



Kumon Group Environmental Management

In February 2012, the Kumon Group established its Environmental Philosophy and Environmental Policy, in order to be fully involved in environmental management activities. We, as the Kumon Europe & Africa region, a member of the Kumon Group, have been striving to reduce our environmental burden and preserve the environment, based on this group philosophy and policy.

Kumon Group Environmental Philosophy

In order to solve global environmental problems it is necessary to combine the knowledge of people from all around the world. The Kumon Group strives to develop individuals who make a contribution to society. Accordingly, the Kumon Group believes that one of our core values is to fulfill our responsibilities and obligations in regard to solving global environmental problems.

The Kumon Group views the preservation of the global environment as an important challenge to be met as we carry out our business activities. We will incorporate this environmentally-friendly vision into our business planning and will work on a permanent basis to protect our precious planet and sustain its natural resources for current and future generations.

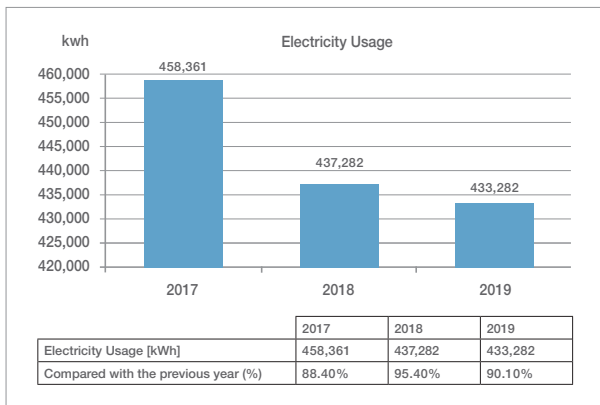
Kumon Group Environmental Policy

The Kumon Group will endeavor, throughout all our business activities, to conserve natural resources and to preserve the natural environment through the development of our human resources.

1. The Kumon Group will strive to recognise how our business activities impact the environment. We will work to conserve energy and resources, as well as carry out recycling, in order to reduce the amount of waste we produce. Our overriding aim is to prevent damage to the environment and to reduce pollution.
2. The Kumon Group will work together with associated parties and business partners in order to reduce the impact of our activities on the environment. At the same time, we will act positively to protect the environment by promoting activities aimed at forest regeneration.
3. The Kumon Group will operate in compliance with the applicable laws and regulations in all of the countries and regions in which we have business activities, and will permanently work to preserve the environment.
4. The Kumon Group will strive to make each and every Kumon Associate more conscious of environmental issues through educational and awareness-raising activities. At the same time, as a responsible corporate citizen, we will make information related to the environment publicly available.

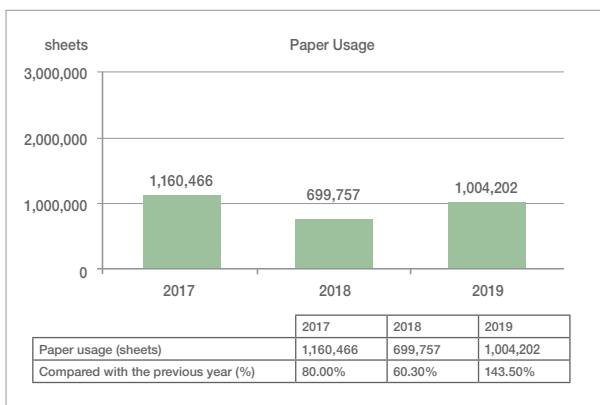
Electricity Usage

Consumption of electricity has been reduced by a further 3.7% on last year's usage. This is mainly down to further implementation of electricity saving appliance across all offices for example, energy saving lightbulbs in the entire Head Office and Office Centre.



Paper Usage

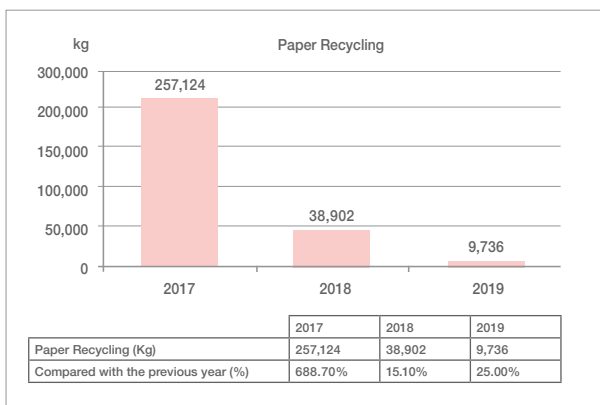
We have increased our paper usage by 43.5%. This is not something we are not happy with, but it was unavoidable due to new EU GDPR Laws coming into effect, which resulted in the need for more printing to facilitate this.



Paper Recycling

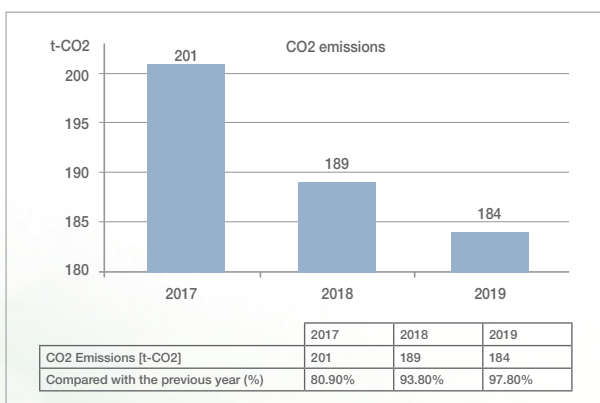
Recycling figures were inflated in 2017 due to the distribution centre clearing out old stock as well as the Head office relocation in May 2017. Our figures were down, but this is to more accurate tracking and these are more realistic figures. We are working with all regions to increase these numbers.

*Kumon Germany have been taking part in their building recycling initiative; therefore their figures are not included in the recycling data.



CO2 emissions

We have further reduced our emission throughout the KEA region. We are very conscious of our carbon footprint as a region and have continued to replace old equipment for more energy efficient equipment.



Kumon Environmental Activities around the World



BRANCH OFFICE OF MADRID: A measure to reduce the use of disposable plastic items

The Branch Office of Madrid has implemented a new measure to promote sustainability and energy conservation.

Until recently, this office used a water dispenser rental service which meant the use of approximately 1,000 disposable plastic cups per year.

These disposable plastics can become one of the most hazardous contaminants for the planet due to the incredibly low rate between the durability of the product and its degradation time.

Plastic is one of the most important contamination sources for both land and our oceans. Its effects on the environment are posing a huge threat on our marine and terrestrial ecosystems, and thus, on the health of every living being in this planet. Therefore, it is necessary for all of us to try to avoid their use.

This measure implemented in the Branch Office of Madrid not only means a reduction in the use of disposable plastics, but it also contributes to reduce the CO₂ emissions of the vehicles that regularly delivered water bottles for the dispenser.

Instead of disposable plastic cups, now there are reusable cups in the Office. Their manufacturing needs fewer resources and avoids an increase in the emission of greenhouse gases.

Likewise, instead of the plastic bottles used for the old dispenser, now there are crystal bottles. They are refilled with tap water, which in Madrid has an excellent quality, as the most part of it comes from Sierra de Guadarrama, and kept cool in the fridge.

These simple measures not only contribute to a more responsible and sustainable use of resources; they also mean some savings for this branch:

- The water dispenser service had an average monthly cost of € 51.03 (about € 600 per year), including the rental fee for the dispenser and the replacement of the empty water bottles.
- The annual cost of the 1,000 disposable plastic cups was approximately € 30.

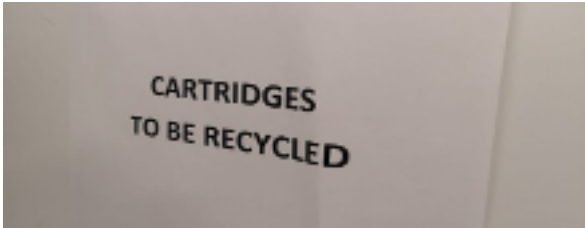
The cost of the crystal bottles and the reusable cups has been a little over € 25, but they will last longer than a year! On the other hand, the water bill of the Branch Office in Madrid, which was already low, has risen insignificantly, so, along with having a friendly gesture to the planet, we are also reducing our expenses.



- ✗ Disposable plastic cups
- ✓ Save money
- ✗ CO₂ emissions of the vehicles
- ✓ Reusable cups



Kumon Environmental Activities around the World



Recycling Efforts in the UK and Ireland

Recycling efforts throughout the UK and Ireland offices have greatly improved over the last year.



We ensure that all printer cartridges are not thrown away, rather they are collected and recycled accordingly.



At our Head Office in Ealing, we have introduced a battery collection box for staff to safely dispose of batteries. We may implement this system in other offices in the future.



All offices in the UK and Ireland have clearly labelled bins. This ensures that waste and recyclable items are disposed of correctly.

