

Sustainability

Stakeholder Engagement

The Fuji Oil Group's stakeholders

The Fuji Oil Group identified the major stakeholders on whom its business activities can exert a positive or negative impact.

Main stakeholders	Communication (frequency)
Employees	<ul style="list-style-type: none"> • Employee training (as needed) • Compliance hotline (as needed) • Employee satisfaction survey (every two years) • Intranet posts and company newsletters (as needed), etc.
Shareholders and investors	<ul style="list-style-type: none"> • General Meeting of Shareholders (every year) • Results briefings/teleconferences (as needed) • Small meetings (as needed) • Individual meetings (as needed), etc.
Customers	<ul style="list-style-type: none"> • Daily sales activities (as needed), etc.
Consumers	<ul style="list-style-type: none"> • Dissemination of information through mass media (as needed), etc.
Business partners and subcontractors	<ul style="list-style-type: none"> • Daily purchasing activities and transactions (as needed) • Supplier engagement (as needed) • Individual briefings on Sourcing Policies (as needed), etc.
Local communities	<ul style="list-style-type: none"> • Participation in and support of regional events (as needed) • Support activities for local communities (food education project) (as needed) • Support in the event of natural disasters (as needed)

Main stakeholders	Communication (frequency)
NGOs/NPOs and experts	<ul style="list-style-type: none"> • Expert panel dialogues (as needed) • Grievance mechanism (as needed) • Promotion of joint projects (as needed), etc.
Academic organizations	<ul style="list-style-type: none"> • Joint research (as needed) • Lectures (as needed), etc.

Dialogue with stakeholders

As a member of society, the Fuji Oil Group believes that understanding stakeholders' concerns and expectations about the Group through dialogue with them is an essential activity, which provides the basis for ESG management. Through dialogue with stakeholders and experts, we come to understand their expectations and suggestions regarding our Group's sustainability activities. Based on the advice received, we work to improve our activities. We also use the results of dialogue with stakeholders to identify priority themes and produce the Sustainability Report, among other activities.

Opinions and suggestions from stakeholders (examples)	Actions taken by the Fuji Oil Group
September 2016: Need to refer to the Guiding Principles on Business and Human Rights	April 2017: Formulated the Human Rights Policy and introduced human rights due diligence
September 2017: Need to visualize the process of identifying priority themes	January to April 2018: Revised priority themes using the materiality map
November 2017: Need to establish a grievance mechanism	May 2018: Established and announced a grievance mechanism
April 2018: Need to disclose information about the supply chain in operating the palm oil grievance mechanism	June 2018: Published a list of oil mills
2019: Need to take the following measures in operating the palm oil grievance mechanism <ul style="list-style-type: none"> • Improve the Grievance Procedure in conformity with the United Nations Guiding Principles on Business and Human Rights • Address Group-level grievances 	April 2020: Disclosed updated Grievance Procedure following the advice

Opinions and suggestions from stakeholders (examples)	Actions taken by the Fuji Oil Group
September 2019: Need to express the Fuji Oil Group's stance toward excessive sugar intake, which has been a focus of growing social concern	FY 2020: Identified response to excessive sugar intake concerns as a priority theme for the fiscal year and began to disclose information about the progress in the Sustainability Report

We hold expert panel dialogues on business and human rights as opportunities for dialogue with stakeholders. The suggestion listed here was given during the expert panel dialogues.

* Refer to the URL below for details of the expert panel dialogues.

▶ https://www.fujioilholdings.com/en/csr/social/human_rights/

Participation in external initiatives

We participate in external initiatives to help resolve social issues in cooperation with stakeholders.

[Major external initiatives the Fuji Oil Group participates in or supports]

- UN Global Compact
- The Consumer Goods Forum
- Roundtable on Sustainable Palm Oil (RSPO)
- Global Shea Alliance
- World Cocoa Foundation
- Science Based Targets initiative
- Task Force on Climate-related Financial Disclosures (TCFD)
- Japan Sustainable Palm Oil Network (JaSPON)
- Platform for Sustainable Cocoa in Developing Countries
- Round Table on Responsible Soy (RTRS)




The Fuji Oil Group signed the United Nations Global Compact in January 2013. We aim to contribute to improving the sustainability not only of our Group but also of the entire

society by practicing the 10 principles of human rights, labor standards, the environment, and anti-corruption.

The Fuji Oil Group has agreed to and signed the UN Global Compact.

Evaluation from society

In FY 2019, we received the following evaluations.

Field	Evaluation from society (examples)
Communication with society	<p>February 2020: Included among companies that have published a significantly improved integrated report in the Government Pension Investment Fund (GPIF)'s report</p> <p>February 2020: Received an Award for Excellence at the Nikkei Annual Report Awards</p>
Overall ESG	<p>December 2019: Became a component of the MSCI Japan ESG Select Leaders Index</p>
Environment	<div style="text-align: center;">  </div> <p>February 2020: Rated A as a result of the CDP Forests Questionnaire</p> <p>January 2020: Rated A- as a result of the CDP Climate Change Questionnaire</p> <p>February 2020: Rated A- as a result of the CDP Water Security Questionnaire</p>
Women's empowerment	<p>August 2017: Obtained "Platinum Kurumin" certification from the Japanese Ministry of Health, Labour and Welfare</p> <p>December 2019: Became a component of the MSCI Japan Empowering Women Select Index</p>
Health management	<p>March 2020: Selected among Excellent Enterprises of Health and Productivity Management (White 500)</p>