












Piolax ESG Activity Targets 2022

Partially revised on November 8, 2023.

	Materiality: major related SDGs issues	Piolax ESG Vision 2030	Key activities	KPI		FY2022 results	Rating
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 (Electricity)			
				Reduce total energy consumption	-3% (from FY19)	-9%	○
				Reduce energy consumption per basic unit (production volume or sales)	-3% (from FY19)	9%	×
				Greenhouse gas: reducing CO2 emissions	-10% (from FY19)	-13.7%	○
			Efforts to reduce waste	Reduce waste	-6% (from FY19)	-15.5%	○
			Effective use of resources	Improve recycling rate	90% (from FY19)	80%	×
				Increase the use rate of FSC-certified cardboard boxes for delivery	50%	99.9%	○
S	Employment Occupational health & safety Diversity & equal opportunity     	Creating a vibrant workplace where employees can work with peace of mind	Promote health management	Score employee engagement	Obtain benchmarks	Scoring being considered	△
			Work-life balance	Reduce overtime work	-10%	1%	×
				Increase the rate of paid holidays taken	60%	76%	○
				Rate of female employees taking childcare leave	100%	100%	○
				Rate of male employees taking childcare leave	More than the previous year's result	55.6%	○
				Number of industrial accidents	0 accident	13 accidents	×
			Diversity	Rate of female managers	4.0% or more	3.9%	×
				Rate of female new graduate hires	30% or more	24.7%	×
				Number of foreign employee hires	2 or more people	2 people	○
				Rate of employees with disabilities	2.3% or more	2.37%	○
			Human assets development	Establish human assets policy	Establishment	Establishment	○
			Respect for human rights	Education on Piolax Human Rights Policy	Implementation	Study session including domestic subsidiaries: 814 people attended for a total of 204h	○
				Education on harassment prevention	Implementation		
		Enhancing fair and equitable businesses and trust relationships	Improve CSR procurement	Confirm suppliers' CSR compliance status (Response rate of agreement on Supplier CSR Guidelines)	100%	100%	○
				Support suppliers' ESG management promotion	Investigate activities	100%	○
				Respond to conflict minerals problems (Survey response rate)	95% or more	97%	○
G	Governance Compliance  	Stable organizational management by strengthening governance	Corporate governance	Comply with the Corporate Governance Code	Enhance compliance with the Corporate Governance Code	Compliance with the revised Corporate Governance Code	○
				Increase stakeholder engagement	Timely disclosure	Timely disclosure	○
				Enhance the compliance system	In-house training	Study session including domestic/overseas subsidiaries: 1,870 people attended for a total of 493h	○
			Risk management	Strengthen information security	Email training Expand usage of EDR system	Email training Expanded usage of EDR system	○
				Set up a system for disaster measures	BCP training	Not implemented (carried over to the next fiscal year)	×