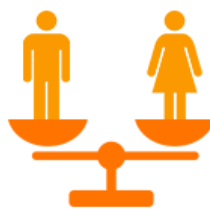


**Sustainability**

**Social**

**Initiatives for the Social in Numbers**



**Number of RSPO-certified farms through support for smallholders in Sabah, Malaysia**

(Accumulation from January 2016 to March 2019)

**Ratio of female employees among new graduates on managerial tracks**

(As of April 2020)  
(Fuji Oil Holdings, Inc. and Fuji Oil Co., Ltd.)

**Number of participants in classes under the “SDGs for School”\* project supported by the Fuji Oil Group**

\* The project is hosted by General Incorporated Association Think the Earth

**Management**

**Human Rights Management**

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Educational, promotional and awareness-raising activities
- ▶ Human rights due diligence
- ▶ Establishment of a grievance mechanism

**Sustainable Procurement Management**

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Specific initiatives

- ▶ Dialogue-based review of initiatives

## Activity Report in Priority Areas

### Foods Creation

#### Priority theme

#### Providing solutions to food resources shortage

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Objectives / Results
- ▶ Next Step
- ▶ Specific initiatives

#### Priority theme

#### Response to Excessive Sugar Intake Concerns

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Next Step
- ▶ Specific initiatives

#### Priority theme

#### Reduction of trans fatty acid contents

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Next Step
- ▶ Specific initiatives

### Assurance of Product Quality and Safety

### Diversity

### Occupational Safety and Health

#### Priority theme

#### Ensuring Thoroughgoing Food Safety and Quality

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Objectives / Results
- ▶ Next Step
- ▶ Specific initiatives

#### Priority theme

#### Practice of Diversity Management

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Objectives / Results
- ▶ Next Step
- ▶ Specific initiatives

#### Priority theme

#### Promoting Occupational Safety and Health

- ▶ Relation between themes and business activities
- ▶ Basic approach
- ▶ Promotion system
- ▶ Objectives / Results
- ▶ Next Step
- ▶ Specific initiatives

## Sustainable Procurement (Main Raw Materials)

### Priority theme

#### Sustainable Procurement of Palm Oil

- Relation between themes and business activities
- Basic approach
- Promotion system
- Objectives / Results
- Next Step
- Specific initiatives

### Priority theme

#### Sustainable Procurement of Cacao

- Relation between themes and business activities
- Basic approach
- Promotion system
- Objectives / Results
- Next Step
- Specific initiatives

### Priority theme

#### Sustainable Procurement of Soybeans

- Relation between themes and business activities
- Basic approach
- Promotion system
- Objectives / Results
- Next Step
- Specific initiatives

## Activity Report in Basic Areas

#### Employment / Human Resource Development

- Relation between themes and business activities
- Basic approach
- Promotion system
- Specific initiatives

#### Maintenance and promotion of employee health (health management)

- Relation between themes and business activities
- Basic approach
- Promotion system
- Specific initiatives

#### Coexistence with Communities

- Relation between themes and business activities
- Basic approach
- Promotion system
- Specific initiatives

#### Sustainable Procurement of Shea Nuts

- Relation between themes and business activities
- Basic approach
- Specific initiatives

# Data Book

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**ESG Data Book**  
**(462KB)**

