














Sustainability strategy of processed food business

Four 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.	<p>Improving Consumers' Quality of Life</p> <p>We will develop and provide high-value-added products with a focus on "health," "convenience," and "diversity," in response to diverse consumer needs.</p>	In 2022, we launched 11 products that are convenient for consumers, such as frozen foods that do not require a plate when cooked or served and easy-to-use seasonings that provide meals with authentic cooking aroma. In addition, we rolled out six new products that meet consumers' growing health consciousness, including low-carb or high-protein products. We also conducted test-marketing for a new product line that is, while offering an authentic taste, free of certain ingredients users might want to avoid. In January 2023, it was fully launched online under the brand name of BEYOND FREE.	
People	We will ensure workplace safety for our employees, while continuously investing in people who can contribute to enhancing corporate value.	<p>Enhance Job Satisfaction</p> <p>We will further improve job satisfaction by promoting talent development in a secure and motivating workplace.</p>	<p>We implemented various initiatives in which employees who took on challenges were recognized regardless of the results, to nurture workplace culture that encourages each employee to take a lead to make a difference without sticking to the conventional way of thinking/doing things.</p> <p>At the same time, we have been providing our employees with structured position-based training in accordance with their respective development stage as an opportunity for growth.</p>	
		<p>Zero Injuries</p> <p>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)</p>	Recordable injury rate*1 decreased 6% from 0.90 in 2018 to 0.85 in 2022. We continue to enhance existing initiatives to achieve our vision of zero workplace injuries by thoroughly implementing action plans to prevent recurrence and improving safety awareness among our employees.	
		<p>Community Investment*</p> <p>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.</p>	<p>Since 2015, we invested US\$450 million in our communities and employees volunteered 193,521 hours on company time.</p> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">2015</div> <div style="width: 100%; height: 10px; background: linear-gradient(to right, #4CAF50, #009688);"></div> <div style="margin-left: 10px;">2022</div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">2022</div> <div style="width: 100%; height: 10px; background: linear-gradient(to right, #009688, #00796B);"></div> <div style="margin-left: 10px;">2030</div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">Investment amount (MM USD)</div> <div style="margin-right: 10px;">450</div> <div style="margin-right: 10px;">600</div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">2015</div> <div style="width: 100%; height: 10px; background: linear-gradient(to right, #4CAF50, #009688);"></div> <div style="margin-left: 10px;">2022</div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">2022</div> <div style="width: 100%; height: 10px; background: linear-gradient(to right, #009688, #00796B);"></div> <div style="margin-left: 10px;">2030</div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="margin-right: 10px;">Volunteering hours</div> <div style="margin-right: 10px;">193,521</div> <div style="margin-right: 10px;">300,000</div> </div> </div>	  
Supply chain	We will reduce social and environmental impacts and continue to deliver safe products to consumers.	<p>Establishing Corporate Brand as Safe and Trustable Food Company</p> <p>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.</p>	<p>In order to enhance our food safety culture, we have been strengthening food safety initiatives at the local site level and improving food safety awareness among all of our employees through training sessions. In addition, we have established a system to sincerely listen to the voice of consumers by utilizing an internal network.</p>	
		<p>Promoting Use of Eco-friendly Packaging Materials</p> <p>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.</p>	<p>We launched the total of three products with packaging made of biomass-based materials. The use of biomass-based materials and making outer films thinner enabled us to reduce our consumption of petroleum-derived plastics by approximately 4.2%.</p> <p>We also strived to reduce the use of plastics and CO₂ emissions by various means such as the launch of two new products using a paper tray and making packaging smaller and lighter.</p>	  
		<p>Waste</p> <p>We will reduce the amount of waste per unit of production volume associated with our Japanese domestic offices by an average of 1% per year.</p>	<p>In 2022, we reduced the amount of waste per unit of production volume associated with our Japanese domestic sites by 3.24% from 2021.</p>	



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Supply chain	We will reduce social and environmental impacts and continue to deliver safe products to consumers.	Greenhouse Gas Emissions*2 By 2030, we will reduce emissions from our own operations (Scope1 & 2) by 47% and emissions associated with purchased goods and services (Scope3 Category1) by 28%, against a 2019 base year.	Scope 1 & 2 GHG emissions: -16% Scope 3 GHG emissions associated with purchased goods and services: -11% 	

*1 Recordable injury rate = Recordable injuries/200,000 hours worked.

*2 Target for Community Investment and Greenhouse Gas Emission are Group-wide targets.