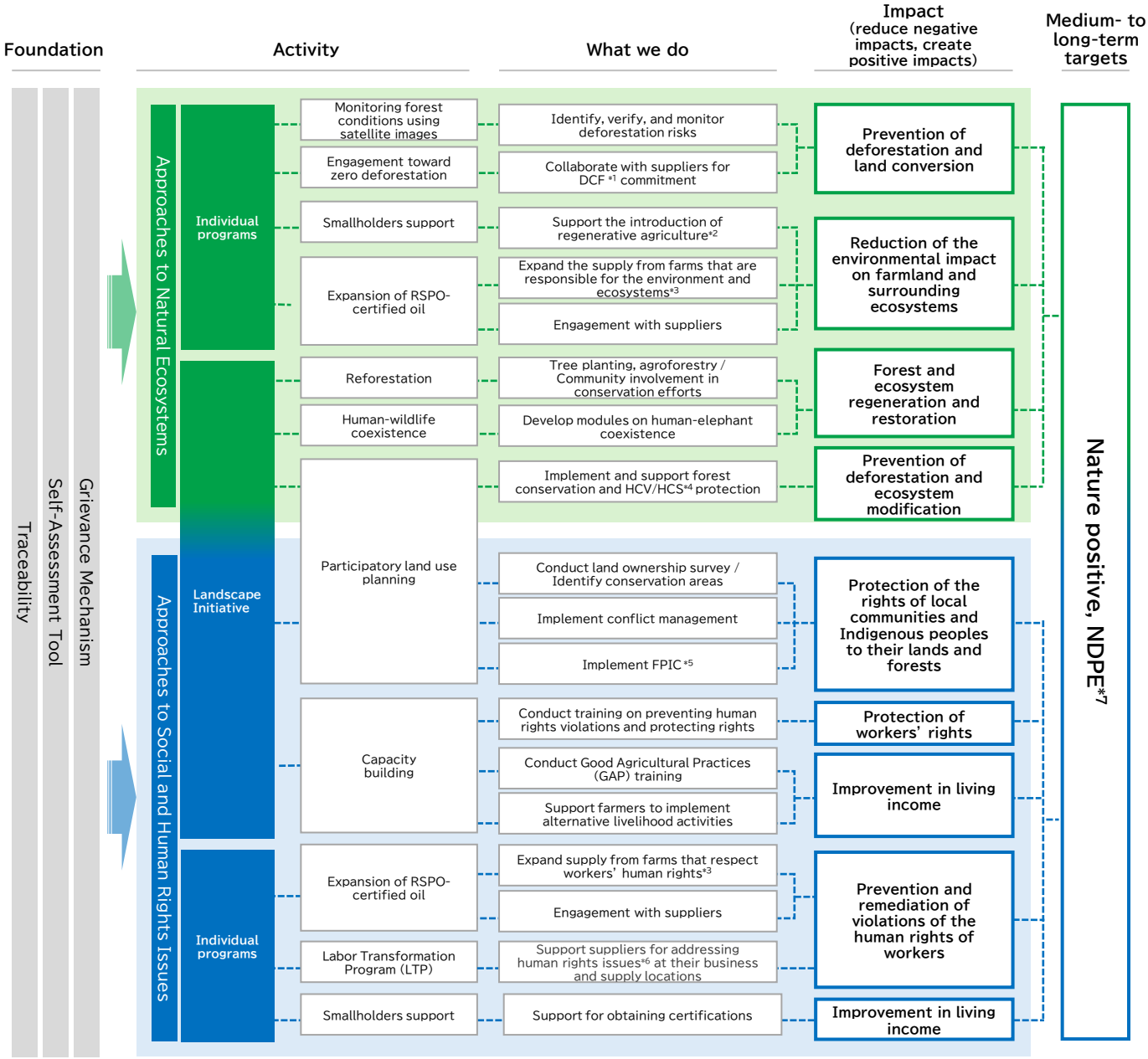
## Creating Impact on Natural Ecosystems and Human Rights Issues Across the Value Chain (Case Study: the Palm Oil Supply Chain)




*1 DCF: Deforestation and Conversion Free

*2 Support for the transition from conventional palm oil agriculture to regenerative agricultural systems that do not rely on chemicals and are responsible for biodiversity.

*3 We are establishing joint ventures with suppliers that practice responsible farm management to expand the supply of environmentally responsible, high-value-added palm oil.

*4 HCV/HCS: High Conservation Value / High Carbon Stock

*5 FPIC: Free, Prior, and Informed Consent is an international human rights principle which requires that, before any development or business activities affecting land or resources belonging to Indigenous people or local communities, these people should be provided with sufficient and accessible information and should give their prior consent voluntarily, without coercion or undue influence.

*6 The scope of the Labor Transformation Program covers the following eight areas and works to identify and correct human rights issues: (1) employment contract management, (2) wages and working hours, (3) employee grievance management, (4) freedom of movement, (5) freedom of association, (6) ethical employment, (7) worker accommodation, (8) health and safety.

*7 NDPE: No Deforestation, No Peat, No Exploitation.
Our Responsible Palm Oil Sourcing Policy outlines the NDPE goals our Group aims to achieve.
https://www.fujioil.co.jp/en/sustainability/policy/palm_procurement/