

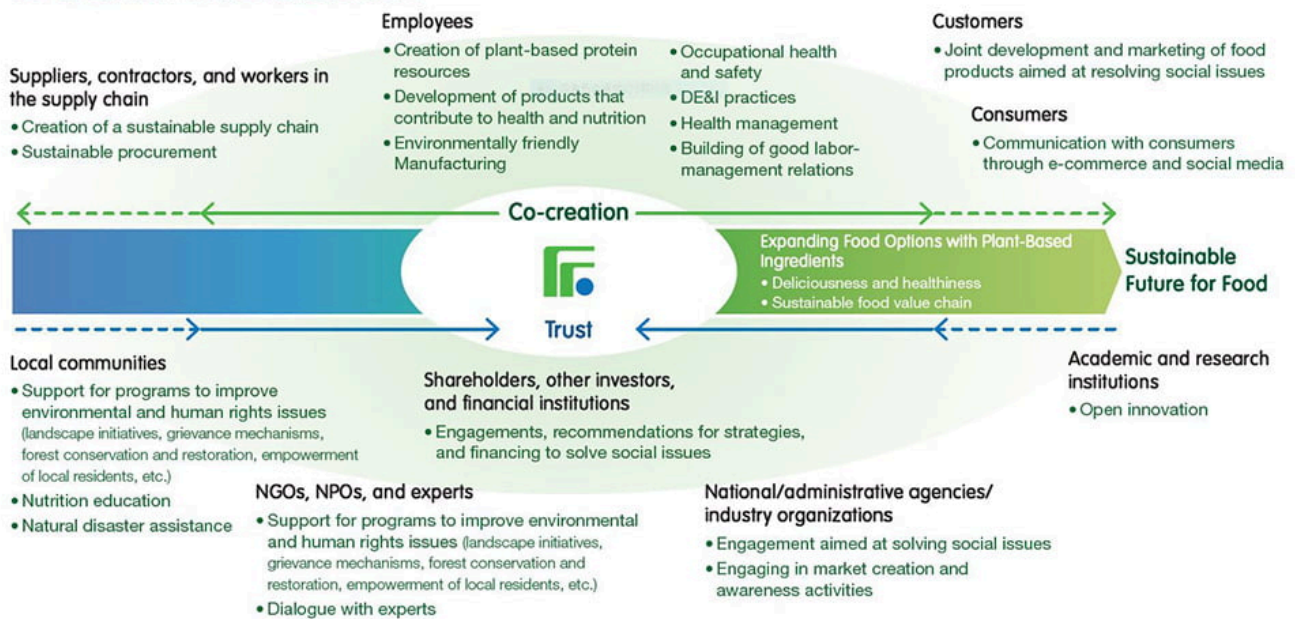
Stakeholder Engagement

The Fuji Oil Group's main stakeholders

GRI:2-25, 29, 3-1

The Fuji Oil Group states its vision in the Fuji Oil Group Management Philosophy as, “Together with our stakeholders, we will co-create a sustainable future for food, based on plant-based ingredients that are both delicious and healthy,” and we are committed to engaging in co-creation with a variety of stakeholders in the value chain. We also see the co-creation relationship with stakeholders that supports these activities as one of the Group’s key management resources.

Co-Creation with Stakeholders



See: Governance, Strategy, Metrics and Targets, Risk Management > The Fuji Oil Group's Value Creation Goals (Value Creation Process)

In promoting sustainability management, our Group strives to fulfill our responsibility to diverse stakeholders while at the same time reflecting their expectations and demands in our management through dialogue. We have identified the main stakeholders on whom our business activities can exert a positive or negative impact, as shown below.

Stakeholder engagement and objectives		Our responsibilities	FY2023 main engagement methods	Related pages
Employees	Human resource is critical to the social and corporate value creation of the Group. We are committed to respecting the diversity of all employees, and creating workplaces where they can make the most of their abilities and work in a safe and secure environment.	<ul style="list-style-type: none"> • Occupational health and safety • Promoting DE&I • Health and productivity management • Building sound management-labor relations 	<ul style="list-style-type: none"> • Employee training (as needed) • Internal compliance hotline (permanent) • Engagement survey (in Japan, twice annually) • Intranet in Japan; internal communication website; social media (permanent) • Town hall meeting with CEO (25 times in FY2023) 	<ul style="list-style-type: none"> • Career support system • Whistleblowing system • Engagement survey • Management-labor dialogue • Occupational health and safety • Promotion of DE&I • Employee health (health and productivity management)

Stakeholder engagement and objectives		Our responsibilities	FY2023 main engagement methods	Related pages
			<ul style="list-style-type: none"> Discussions with labor union (Fuji Oil Co., Ltd., once per month) 	
Shareholders, investors and financial institutions	<p>Gaining the understanding and support of our shareholders, investors and financial institutions is essential to increasing our corporate value. We are committed to timely, appropriate, and highly transparent information disclosure and dialogues. We will use the evaluations and opinions we receive to improve our sustainability management.</p>	<ul style="list-style-type: none"> Increasing corporate value Profit return Information disclosure Dialogues 	<ul style="list-style-type: none"> General meeting of shareholders (annually) Financial results briefings, teleconferences (four times annually) Small meetings, factory tours (six times in FY2023) Individual meetings (187 times in FY2023) Financial Report, Integrated Report, Sustainability Report, shareholder news (annually) 	<ul style="list-style-type: none"> Dialogue with investors Sustainability Report
Customers	<p>Customers are our key partners in building a sustainable food system. We will build lasting relationships with them and enhance co-creation by engaging in better communication and offering the unique value created by the Group.</p>	<ul style="list-style-type: none"> Stable supply Building trust Offering products that capture market needs 	<ul style="list-style-type: none"> Development, offering, and sales of products that address social issues (permanent) Consumer awareness-raising and promotion (as needed) 	<ul style="list-style-type: none"> Co-creation activities (major convenience stores, food service sector)
Consumers	<p>Consumers are both important beneficiaries of a sustainable future of food and the drivers of greater sustainable consumption. We are committed to understanding consumer needs and promoting ethical consumption by raising awareness and making products widely available, and will reflect the feedback we receive in our product development and service improvement.</p>	<ul style="list-style-type: none"> Providing delicious, healthy, and sustainable food Food safety 	<ul style="list-style-type: none"> Product sales via e-commerce channels; communication via social media (permanent) Dissemination of information through mass media (as needed) Awareness raising through industry organizations (permanent) 	<ul style="list-style-type: none"> Expand B-to-C sales channels (cotta, Soya Farm Club) (In Japanese) Industry organization activity (P-LAB)
Business partners, outsourcing partners and supply chain workers	<p>Our business partners, subcontractors, and supply chain workers are key partners in building a sustainable food system. We will promote understanding of the Fuji Oil Group's policies and build trust with our partners through fair and equitable transactions in order to grow sustainably together.</p>	<ul style="list-style-type: none"> Building a sustainable supply chain Sustainable procurement 	<ul style="list-style-type: none"> Daily purchasing activities and transactions (permanent) Individual briefings on our sourcing policies (as needed) Supplier engagement (grievance mechanisms, supplier self-evaluation, Labour Transformation Programme (LTP), support for smallholder farmers, CLMRS, landscape initiatives, deforestation prevention monitoring, proprietary sustainable 	<ul style="list-style-type: none"> Promoting sustainable procurement Identifying and remediating human rights risks

Stakeholder engagement and objectives		Our responsibilities	FY2023 main engagement methods	Related pages
			procurement program (permanent)	
Local communities	To ensure smooth business operations, it is important to live in harmony with local communities. We contribute to the development of local communities by engaging in environmental conservation, supporting safety, and providing food education and job training.	<ul style="list-style-type: none"> • Living in harmony with the community • Community economic development • Environmental conservation 	<ul style="list-style-type: none"> • Landscape initiatives (permanent) • Local community empowerment (permanent) • Indigenous peoples and local communities rights protection (permanent) • Participation in and sponsorship of community events (as needed) • Food education and food support project (as needed) • Support in the event of natural disasters (as needed) 	<ul style="list-style-type: none"> • Promoting sustainable procurement • Food education activities • Local cleanup volunteering • Entrepreneurial training for low-income residents
NGOs/NPOs and experts	Cooperation with NGOs/NPOs and experts is essential in carrying out activities addressing global social issues. We will use their expert perspectives and dialogue to expand and strengthen our sustainability activities.	<ul style="list-style-type: none"> • Constructive dialogues and cooperation for business operations that consider human rights and the environment 	<ul style="list-style-type: none"> • Expert panel dialogues (as needed) • Grievance mechanism (permanent) • Support for programs to improve environmental and human rights issues, promotion of joint projects (permanent) 	<ul style="list-style-type: none"> • Dialogues with NGOs/NPOs and experts • Promoting sustainable procurement • Guidance in identifying material ESG issues
Academic organizations	Expert knowledge and scientific evidence are needed to continue creating social value. We carry out open innovation in collaboration with academic organizations to strengthen our human capital and accelerate the creation of sustainable food resources.	<ul style="list-style-type: none"> • Building trust • Sharing technology, knowledge, and human resources • Confidentiality • Sharing value 	<ul style="list-style-type: none"> • Joint research, open innovation (permanent) • Lectures (as needed) 	<ul style="list-style-type: none"> • Industry-government-academia projects
National/governmental agencies Industry organizations	We will deepen cooperation with national/governmental agencies and industry organizations, and accelerate our efforts to address social issues in order to contribute to the development of not only the industry, but also countries and regions.	<ul style="list-style-type: none"> • Compliance with laws and regulations • Industry revitalization through partnerships with various agencies and organizations • Social and economic development 	<ul style="list-style-type: none"> • Liaison and discussion with government agencies (as needed) • Participation in public-private projects and government-sponsored committees (as needed) • Promotion of industry organization activities (as needed) • Participation in market creation and awareness-raising activities (as needed) 	<ul style="list-style-type: none"> • Establishment of industry organizations (P-LAB) (In Japanese) • Ministry of the Environment Nature Positive Economy research group (In Japanese) • Endorsements of major external initiatives

External initiatives we support and participate in

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- April 2021 Japan Business Initiative for Biodiversity (JBIB)
- June 2020 The Palm Oil Collaboration Group (POCG)
- May 2020 Approved by the Science Based Targets initiative (SBTi)
- May 2020 Round Table on Responsible Soy (RTRS)
- April 2020 Platform for Sustainable Cocoa in Developing Countries
- October 2019 Japan Sustainable Palm Oil Network (JaSPON)
- May 2019 Task Force on Climate-related Financial Disclosures (TCFD)
- March 2017 The Consumer Goods Forum
- December 2016 Male Leaders Coalition for Empowerment of Women by the Japan's Cabinet Office
- 2015 Shea Network Ghana
- January 2013 UN Global Compact (UNGC)
- 2013 Global Shea Alliance (GSA)
- December 2012 UN Global Compact Network Japan (GCNJ)
- 2012 World Cocoa Foundation (WCF)
- September 2004 Roundtable on Sustainable Palm Oil (RSPO)

Endorsing the UN Global Compact

Our Group agreed to and signed the United Nations Global Compact in January 2013. We aim to improve the sustainability of the entire society by practicing the 10 principles in the four areas of: human rights, labor standards, the environment, and anti-corruption.

