











Piolax ESG Activity Targets 2023

	Materiality: major related SDGs issues	Piolax ESG Vision 2030	Key activities	KPI	
E	Energy Emissions to the atmosphere Waste    	Corporate activities aimed at a decarbonized society and a recycling-oriented society	Thorough efforts to conserve energy Activities toward carbon neutral	Scope 2: Indirect energy consumption (Electricity)	
				Reduce total energy consumption	-3% (from FY22)
				Reduce energy consumption per basic unit (production volume or sales)	-3% (from FY22)
				Greenhouse gas: reducing CO2 emissions	-13% (from FY19)
			Efforts to reduce waste	Reduce waste	-6% (from FY22)
			Effective use of resources	Improve recycling rate	90% (from FY22)
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	Consideration of scoring
			Work-life balance	Reduce overtime work	-10% (from FY22)
				Increase the rate of paid holidays taken	60%
				Rate of female employees taking childcare leave	100%
				Rate of male employees taking childcare leave	More than the previous year's result
				Number of industrial accidents	0 accident
			Diversity	Rate of female managers	5% or more
				Rate of female new graduate hires	30% or more
				Number of foreign employee hires	2 or more people
				Rate of employees with disabilities	2.3% or more
			Human assets development	Improve human assets development	Development of training system Improvement of training quality
			Respect for human rights	Education on Piolax Human Rights Policy	Implementation
				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%
				Support suppliers' ESG management promotion	Investigation of activities
				Respond to conflict minerals problems (Survey response rate)	95% or more
G	Governance Compliance  	Stable organizational management by strengthening governance	Corporate governance	Comply with the Corporate Governance Code	Enhance compliance with the Corporate Governance Code
				Increase stakeholder engagement	Timely disclosure
				Enhance the compliance system	In-house training (including subsidiaries)
			Risk management	Strengthen information security	Email training Expanded usage of EDR system
				Set up a system for disaster measures	Maintenance of manuals