



Human Rights Initiatives

Nichirei Group Human Rights Policy
<https://www.nichirei.co.jp/english/corpo/management/humanrightspolicy.html>

At the Nichirei Group, we understand that our business activities, from research and development to procurement and provision of products and services, have potential or actual impacts on human rights. In line with the United Nations Guiding Principles on Business and Human Rights, we carry out due diligence to identify, prevent and mitigate adverse impacts on the human rights of people involved in the Nichirei Group's business activities.

■ Human Rights Due Diligence for Foreign Technical Interns and Specified Skilled Workers

Over a period of two months from October to November 2022, with support from the NPO Caux Round Table Japan, we carried out a fact-finding survey of foreign technical interns and foreign specified skilled workers employed by the Nichirei Group. The survey was conducted in accordance with the Dhaka Principles* to assess their physical and mental health and whether they felt a sense of fulfillment day to day.

* Principles for the responsible recruitment and employment of migrant workers

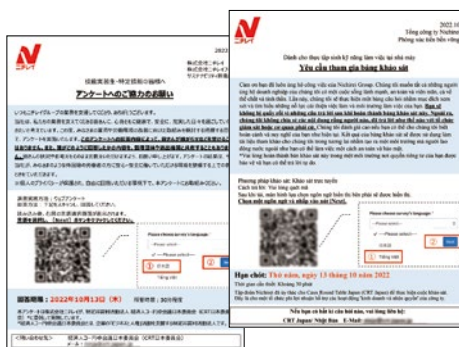
Target group	Foreign technical interns and specified skilled workers employed by the Nichirei Group
Survey period	October to November 2022
Survey method	(1) Online questionnaire <ul style="list-style-type: none"> Scope: All food factories where target group members were based Responses were accepted in languages other than Japanese (Vietnamese, Chinese, Indonesian) (2) Interviews <ul style="list-style-type: none"> Scope: Certain food factories Interviewer: Hiroshi Ishida from Caux Round Table Japan

Survey Results and Issues



Hiroshi Ishida
Executive Director
Caux Round Table Japan

As a human rights due diligence initiative, Caux Round Table Japan conducted a questionnaire survey and interviews with foreign workers in accordance with the Dhaka Principles from the standpoint of a third-party organization. Among the survey results, there were many comments expressing a desire to continue working as a member of Nichirei, and no signs of serious human rights violations. However, regarding Principle 1 of the Dhaka Principles, "No fees are charged to migrant workers," the survey revealed that, although there were some variations between individuals, such fees had reached considerably large amounts. I expect the Nichirei Group to take specific measures to establish a foundation of trust with foreign workers. Such measures should involve management, and should verify the actual fees charged to foreign workers at the time they were hired.



Documents seeking cooperation in answering online questionnaire (Japanese/Vietnamese)



Interview at a food factory

■ Ten Sedex Member Companies in the Food and Beverage Industry Form Working Team to Promote Human Rights Due Diligence in the Supply Chain

https://www.nichireifoods.co.jp/news/2022/info_id14398
(Japanese only)

Ten companies in the food and beverage industry, including Nichirei Foods, which joined the Supplier Ethical Data Exchange ("Sedex"), have formed the Sedex Working Team of Buyers in the Food and Beverage Industry. Promoting the common use and standardization of Sedex within the food and beverage industry, the team has also been promoting membership of Sedex through initiatives including briefing sessions for suppliers in January and February 2023 and for companies that have trading company functions as of July 2023.

Note: Nichirei Foods has been a member of Sedex, a non-profit organization dedicated to the realization of ethical and responsible business practices in the global supply chain, since July 2019. All factories owned by Nichirei Foods in Japan underwent Sedex Members Ethical Trade Audits (SMETA) in FY2022.