














Sustainability strategy of processed food business

Strategic focus areas	Aspirational goals	Targets	Progress	SDGs	
Products and services	We will continue to provide high-quality, technology-driven products in response to our customer's needs, to satisfaction and trust.	<b>Improvement of quality of life</b> We will develop and provide high-value-added products with a focus on “health,” “convenience,” and “diversity,” in response to diverse consumer needs.	In 2020, we developed a new category of ready meal to meet with growing our consumer needs demand. In total, we launched six products, which could can all be served without plates and without adding water. Also, by utilizing a yeast technology, we launched six seasonings that can add authentic cooking feeling even after a heating process.		
People	We will ensure workplace safety for our employees, while continuously investing in people who can contribute to enhancing corporate value.	<b>Enhance job satisfaction</b> We will further improve job satisfaction by promoting talent development in a secure and motivating workplace.	To ensure a safe workplace environment under the COVID-19 pandemic, we introduced full-time flexible working and no-limit remote working.		
		<b>Zero injuries</b> In line with our vision of zero workplace injuries, we will reduce injury rates by 25% by 2025 and 50% by 2030. (Baseline year: 2018)	Recordable injury rate* <sup>1</sup> declined 2.3% from 0.90 in 2018 to 0.88 in 2020.		
		<b>Community investment*<sup>2</sup></b> Between 2015 and 2030 we will invest US\$600 million to help make communities inclusive and resilient, with our employees contributing 300,000 volunteering hours.	Since 2015, we have invested US\$349 million in our communities and employees volunteered 137,882 hours on company time.	  	
Supply chain	We will reduce social and environmental impacts and continue to deliver safe products to consumers.	<b>Foster a safe and reliable corporate brand</b> We will promote food safety management in compliance with global food safety standards to develop food safety. We will also enhance the way we communicate with customers so that they retain trust in our food quality.	We coordinate regular inspection in outsourced and our own factories. Also, through internal training programs, we try to raise awareness to improve the quality of our products. In order to communicate with customers and reflect their voice to our products, we launched a new online tools to share consumer feedback with all employees.		
		<b>Promote use of environmentally friendly packaging materials</b> We will promote the use of renewable plant-based resources and reduce our use of non-renewable resources, to reduce the environmental impact of our products.	We launched 24 products with a featuring biomass ink for its on the packaging in 2020. To reduce non-renewable resource use associated with our bakery operations business, Saint-Germain are promoting a campaign for customers who bring their own eco-bags to reduce the amount of plastic shopping bags used.	  	
		<b>Waste</b> We will reduce the amount of waste associated with our Japanese domestic offices by an average of 1% per year. (Intensity target* <sup>3</sup> ).	We have reduced the amount of waste associated with our Japanese domestic offices in 2020 by 1.3% vs 2019.		
		<b>Greenhouse gas emissions</b> We will reduce greenhouse gas emissions from our own operations by 28%, between 2015 and 2030.	Since 2015, we have reduced greenhouse gas emissions from our own operations by 14.2%.		

\*1 Recordable injury rate = Recordable injuries/200,000 hours worked.  
\*2 Target for Community investment is a Group-wide target.  
\*3 Intensity target = Amount of waste generation/Amount of production.