













PIOLAX ESG Activity Targets 2021

	Materiality Major Related SDGs Issues	PIOLAX ESG Vision 2030	Key Activities	KPI (For items without fiscal year description, targets for FY2021)	
E	Energy Emissions to the atmosphere Waste    	Corporate activities aimed at a decarbonized society and a recycling-oriented society	Thorough efforts to conserve energy	Scope 2: Indirect energy consumption (Electric)	
				Reduce total energy consumption	FY2022: -3% (from FY2019)
				Reduce energy consumption per basic unit (production volume or sales)	FY2022: -3% (from FY2019)
			Efforts to reduce waste	Reduce waste	FY2022: -10% (from FY2019)
				Effective use of resources	Improve recycling rate
Increase the use rate of FSC-certified cardboard boxes for delivery	FY2022: 50% (from FY2019)				
S	Employment Occupational health & safety Diversity & equal opportunity    	Creating a vibrant workplace where employees can work with peace of mind	Health & safety initiatives	Improve the work environment	
				Overtime work	-50% (from FY2019)
				Establish telecommuting rules	
			Respect for human rights	Zero industrial accident	0 accident
				Efforts to address human rights issues (Harassment prevention)	
			Education on Piolax Human Rights Policy		
			Education on harassment prevention (including LGBT)		
			Promote flexible and diverse work styles	Support for balancing work and life events (childbirth, childcare, and nursing care)	
				Rate of female employees taking childcare leave	100%
				Number of male employees taking childcare leave	1 or more employees
Diversity and equal opportunity	Rate of female managers	3.0% or more			
	Rate of female new graduate hires	20% or more			
	Rate of employees with disabilities	2.3% or more			
G	Compliance  	Enhancing fair and equitable businesses and trust relationships	Improve CSR procurement	Establish CSR-related policies	
				Confirm suppliers' CSR compliance status	
				Respond to conflict minerals problems (Survey collection rate)	90% or more
	Governance  	Stable organizational management by strengthening governance	Strengthen corporate governance	Comply with the Corporate Governance Code	Compliance with the revised CG Code
				Enhance the compliance system	In-house training
				Increase stakeholder engagement	Timely disclosure
			Reinforce risk management system	Strengthen information security	Introduction of new system/Email training
Set up a system for disaster countermeasures (Develop a BCP including measures against infectious diseases)	BCP training				