



Continually Enhance Our Workplaces



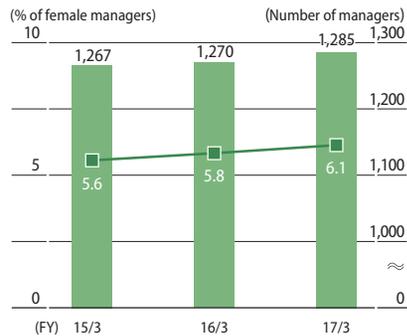
For Employees

<http://www.nichirei.co.jp/english/csr/work/>

Basic approach

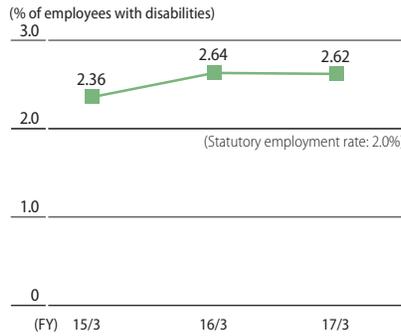
In the Nichirei Group, employees are regarded as the source of business growth. Accordingly, “continually enhance our workplaces” was established as one of the core objectives of the Nichirei Pledge when the Group’s basic CSR policy was revised effective from April 2017. With the goal of creating dynamic workplaces, the Group Human Assets Committee and the Diversity Promotion Conference share information on and confirm the progress of efforts to enhance workplaces pursued at all group companies.

Number of managers / % of Female managers



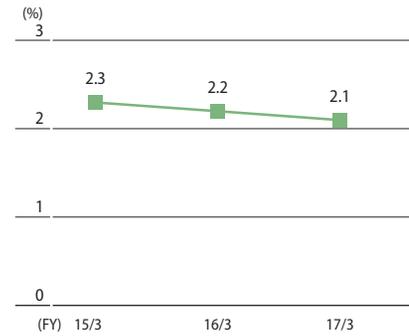
Note: Figures are the total for 16 major group companies.

Employment rate of people with disabilities



Note: The employment rate of people with disabilities for the Nichirei Group is calculated based on the total number of employees with disabilities employed mainly the following companies of the Nichirei Group. Nichirei Corporation, Nichirei Foods Inc., Nichirei Fresh Inc., Nichirei Logistics Group Inc., Nichirei Biosciences Inc., and Nichirei Aura (a special-purpose subsidiary that primarily employs people with disabilities)

Turnover ratio



● Basic policies for workplace enhancement

The Nichirei Group has established its Basic Policies for Enhancing Workplaces, which centers on creating employee-focused workplaces and the promotion of diversity. Based on the principle of promoting both customer satisfaction and employee satisfaction in management, the policy of creating employee-focused workplaces is intended for maintaining workplace environments in which employees can make the most of their capabilities while taking pride in their job and place of work. The policy of promoting diversity recognizes that differences in the attributes of employees, such as gender, age, and nationality, as well as their diverse ideas and values are all powerful sources of innovation for the Group. By drawing on such diversity and treating its employees as assets, the Group intends to generate new ideas and value while enhancing job satisfaction and motivation among employees.

● The Nichirei Group Workplace Improvement Policy established

With a view to enable more diverse working styles for employees, the Nichirei Group established the Nichirei Group Workplace Improvement Policy in April 2017. By expanding choices for workstyles and providing training and equal opportunities, the Group intends to improve its workplaces, make its organizations more dynamic, and raise productivity. The goals of the policy are set to be attained by FY22/3.

1. Diversify ways of working

- i. Expand choices in employment
- ii. Establish a framework for continued career paths

2. Rectify the practice of working long hours

3. Provide equal opportunities

- i. Support active roles for women
- ii. Provide a stimulating workplace for people with disabilities
- iii. Establish employment for seniors

● Nichirei Logistics Group’s initiatives for promoting the success of women

The Nichirei Logistics Group has been promoting diversity with the goal of recreating its organizations so that diverse human resources can thrive. As part of its efforts, the company declared its intention to promote the success of female employees in 2016, established an office dedicated to helping female employees succeed, and set the goal of doubling the number of women in management positions. In addition, it organized a women’s forum as a venue for female employees from all over Japan to come together and share ideas on how to pursue personal success and what kind of support is needed in the workplace.

Recognizing that promoting the success of women is an important driver of corporate change, the Nichirei Logistics Group intends to transform its corporate culture by drawing on the sensibilities of women in its operations and workplace management.