

Environment

Policy	Environmental Policy	Yes	"MORINAGA Group Environmental Policy" https://www.morinaga.co.jp/company/english/csr/environment/management.html
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Energy		Unit	FY2020/3	FY2019/3	FY2018/3	Scope
CO2 emissions		t -CO2	37,131	37,588	36,256	Single item
		t -CO2	57,048	58,133	56,745	Domestic group production bases
Energy consumption	Consumption rate (by production weight)	t -CO2/ t	0.48	0.48	0.48	
	Crude oil equivalent	k l	35,505	36,213	35,395	
	Consumption rate (by production weight)	k l / t	0.30	0.30	0.30	
	Electricity	10,000 kwh	9,939	10,107	9,937	
	City gas	1,000 m ³	9,221	9,434	9,079	
	LPG	t	11	11	13	
	Fuel oil	k l	0	0	0	
	Kerosene	k l	3	3	2	
Recyclable energy consumption	Crude oil equivalent	k l	0	0	0	
Total recyclable energy (purchased or generated)	Crude oil equivalent	k l	0	0	0	
		Unit	FY2019	FY2018	FY2017	Scope
CO2 emissions		t -CO2/ t	9,137	8,167	-	Overseas group production bases

Resources and waste		Unit	FY2020/3	FY2019/3	FY2018/3	Scope
Raw materials consumption	Primary raw materials	t	41,342	42,460	46,665	Domestic group production bases
	Secondary raw materials	t	49,883	52,901	46,276	
Materials consumption	Paper	t	14,175	14,350	16,397	Domestic group production bases
	Cardboard	t	8,004	9,041	8,722	
	Plastic	t	4,648	5,094	4,247	
	Glass	t	0	0	0	
	Steel	t	0	0	0	
	Aluminum	t	1,091	875	721	
	Other	t	133	153	46	
Waste emissions		t	9,556	9,716	9,843	Domestic group production bases
Recycling volume		t	9,553	9,712	9,840	
Recycling rate		%	99.96	99.96	100.0	
Final landfill volume		t	3	4	3	
Nox emissions		t	36	38	29	
Sox emissions		t	0	0	0	
Certification rate for products made using wood materials		Items	19	1	0	
		Unit	FY2019	FY2018	FY2017	Scope
Waste emissions		t	616	515	-	Overseas group production bases

Water		Unit	FY2020/3	FY2019/3	FY2018/3	Scope
Water resources consumption		1,000 m ³	1,538	1,504	1,530	Domestic group production bases
Waste water volume		1,000 m ³	1,341	1,080	1,039	Domestic group production bases
		Unit	FY2019	FY2018	FY2017	Scope
Water resources consumption		1,000 m ³	148	159	-	Overseas group production bases

Environment management		Unit	FY2020/3	FY2019/3	FY2018/3	Scope
No. of facilities with ISO14001 accreditation		Facilities	1	1	1 (※①)	※① On January 23, 2018, we acquired multi-site certification as Morinaga Seika Group Production Facility (including 4 factories in our own company, 3 affiliates in production affiliated companies including head office environmental integration secretariat)

Compliance		Unit	FY2020/3	FY2019/3	FY2018/3	Scope
No. of times fined for environmental violations		Times	0	0	0	Domestic group production bases
Environmentatl violation fine amount		Yen	0	0	0	Domestic group production bases

Greenhouse gas emissions (Scope1, 2, 3)

		Unit	FY2020/3	Scope	Remark
Scope1	Total	t-CO2e	20,794	Domestic group	
Scope2 (Location standard)	Total	t-CO2e	52,024	Domestic group	
Scope2 (Market standard)	Total	t-CO2e	49,605	Domestic group	
Scope3					
	Category1 Purchased Goods and Services	t-CO2e	248,003	Domestic group	*Raw materials and OEM products
	Category2 Capital goods	t-CO2e	122,971	Domestic group	
	Category3 Fuel- and Energy-Related Activities	t-CO2e	3,774	Domestic group	
	Category4 Upstream transportation and distribution	t-CO2e	15,809	Single item	
	Category5 Waste generated in operations	t-CO2e	4,176	Domestic group	
	Category6 Business travel	t-CO2e	618	Domestic group	
	Category7 Employee commuting	t-CO2e	1,607	Domestic group	
	Category8 Upstream leased assets	t-CO2e	557	Single item	
	Category9 Downstream transportation and distribution	t-CO2e	-	-	Not relevant
	Category10 Processing of sold products	t-CO2e	-	-	Not relevant
	Category11 Use of Sold Products	t-CO2e	-	-	Not relevant
	Category12 End-of-life treatment of sold products	t-CO2e	6,603	Domestic group	
	Category13 Downstream leased assets	t-CO2e	-	-	Not relevant
	Category14 Franchises	t-CO2e	-	-	Not relevant
	Category15 Investments	t-CO2e	-	-	Not relevant
	Category16 Other (Upstream)	t-CO2e	-	-	Not rated
	Category17 Other (Downstream)	t-CO2e	-	-	Not rated

Society

Policy									
Human rights policy	Yes	"MORINAGA Group Human Rights Policy"							
	Yes	https://www.morinaga.co.jp/company/english/about/governance.html							
Customers									
Customer policy	Yes	"Basic Policy for Customer Satisfaction" in accordance with ISO10002 http://www.morinaga.co.jp/contact/service.html							
Responsible marketing policies	Yes	Included in the "MORINAGA Group Charter of Corporate Behavior" and "MORINAGA Group Code of Conduct" http://www.morinaga.co.jp/company/english/about/vision.html							
Customer comments received by the Customer Services Center		Unit	FY2020/3	FY2019/3	FY2018/3	Scope			
Inquiries/opinions		Cases	31,658	32,804	33,861				
Suggestions		Cases	4,593	5,413	5,579				
		Total	36,251	38,217	39,440				
Employees									
Basic human resources policy	Yes	Included in the "Human Resources System Handbook"							
Work health and safety policy	Yes	Included in the "Health and Safety Management Regulations"							
No. of full-time employees		Unit	FY2020/3	FY2019/3	FY2018/3	Scope			
		Female	343	332	317	Includes seconded employees			
		Male	1,290	1,254	1,244				
		Total	1,633	1,586	1,561				
No. of temporary employees		Female	208	194	195	Ending of each fiscal year (as of March 31)			
		Male	241	245	252				
		Total	449	439	447				
Average age		Female	40.0	39.7	39.7	Includes seconded employees			
		Male	43.6	43.3	42.9				
		Total	42.9	42.5	42.3				
Average service years		Female	17.1	17.1	17.3	Includes seconded employees			
		Male	19.4	19.5	19.2				
		Total	18.9	19.0	18.8				
Domestic affiliated companies No. of full-time employees		Female	234	224	210	Excludes employees seconded from MORINAGA & Co., Ltd.			
		Male	439	443	444				
		Total	673	667	654				
Domestic affiliated companies No. of temporary employees		Female	769	835	828				
		Male	205	262	240				
		Total	974	1,097	1,068				
No. of new recruits		Female	35	19	17	Includes new graduates / careers			
		Male	15	34	18				
		Total	50	53	35				
Domestic affiliated companies No. of new recruits		Female	37	19	21				
		Male	31	42	32				
		Total	68	61	53				
Turnover rate (turnover rate of new graduates with less than three years of service)		%	3.2	3.4	-				
Employment rate for people with disabilities		%	2.79	2.53	2.44	Ending of each fiscal year (as of March 31)			
No. of female managers		People	43	33	25	Beginning of each fiscal year (as of April 1)			
Ratio of female managers		%	7.7	6.7	5.2				
Ratio of female directors		%	22.2	20.0	9.1				
No. of employees taking childcare leave		Female	16	13	18	Total number of employees, regardless of form of employment, based on the date childcare leave commenced			
		Male	17	7	8				
		Total	33	20	26				
Reinstatement rate (ratio of employees returning to work after a leave of absence)		%	100.0	100.0	95.7	Employees returning to work in the relevant year / returnees + retirees, regardless of gender or form of employment			
No. of employees utilizing shorter work hour system for childcare		Female	26	24	21				
		Male	0	0	0				
		Total	26	24	21				
No. of employees wishing to be reemployed after retirement		People	72	76	34				
Reemployment rate of post retirement employees		%	89.0	93.0	85.0				
Average overtime hours (per employee)		hour/month	15.1	16.8	16.2				
Days of annual paid leave acquired		Day	12.6	12.3	11.8				
Annual paid leave acquisition rate		%	94.7	96.1	93.0				
No. of employees acquiring nursing care leave		People	0	0	1				
Ratio of union members		%	100.0	100.0	100.0	full-time employees			
Rate of stress check implementation		%	100.0	100.0	100.0				
Percentage of employees participating in health checkups		%	100.0	100.0	100.0				
Rate of frequency		%	1.05	2.02	3.07	Rate of frequency of employees taking leave from work due to work-related injuries per million actual work hours at domestic factories			
No. of fatal occupational accidents		People	0	0	0				

Governance

Corporate Governance

		Unit	FY2020/3	FY2019/3	FY2018/3	Scope	
Number of directors	Internal directors	Female	1	14.3%	1	12.5%	Single item
		Male	6	85.7%	7	87.5%	
		Total	7	100.0%	8	100.0%	
	Independent outside directors	Female	1	50.0%	1	50.0%	
		Male	1	50.0%	1	50.0%	
		Total	2	100.0%	2	100.0%	
	Aggregate total	Female	2	22.2%	2	20.0%	
		Male	7	77.8%	8	80.0%	
		Total	9	100.0%	10	100.0%	
Number of auditors	Internal directors	Female	0	0.0%	0	0.0%	
		Male	1	100.0%	2	100.0%	
		Total	1	100.0%	2	100.0%	
	Independent outside directors	Female	0	0.0%	0	0.0%	
		Male	3	100.0%	2	100.0%	
		Total	3	100.0%	2	100.0%	
	Aggregate total	Female	0	0.0%	0	0.0%	
		Male	4	100.0%	4	100.0%	
		Total	4	100.0%	4	100.0%	
No. of times Board of Directors meetings held	Times	16		17			
Attendance rate for Board of Directors meetings	%	100		99			
No. of times Board of Auditors meetings held	Times	21		21			
Attendance rate for Board of Auditors meetings	%	100		99			
Remuneration for internal directors ¹	Million yen	169		237			
Remuneration for auditors	Million yen	48		51			
Remuneration for outside directors	Million yen	20		20			

* 1 Salaries for director-employees (directors with duties in an employee's capacity)

Compliance

Code of ethics	Yes	Included in the "MORINAGA Group Charter of Corporate Behavior" and "MORINAGA Group Code of Conduct"
Anti-corruption policy	Yes	Included in the "MORINAGA Group Charter of Corporate Behavior" and "MORINAGA Group Code of Conduct"
Bribery policy	Yes	Included in the "MORINAGA Group Charter of Corporate Behavior" and "MORINAGA Group Code of Conduct"
Whistleblower protection policy	Yes	Included in labor regulations
Policy regarding conflicts of interest for directors	Yes	Included in decision-making regulations
Policy regarding trading with parties connected to directors	Yes	Included in decision-making regulations

	Unit	FY2020/3	FY2019/3	FY2018/3	Scope
No. of cases of anti-corruption violations	Cases	0	0	0	Single item
Anti-corruption violation fine amount	Yen	0	0	0	※①Recommendation
No. of cases of legal violations	Cases	1 (※①)	0	0	
Legal violation fine amount	Yen	0	0	0	