

Human Capital and Occupational Safety



Fuji Oil Group's Value Proposition

We believe that building a “sustainable food value chain” by providing solutions to social issues across the value chain — such as physical and mental health, environmental challenges, and human rights — which are swiftly identified by all employees of the Fuji Oil Group, in our pursuit of a sustainable future for food.

Here, we present the FY2024 achievement highlights of our efforts in Human Capital and Occupational Safety, an area of sustainability matters to address our material ESG issues related to a sustainable food value chain.

Visit the following links for details on the Fuji Oil Group's value proposition.

- Governance, Strategy, Risk Management, Metrics and Targets
- Integrated Report

FY2024 Achievement Highlights



Human Rights Management
Third human rights impact assessment conducted



Human Resources Strategy
Focusing on improving employees' job satisfaction through global engagement surveys

Human Rights Management

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

Initiatives on Material ESG Issues

Priority action Promotion of DE&I



- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets
- > Specific initiatives

Priority action **Securing and Developing Human Resources**



- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets
- > Specific initiatives

Priority action **Reducing Occupational Accidents and Property Damage**



- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

Initiatives on Other Social Issues

Employee Health (Health and Productivity Management)



- > Policy
- > Governance
- > Basic approach
- > Risk management
- > Metrics and targets

Co-existence with Local Communities



- > Policy
- > Management system
- > Basic approach
- > Specific initiatives