consolidated)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents Rate of frequency of work-related injuries resulted in lost time: 0.56 (non-consolidated) Lost days rate: 0.86 (non-consolidated)
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: <div> i. the number and rate of fatalities as a result of work-related injury; <div></div> ii. the number and rate of high-consequence work-related injuries (excluding fatalities); <div></div> iii. the number and rate of recordable work-related injuries; <div></div> iv. the main types of work-related injury; <div></div> v. the number of hours worked. </div>				<div> <div>●</div> <div>●</div> <div>●</div> <div>●</div> </div> Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents		
		c. The work-related hazards that pose a risk of high-consequence injury, including: <div> i. how these hazards have been determined; <div></div> ii. hazards that have caused or contributed to high-consequence injuries during the reporting period; <div></div> iii. actions taken or underway to eliminate these hazards. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> They are stipulated in the risk assessment procedures.		
		d. Any actions taken or underway to eliminate other hazards.						
		e. The rates calculated based on 200,000 or 1,000,000 hours worked.				<div> <div>●</div> </div> Rate of frequency of work-related injuries resulted in lost time: 0.41 (per 1 million hours) (non-consolidated)		
		f. Description of workers excluded from the above.						
		g. Data collection methods and assumptions.						
	403-10	Work-related ill health						
		a. For all employees: <div> i. the number of fatalities as a result of work-related ill health; <div></div> ii. the number of cases of recordable work-related ill health; <div></div> iii. the main types of work-related ill health. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> Deaths as a result of work-related ill health: 0		
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: <div> i. the number of fatalities as a result of work-related ill health; <div></div> ii. the number of cases of recordable work-related ill health; <div></div> iii. the main types of work-related ill health. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> Deaths as a result of work-related ill health: 0		
		c. The work-related hazards that pose a risk of ill health, including: <div> i. how these hazards have been determined; <div></div> ii. hazards that have caused or contributed to cases of ill health during the reporting period; <div></div> iii. actions taken or underway to eliminate these hazards. </div>				<div> <div>●</div> <div>●</div> <div>●</div> </div> Identification through risk assessment and work environment measurement		
		d. Description of workers excluded from the above.						
		e. Data collection methods and assumptions.						

Material Issue	GRI Standards		Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result
			Supplier	Non-consolidated	Japan	Overseas			
Diversity and equal opportunity	405	405-1	Diversity of governance bodies and employees				Fiscal 2020 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Members of the Board of Directors Age group Male Female Under 30 years old 0% 0% 30-50 years old 0% 0% Over 50 years old 100% 0% Total 100% 0% Reference (No. of persons) Age group Male Female Under 30 years old 0 0 30-50 years old 0 0 Over 50 years old 8 1 Total 8 1 b. Percentage of employees per employee category in each of the following diversity categories: Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Executive Full-time employees Contract employees Subtotal Total Under 30 years old 0% 12% 13% 12% 0% 23% 6% 11% 11% 30-50 years old 0% 68% 39% 62% 0% 51% 47% 48% 57% Over 50 years old 100% 20% 48% 26% 100% 26% 46% 41% 100% Total 100% 100% 100% 100% 100% 100% 100% 100% 169% Reference (No. of persons) Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Executive Full-time employees Contract employees Subtotal Total Under 30 years old 140 26 166 0 19 14 33 199 30-50 years old 787 81 868 0 43 102 145 1,013 Over 50 years old 20 238 100 358 1 22 100 123 481 Total 20 1,165 207 1,392 1 84 216 301 1,693	Fiscal 2019 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Members of the Board of Directors Age group Male Female Under 30 years old 0% 0% 30-50 years old 0% 0% Over 50 years old 100% 0% Total 100% 0% Reference (No. of persons) Age group Male Female Under 30 years old 0 0 30-50 years old 0 0 Over 50 years old 8 0 Total 8 0 b. Percentage of employees per employee category in each of the following diversity categories: Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Full-time employees Contract employees Subtotal Total Under 30 years old 0% 11% 12% 11% 20% 5% 9% 11% 30-50 years old 0% 67% 41% 62% 55% 51% 52% 58% Over 50 years old 100% 21% 47% 27% 25% 43% 33% 20% Total 100% 100% 100% 100% 100% 100% 100% 100% Reference (No. of persons) Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Full-time employees Contract employees Subtotal Total Under 30 years old 133 29 162 15 11 26 188 30-50 years old 776 99 875 42 113 155 1,030 Over 50 years old 19 248 112 379 19 95 114 493 Total 19 1,157 240 1,416 76 219 295 1,711	Fiscal 2018 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Members of the Board of Directors Age group Male Female Under 30 years old 0% 0% 30-50 years old 0% 0% Over 50 years old 100% 0% Total 100% 0% Reference (No. of persons) Age group Male Female Under 30 years old 0 0 30-50 years old 0 0 Over 50 years old 8 0 Total 8 0 b. Percentage of employees per employee category in each of the following diversity categories: Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Full-time employees Contract employees Subtotal Total Under 30 years old 0% 14% 13% 14% 22% 7% 11% 13% 30-50 years old 0% 65% 44% 61% 52% 52% 52% 59% Over 50 years old 100% 21% 43% 25% 26% 41% 37% 27% Total 100% 100% 100% 100% 100% 100% 100% 100% Reference (No. of persons) Gender Male Female Age group Executive Full-time employees Contract employees Subtotal Full-time employees Contract employees Subtotal Total Under 30 years old 171 33 204 17 15 32 236 30-50 years old 779 110 889 40 115 155 1,044 Over 50 years old 19 248 106 373 20 91 111 484 Total 19 1,198 249 1,466 77 221 298 1,764
			405-2 Ratio of basic salary and remuneration of women to men a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for "significant locations of operation".						
Human rights (child labor)	408	408-1	Operations and suppliers at significant risk for incidents of child labor a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.				No operations or suppliers identified as having significant risk of child labor. (None) None None None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of child labor. (None) None None None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of child labor. (None) None None None Conducted a survey through a questionnaire
Human rights (compulsory labor)	409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor a. Operations and suppliers considered to have significant risk for incidents of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.				No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire
Supplier assessment (social)	414	414-1	New suppliers that were screened using social criteria a. Percentage of new suppliers that were screened using social criteria.				85 companies No suppliers identified as having significant negative social impacts. Not applicable	85 companies No suppliers identified as having significant negative social impacts. Not applicable	82 companies No suppliers identified as having significant negative social impacts. Not applicable
		414-2	Negative social impacts in the supply chain and actions taken a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.				Not applicable Not applicable Not applicable	Not applicable Not applicable Not applicable	Not applicable Not applicable Not applicable
Customer health and safety	416	416-1	Assessment of the health and safety impacts of product and service categories a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.						
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.				None None — Not applicable	None None — Not applicable	None None — Not applicable
Compliance (social)	419	419-1	Non-compliance with laws and regulations in the social and economic area a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.				¥0 None Not applicable Not identified Not applicable	¥0 None Not applicable Not identified Not applicable	¥0 None Not applicable Not identified Not applicable
Product/process innovations (process)			Examples of environmental load reduced by new manufacturing methods (if available for disclosure)				With a new design of the industrial toothed belt process at Wakayama Plant, we were able to reduce material loss by approximately 40% and reduce energy use by 40%, doubled labor productivity and improved capital productivity by 1.5 times compared to the conventional production line.	Nankai Plant reduced material loss by more than 60% and also energy consumption by more than 50% or more by changing the heating method in some of its automotive rubber belt production lines.	Development of a new manufacturing method for urethane belts reduced environmental load: material loss by 20% and energy consumption by 80%
Product/process innovations (product)			ratio of environmentally-friendly products and products with fewer hazardous substances to total new launched products. Develop products having impacts on the environment.				Marketed 4 eco moving products, Bando's original environmentally-friendly label	Marketed 2 eco moving products, Bando's original environmentally-friendly label	Marketed 2 eco moving products, Bando's original environmentally-friendly label
Safety and disaster readiness	303	303-4	Significant spills				Stated in 303-4	Stated in 306-3	Stated in 306-3

Material Issue	GRI Standards	Boundary				Fiscal 2020 Result	Fiscal 2019 Result	Fiscal 2018 Result
		Supplier	Non-consolidated	Japan	Overseas			
	Number of business facilities that acquired ISO14001 certification			● ● ●		15 business facilities 【Domestic business facilities】 Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant 【Consolidated domestic affiliate】 BL Autotec, Ltd. 【Consolidated overseas affiliates】 Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. (Delhi) Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH		
	Percentage of business facilities that acquired ISO14001 certification			● ● ●		ISO14001 88% (15/17) (consolidated group production facilities)		
	List of domestic companies subject to the survey			●		【Sales, fabrication, and service】 Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. 【Production】 BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimeidic MMT		
	List of overseas companies subject to the survey				●	【Production】 Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. (Delhi) 【Non-production】 Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.		