

EBARA Group GRI Standards Content Index

The EBARA Group referenced the following items from the 2016 Global Reporting Initiative standards when preparing its corporate website and *Integrated Report 2018*.

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General Disclosures

Organizational Profile

GRI 102: General Disclosures 2016	102-1	Name of the organization	P. 78: Corporate Profile	Company Profile
	102-2	Activities, brands, products, and services	P. 05–06: Ebara’s Business	Products Business Activities
	102-3	Location of headquarters	P. 78: Corporate Profile	Company Profile
	102-4	Location of operations		Domestic Global Network
	102-5	Ownership and legal form	P. 78: Corporate Profile	Company Profile
	102-6	Markets served	P. 05–06: Ebara’s Business P. 78: Corporate Profile	Company Profile Business Activities Notice of the 153rd Ordinary General Meeting of Shareholders P. 39–41
	102-7	Scale of the organization	P. 09–10: 11-Year Financial Summary P. 78: Corporate Profile	Company Profile Notice of the 153rd Ordinary General Meeting of Shareholders P. 41
	102-8	Information on employees and other workers	P. 09–10: 11-Year Financial Summary	2018 Social Data PDF
	102-9	Supply chain		Procurement
	102-10	Significant changes to the organization and its supply chain	P. 02: Reporting Period	
	102-11	Precautionary principle or approach		Support for the United Nations Global Compact Environmental Policy Anti-Corruption
	102-12	External initiatives	P. 16: Message from the President (We Support the United Nations Global Compact)	Support for the United Nations Global Compact
	102-13	Membership of associations		

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Strategy				
	102-14	Statement from senior decision-maker	P. 13–16: Message from the President P. 57–58: Message from the Chairman of the Board of Directors	Top Message
	102-15	Key impacts, risks, and opportunities	P. 13–16: Message from the President	Top Message
			P. 21–22: Progress of E-Plan 2019 Medium-Term Management Plan	Medium-Term Management Plan E-Plan 2019
			P. 27–32: Materiality, Overview of and Background for Key Performance Indicators, Relationship between Action Policies and the SDGs P. 45, 49, 53: Review of Operations (Operating Environment Outlook)	Materiality
Ethics and Integrity				
	102-16	Values, principles, standards, and norms of behavior	P. 01: EBARA Group Business Ethics Framework	Corporate Ethics
	102-17	Mechanisms for advice and concerns about ethics	P. 74: Compliance	Compliance System Anti-Corruption System Human Rights System
Governance				
	102-18	Governance structure	P. 67: Corporate Governance	Organizational Chart Corporate Governance
	102-19	Delegating authority	P. 67: Corporate Governance	Corporate Governance
	102-20	Executive-level responsibility for economic, environmental, and social topics	P. 67: Corporate Governance	Corporate Governance Environmental Management

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	102-21	Consulting stakeholders on economic, environmental, and social topics	P. 39: Initiatives for Strengthening Human Resources	Health and Safety
			P. 71: Dialogue with Shareholders and Other Investors	
			P. 75–76: The EBARA Group and its Stakeholders	
	102-22	Composition of the highest governance body and its committees	P. 59–62: Board of Directors, Composition of the Board of Directors	Corporate Governance
	102-23	Chair of the highest governance body	P. 61: Composition of the Board of Directors	EBARA Corporate Governance Basic Policy
	102-24	Nominating and selecting the highest governance body	P. 61: Composition of the Board of Directors	EBARA Corporate Governance Basic Policy
			P. 65: Corporate Governance	
	102-25	Conflicts of interest	P. 78: Stock Information	EBARA Corporate Governance Basic Policy
				General Stock Information
102-26	Role of highest governance body in setting purpose, values, and strategy	P. 13–16: Message from the President	Top Message	
		P. 27–28: Materiality	Corporate Ethics Materiality	
102-27	Collective knowledge of highest governance body	P. 27–28: Materiality	Materiality	
		P. 61–62: Composition of the Board of Directors		
102-28	Evaluating the highest governance body's performance	P. 68: Evaluation of the Board of Directors' Effectiveness		
102-29	Identifying and managing economic, environmental, and social impacts	P. 27–32: Materiality, Overview of and Background for Key Performance Indicators, Relationship between Action Policies and the SDGs	Materiality	
		P. 73: Risk Management	Risk Management	

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	102-30	Effectiveness of risk management processes	P. 27–32: Materiality, Overview of and Background for Key Performance Indicators, Relationship between Action Policies and the SDGs P. 73: Risk Management	Materiality Risk Management
	102-31	Review of economic, environmental, and social topics	P. 67: Corporate Governance	Materiality
	102-32	Highest governance body's role in sustainability reporting	<i>Integrated Report 2018</i> was published after deliberation and approval by the CSR Committee.	
	102-33	Communicating critical concerns	P. 73: Risk Management P. 74: Compliance	Risk Management Compliance System
	102-34	Nature and total number of critical concerns		2018 Governance Data PDF Compliance System
	102-35	Remuneration policies	P. 69–70: Revision of Compensation Systems	EBARA Corporate Governance Basic Policy
	102-36	Process for determining remuneration	P. 69–70: Revision of Compensation Systems	EBARA Corporate Governance Basic Policy
	102-37	Stakeholders' involvement in remuneration		
	102-38	Annual total compensation ratio		
	102-39	Percentage increase in annual total compensation ratio		
Stakeholder Engagement				
	102-40	List of stakeholder groups	P. 75–76: The EBARA Group and its Stakeholders	
	102-41	Collective bargaining agreements		2018 Social Data PDF
	102-42	Identifying and selecting stakeholders		
	102-43	Approach to stakeholder engagement	P. 75–76: The EBARA Group and its Stakeholders	
	102-44	Key topics and concerns raised		

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Reporting Practice			
102-45	Entities included in the consolidated financial statements	P. 48: Fluid Machinery & Systems Business	Domestic
		P. 52: Environmental Plants Business	Global Network
		P. 56: Precision Machinery Business	
102-46	Defining report content and topic Boundaries	P. 02: Scope of Reporting	
102-47	List of material topics	P. 27–28: Materiality	
102-48	Restatements of information	N/A	
102-49	Changes in reporting	P. 02: Reporting Period	Materiality
		P. 27–28: Materiality	
102-50	Reporting period	P. 02: Reporting Period	
102-51	Date of most recent report	P. 02: Publication Date	
102-52	Reporting cycle	P. 02: Publication Date	
102-53	Contact point for questions regarding the report	P. 02: Contact	Contact
		Back Cover	Integrated Report Questionnaire
102-54	Claims of reporting in accordance with the GRI Standards	GRI Standards Content Index	
102-55	GRI content index	GRI Standards Content Index	
102-56	External assurance		



Material Topics

Economic Performance

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Management Plan
			P. 21: Progress of E-Plan 2019 Medium-Term Management Plan	Materiality
			P. 47: Fluid Machinery & Systems Business	
P. 51: Environmental Plants Business P. 55: Precision Machinery Business				
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	P. 09–10: 11-Year Financial Summary	Financial Data
			P. 11: Performance Highlights	2018 Social Data PDF
			P. 17–20: Message from Executive in Charge of Finance	Social Contribution
			P. 46: Fluid Machinery & Systems Business	THE EBARA HATAKEYAMA MEMORIAL FOUNDATION
			P. 50: Environmental Plants Business P. 54: Precision Machinery Business	Remuneration and Benefits (Recruit Site, JAPANESE ONLY)
	201-2	Financial implications and other risks and opportunities due to climate change		
	201-3	Defined benefit plan obligations and other retirement plans		Financial Report > Financial Section FY2017. 12 (Integrated Report) P. 31–33 > 17. Retirement Benefits
201-4	Financial assistance received from government			

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Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Social Contribution
	103-3	Evaluation of the management approach		
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		Social Contribution
	203-2	Significant indirect economic impacts		
Procurement Practices				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		CSR Procurement Guidelines
	103-2	The management approach and its components	P. 29–30: Overview of and Background for Key Performance Indicators	Procurement Policy CSR Procurement Guidelines
	103-3	Evaluation of the management approach		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		
Anti-Corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
			P. 31–32: Relationship between Action Policies and the SDGs	
	103-2	The management approach and its components	P. 27–30: Overview of and Background for Key Performance Indicators	Full Code of Conduct
			P. 74: Compliance	Materiality Anti-Corruption
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	

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GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	P. 74: Compliance	Anti-Corruption
	205-2	Communication and training about anti-corruption policies and procedures	P. 73: Risk Management	Anti-Corruption
			P. 74: Compliance	
205-3	Confirmed incidents of corruption and actions taken		2018 Governance Data PDF	Anti-Corruption
Anti-Competitive Behavior				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
			P. 31–32: Relationship between Action Policies and the SDGs	
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	
P. 74: Compliance			Materiality	Anti-Corruption
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators		Materiality
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		2018 Governance Data PDF
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	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Full Code of Conduct Materiality Environmental Policy Environmental Management FY2020 Environmental Targets
	103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality Environmental Management
GRI 301: Materials 2016	301-1	Materials used by weight or volume		Environmental Data
	301-2	Recycled input materials used		
	301-3	Reclaimed products and their packaging materials		
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Full Code of Conduct
			P. 44: Action Policy KPIs (Status & Targets Set for Domestic and Overseas Group Companies)	Materiality
			P. 46, 54: Action Policy KPIs (Fluid Machinery & Systems Business, Precision Machinery Business)	Environmental Policy Environmental Management FY2020 Environmental Targets
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality Environmental Management	

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GRI 302: Energy 2016	302-1	Energy consumption within the organization		Environmental Data
				Major Japanese Business Facility Data (JAPANESE ONLY)
				2018 Environmental Data PDF
	302-2	Energy consumption outside of the organization		
	302-3	Energy intensity		
302-4	Reduction of energy consumption		Targets & Data	
	302-5	Reductions in energy requirements of products and services		
Water				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
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103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	
			Environmental Management	
GRI 303: Water 2016	303-1	Water withdrawal by source	P. 09–10: 11-Year Financial Summary	Environmental Data
				2018 Environmental Data PDF
	303-2	Water sources significantly affected by withdrawal of water		
303-3	Water recycled and reused		Environmental Data	

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Biodiversity					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		Ebara Group Biodiversity Guidelines	
	103-2	The management approach and its components		Full Code of Conduct	
				Biodiversity	
			FY2020 Environmental Targets		
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			
	304-2	Significant impacts of activities, products, and services on biodiversity			
	304-3	Habitats protected or restored		Ebara Group Biodiversity Guidelines	
				Meeting the Needs of Employees	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations				
Emissions					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality	
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	103-2	The management approach and its components		P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Materiality
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103-3	Evaluation of the management approach		P. 30: Overview of and Background for Key Performance Indicators	Materiality Environmental Management	

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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	P. 09–10: 11-Year Financial Summary	Environmental Data
			P. 12: Performance Highlights	Major Japanese Business Facility Data (JAPANESE ONLY) 2018 Environmental Data PDF
	305-2	Energy indirect (Scope 2) GHG emissions	P. 09–10: 11-Year Financial Summary	Environmental Data
			P. 12: Performance Highlights	Major Japanese Business Facility Data (JAPANESE ONLY) 2018 Environmental Data PDF
	305-3	Other indirect (Scope 3) GHG emissions		2018 Environmental Data PDF
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		Targets & Data
305-6	Emissions of ozone-depleting substances (ODS)			
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions		Major Japanese Business Facility Data (JAPANESE ONLY) 2018 Environmental Data PDF	
Effluents and Waste				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
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GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination		Environmental Data Major Japanese Business Facility Data (JAPANESE ONLY) 2018 Environmental Data PDF
	306-2	Waste by type and disposal method		Environmental Data Major Japanese Business Facility Data (JAPANESE ONLY) 2018 Environmental Data PDF
	306-3	Significant spills		
	306-4	Transport of hazardous waste		
	306-5	Water bodies affected by water discharges and/or runoff		
Environmental Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Compliance System Materiality Environmental Policy Environmental Management FY2020 Environmental Targets
	103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality Environmental Management
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations		2018 Environmental Data PDF

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Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Materiality
			P. 76: Co-Creation of Value with Business Partners	Environmental Management, Green Procurement Procurement
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality Environmental Management	
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		

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Employment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Materiality Our People
	103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality
GRI 401: Employment 2016	401-1	New employee hires and employee turnover		2018 Social Data PDF Diversity
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Work Environment
	401-3	Parental leave		2018 Social Data PDF Work-Life Balance
Labor/Management Relations				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components	P. 40: Action Policy KPIs (Status & Targets for the Fiscal Year Ending December 31, 2019)	
	103-3	Evaluation of the management approach		
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		

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Occupational Health and Safety

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Full Code of Conduct
			P. 40: Action Policy KPIs (Status & Targets for the Fiscal Year Ending December 31, 2019)	Materiality Health and Safety
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	
GRI 403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management–worker health and safety committees		Health and Safety
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	P. 40: Action Policy KPIs (Status & Targets for the Fiscal Year Ending December 31, 2019)	2018 Social Data PDF Health and Safety
	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 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Materiality
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103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	

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GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		2018 Social Data PDF Our People
	404-2	Programs for upgrading employee skills and transition assistance programs	P. 39: Initiatives for Strengthening Human Resources	Human Resource Development
	404-3	Percentage of employees receiving regular performance and career development reviews	P. 39: Initiatives for Strengthening Human Resources Participation in EBARA's Career Management Program (As of September 30, 2018) <ul style="list-style-type: none"> • Total employees: 3,908 • Total program participants: 1,043 • Ratio of participation: 26.7% 	
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
			P. 31–32: Relationship between Action Policies and the SDGs	
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Full Code of Conduct
			P. 40: Action Policy KPIs (Status & Targets for the Fiscal Year Ending December 31, 2019)	Materiality Diversity
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P. 40: Action Policy KPIs (Status & Targets for the Fiscal Year Ending December 31, 2019)	2018 Governance/Social Data PDFs
			P. 59–62: Board of Directors, Composition of the Board of Directors	Diversity
	405-2	Ratio of basic salary and remuneration of women to men		

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Non-Discrimination				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Full Code of Conduct Respecting Diversity
	103-3	Evaluation of the management approach		
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	N/A	
Child Labor				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Procurement
	103-3	Evaluation of the management approach		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		
Forced or Compulsory Labor				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Procurement
	103-3	Evaluation of the management approach		
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		
Human Rights Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Human Rights
	103-3	Evaluation of the management approach		

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GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments		
	412-2	Employee training on human rights policies or procedures	P. 74: Compliance	Human Rights
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		
Local Communities				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Full Code of Conduct
				Social Contribution
103-3	Evaluation of the management approach			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		Social Contribution
	413-2	Operations with significant actual and potential negative impacts on local communities		
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality	Materiality
			P. 31–32: Relationship between Action Policies and the SDGs	
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Materiality
			P. 76: Co-Creation of Value with Business Partners	Procurement
103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality	
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		
Public Policy				
GRI 415: Public Policy 2016	415-1	Political contributions		2018 Social Data PDF

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Customer Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators P. 76: Co-Creation of Value with Business Partners	Materiality Quality Management Procurement
	103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
Customer Privacy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		
	103-2	The management approach and its components		Information Management Privacy Policy
	103-3	Evaluation of the management approach		
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	

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Socioeconomic Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P. 27–28: Materiality P. 31–32: Relationship between Action Policies and the SDGs	Materiality
	103-2	The management approach and its components	P. 27–30: Materiality, Overview of and Background for Key Performance Indicators	Compliance System Materiality
	103-3	Evaluation of the management approach	P. 30: Overview of and Background for Key Performance Indicators	Materiality
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	N/A	