

Human Rights Management

Management information

Basic approach

The Fuji Oil Group has a responsibility to respect the human rights of all stakeholders, and we strive to uphold this in accordance with our commitment to “Work for people” as declared in our Group Management Philosophy. In April 2017 we announced the Fuji Oil Group Human Rights Policy, which lays out our basic approach to human rights. Then in March 2023 we established and announced the Fuji Oil Group Human Rights Guidelines to serve as specific principles that guide the shared recognition for respect for human rights in all employees, and to help us fulfill this responsibility in our business activities.

Fuji Oil Group Human Rights Policy (PDF,388KB) 

Fuji Oil Group Human Rights Guidelines (PDF,300KB) 

Management system

Under the supervision of the ESG Division Officer of Fuji Oil Holdings Inc., the Sustainability Development Group supervises relevant divisions, works to identify human rights risks, promotes awareness of human rights, and encourages human rights practice at all workplaces and business sites. Key human rights risks identified are incorporated into our material ESG issues.*¹ The Sustainability Committee,*²an advisory body to the Board of Directors, monitors the progress and results of initiatives.

*¹ <https://www.fujioilholdings.com/en/sustainability/materiality/>

*² https://www.fujioilholdings.com/en/sustainability/sustainability_management/

Specific initiatives

Educational, promotion and awareness activities

We designated the week of December 10, International Human Rights Day, as Fuji Oil Group Human Rights Week. In this opportunity, leadership statements on business and human rights are shared with all Group employees, and e-mail messages are sent to draw attention to the event. In FY2022, we also shared examples of Group initiatives (in sustainable procurement and occupational health and safety) on our internal communication site in Japanese, English, Chinese and Portuguese to raise awareness within the company.



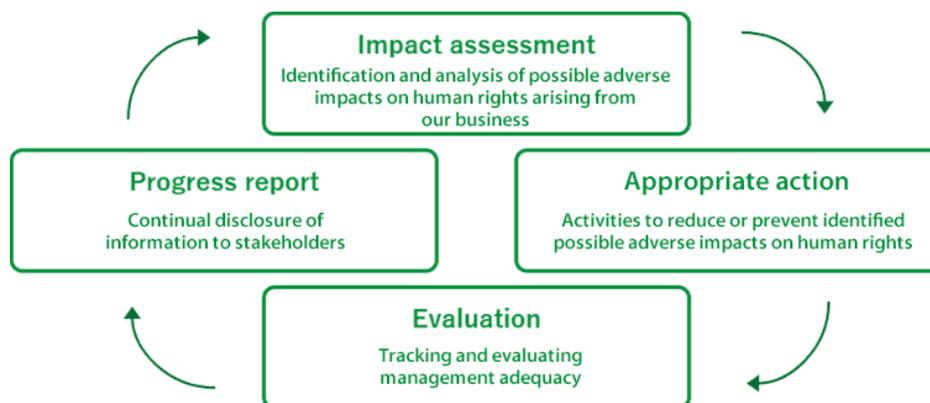
A leadership statement posted on our internal communication site (Japanese, English, Chinese, and Portuguese)



Human rights due diligence

Overview

The UN Guiding Principles on Business and Human Rights clearly state that businesses also have the responsibility to respect human rights. The principles require that businesses comply with all the applicable laws and regulations. This corporate responsibility consists of three components: policy commitment, human rights due diligence, and remediation. The Fuji Oil Group conducts human rights due diligence as part of the “implementation of the responsibility to respect human rights” specified in the Group's Human Rights Policy.



Impact assessment process

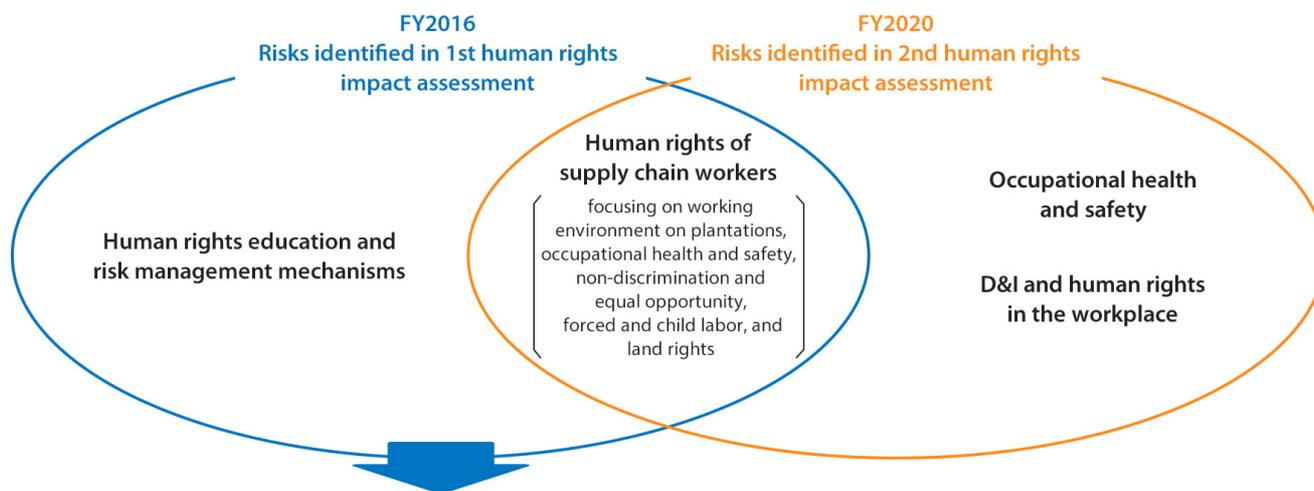
The Fuji Oil Group conducts human rights impact assessments following the process advocated by the UN Guiding Principles on Business and Human Rights and with guidance from outside experts to identify and evaluate the possible adverse impacts of our business activities on human rights and to identify priority key issues. We conducted our first assessment in FY2016, and second assessment in FY2020, to identify our human rights risks. During the second assessment in FY2020, we received guidance from BSR, a third-party expert on business and human rights.

In the first stage, we identified human rights risks based on the nature of the Group's business and our operating locations using the expertise of BSR.

In the second stage, we conducted interviews with relevant in-house parties to incorporate as much information from our actual operations as possible. In this stage, done in collaboration with BSR, we identified six categories where our business can have a human rights impact: 1) Occupational health and safety, 2) Human rights of supply chain workers, 3) Diversity and inclusion (D&I) and human rights in the workplace, 4) Food safety, 5) Governance, risk, and compliance, and 6) Climate impact on human rights.

In the third stage, following expert guidance, we selected three categories of human rights risks to address as priority issues: 1) Occupational health and safety, 2) Human rights of supply chain workers, and 3) D&I and human rights in the workplace. These identified risks have been reported to our executive team. In the medium-term we will work to reduce risks in these three categories and disclose our progress through sustainability reports and other channels.

Results of 1st and 2nd human rights impact assessments and progress on addressing risks identified in 1st assessment



Summary of progress since FY2016

Human rights education and risk management mechanisms

- Conducted human rights education within the Group (held Human Rights Week, distributed educational videos)
- Explained human rights risks to Group companies
- Incorporated human rights risks into Group companies' risk assessment process

Human rights of supply chain workers

(focusing on working environment on plantations, occupational health and safety, non-discrimination and equal opportunity, forced and child labor, and land rights)

- Promoted sustainable procurement of palm oil
- Promoted sustainable procurement of cocoa
- Built and began operating palm oil grievance mechanism

In-depth look at risks identified in 2nd human rights impact assessment

Risks identified in 2nd human rights impact assessment	Special points to confirm/consider (recommended by experts)	Actions	FY2022 Results
<p>Occupational health and safety</p> <p>Relevant stakeholder group: Employees</p>	<ul style="list-style-type: none"> Prevent spread of infection during COVID-19 pandemic Strengthen management system by third-party assessment 	<ul style="list-style-type: none"> Continue applying strict measures to prevent infection in the workplace Continue to improve our occupational health and safety management system by incorporating perspectives of third-party organizations 	<ul style="list-style-type: none"> Relax restrictions to prevent infection in accordance with national and local government policies (company infection prevention measures, quarantine period for infected individuals and close contacts, mask wearing, etc.) Conduct joint remote audits of individual companies with safety officers from each regional headquarters, and resume remote audits
<p>Human rights of supply chain workers (focusing on working environment on plantations, occupational health and safety, non-discrimination, and equal opportunity, forced and child labor, and land rights)</p> <p>Relevant stakeholder group: Supply chain workers</p>	<ul style="list-style-type: none"> Establish supplier code of conduct that applies to all suppliers and expand grievance mechanisms Palm oil and cocoa: Implement measures based on sourcing policies and medium-to-long-term targets Soy: Formulate sourcing policy and establish monitoring system 	<ul style="list-style-type: none"> Ensure suppliers are well informed of supplier code of conduct Evaluate effectiveness of revised palm oil grievance mechanism Monitor human rights due diligence trends in the EU and apply to the supply chain in a timely manner For child labor risks in West Africa, conduct traceability and mapping, promote the Child Labour Monitoring and Remediation System (CLMRS), and participate in educational assistance program Establish and disclose responsible sourcing policy and KPIs for soybeans and soy products Establish and disclose responsible sourcing policy and KPIs (especially to empower women) for West African shea kernels 	<ul style="list-style-type: none"> Received agreement with the Supplier Code of Conduct from 71% of suppliers (as of January 2023) Addressed the increase in number of grievances Introduced CLMRS at 100% of cocoa farms that supply the Group directly Completed soybean supplier self-assessments and developed improvement plans according to the results Continue the Tebma-Kandu shea kernel sustainability program in Ghana
<p>D&I and human rights in the workplace (harassment, forced labor)</p> <p>Relevant stakeholder group: Employees</p>	<ul style="list-style-type: none"> Strengthen system for promoting D&I globally Strengthen harassment prevention measures Identify and reduce forced labor risks 	<ul style="list-style-type: none"> Promote diversity, equity and inclusion (DE&I) globally Consider possible mechanisms/systems for identifying and addressing human rights issues in the workplace 	<ul style="list-style-type: none"> Enacted the Fuji Oil Group Human Rights Guidelines for both Group officers and employees (March 2023) Began monitoring human rights risks in workplaces

Grievance mechanisms

Internal whistleblowing hotline system for employees

We have established a whistleblowing hotline system* for employees of Group companies inside and outside Japan and employees of some cooperating companies.

* <https://www.fujioilholdings.com/en/sustainability/compliance/>

Grievance mechanism for our supply chains

In May 2018, we established and announced a grievance mechanism* based on our Responsible Palm Oil Sourcing Policy. We set up a grievance mechanism webpage in English on the Fuji Oil Group website to announce the mechanism and its progress.

* https://www.fujioilholdings.com/en/sustainability/grievance_mechanism/

Fuji Oil Group Human Rights Guidelines

In FY2022 we established the Fuji Oil Group Human Rights Guidelines to address human rights issues related to Group workplaces and employees. The Guidelines are a part of our response to the “human rights in the workplace (harassment, forced labor)” risks identified in our second human rights impact assessment, and will function as specific guidelines within our comprehensive human rights management system. This was a point raised in our dialogue with BSR in FY2021. The guidelines have been translated into all nine languages that are spoken by our employees (Japanese, English, Chinese, German, Flemish, Thai, Indonesian, Malaysian and Portuguese). We have also begun identifying and monitoring the responses to human rights risks at each Group company.

Fuji Oil Group Human Rights Guidelines (PDF,300KB) 

Related documents

ESG Data Book (PDF 4.57MB) 