



Sustainability Report

2021

Full Version



Contents

Sustainability Report

2021

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○ Editorial Policy

Sustainability Report 2021 (Full Version) is published to provide information on the CSR initiatives of the Nissui Group to its stakeholders.

▮ Report Period

The report mainly covers activities conducted from April 1, 2020, to March 31, 2021. However, when appropriate exceptions to this general rule are made, as when citing past circumstances and data or using recent examples for illustration purposes.

▮ Report Boundary

The environmental data in Japan represents the totals of Nippon Suisan Kaisha, Ltd. (Nissui) and its group companies in Japan (including five unconsolidated affiliate companies in Japan). The environmental data outside Japan represents the totals of the major nine group companies outside Japan. The personnel data reports only on Nippon Suisan Kaisha, Ltd. (Nissui).

▮ Referenced Guidelines

GRI Sustainability Reporting Standards in 2016
Environmental Reporting Guidelines (2018)

▮ Issuance Period

Issued September 2021

▮ Reporting Cycle

Annually

▮ Contact Information for the Organization Publishing this Report

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With the aim of turning the Nissui Group into a worthy organization trusted by society, we will strive to resolve issues through our businesses and help realize a sustainable and affluent society.

I am the newly appointed President & CEO, Shingo Hamada. I would like to express my heartfelt sympathy to all those affected in various ways by the global pandemic of the novel coronavirus (COVID-19) and my deep appreciation to those who are making utmost efforts to prevent the spread of infections.

People's values and mindset have been dramatically changed by events having a huge impact on the social environment -as exemplified by the pandemic- and the recent outbreak of natural disasters on a global scale. People are not only becoming more health conscious with respect to "food" and having expectations for various functions of "food," but also having greater expectations for and interest in companies' proactive efforts to reduce their environmental impact as well as initiatives for respecting human rights and promoting diversity, etc.

More than ever before, in order to coexist harmoniously with the environment surrounding these issues and make improvements in this context, we are strongly being urged to address and meet consumers' needs and social demands in earnest.



Sustainable Utilization of Marine Resources and Preservation of the Earth Environment

In the Nissui Group, we run our businesses based on the following management policy: "We will champion the sustainable utilization of marine resources and the preservation of the earth environment, continue to create diverse value from resources, including marine resources, and provide individual consumers with safe and high quality products thus helping them to maintain a fit and healthy lifestyle." The Nissui Group, whose business operations rely on the bounty of the Earth and the sea, believes that climate change and the condition of marine resources are extremely significant in terms of their relationship with medium- to long-term business risks and opportunities. In addition to activities to reduce environmental impact, such as reducing CO2 emissions, we will engage in unique initiatives for the sustainable utilization of marine resources, including conducting a resource status survey on wild-caught marine products procured by the Group and developing aquaculture technologies that mitigate the impact on the marine environment and curb the impact on the ecosystem. We will also seek to realize a seafood business in harmony with the ocean in collaboration with relevant stakeholders as a member of the Seafood Business for Ocean Stewardship (SeaBOS), an initiative aimed at sustainable seafood business.

Adapting to Changes in Needs for "Food"

We believe it is also important to flexibly adapt to "changes" in an environment where the future outlook is uncertain. For the purpose of adapting to changes in consumers' lifestyles and needs that have been brought about by such factors as self-restraint on outings and the increase in Work From Home (WFH) amid the COVID-19 pandemic, we promoted the development of convenient & ready-to-eat products and the enhancement of our lineup of health-oriented products, which have won the hearts of consumers to a certain extent. Going forward, we will continue to expand and enhance our delicious products that contribute to health on a global scale.

Human Capital Means Everything to a Company

The key to resolving social issues is to also enhance the capabilities of employees who work on them. I deliberately use the term "human capital" instead of "human resources" here; I recognize that human capital development is a major task. To this end, it is indispensable to reconstruct the education plan and career path tailored to the characteristics of the social environment and each individual, so that they will help each and every individual improve and fully demonstrate his/her capabilities. In conjunction with this, as a member of the 30% Club Japan, we will accelerate women's participation in management. We will also promote global human capital development to realize overseas business expansion, and seek to create a corporate culture in which diverse individuals who constitute our pool of human capital can demonstrate their respective capabilities with vigor and vitality.

Initiatives for Respect for Human Rights

The general public's interest further heightened in the past year with respect to consideration given to human rights in corporate activities. In 2020, the Nissui Group formulated the "Nissui Group Human Rights Policy," for the purpose of redefining its initiatives on the issue of human rights and further clarifying its approach to respecting human rights in all value chains associated with its businesses. We will further push ahead with specific initiatives to identify the current situation and reduce risks with respect to items of importance that have been identified in our human rights risk assessment. Together with our business partners, we will promote CSR procurement in consideration of human rights and the environment, in addition to quality and costs.

Toward the Next 100 Years

Nissui celebrated the 110th anniversary of its foundation in May 2021. As there is still a mountain of sustainability-related issues, we will engage in initiatives to resolve these issues through our businesses to continue being a company needed by society. The Nissui Group will work as one and make utmost efforts with its stakeholders to realize a sustainable and affluent society, with the aim of becoming a worthy group that is trusted by society, having inherited our predecessors' strong genes and entrepreneurial spirit to tackle difficulties.

S. Hamada

Representative Board Member,
President & CEO
Nippon Suisan Kaisha, Ltd.

The Nissui Group's CSR Initiatives

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The Nissui Group's CSR Initiatives

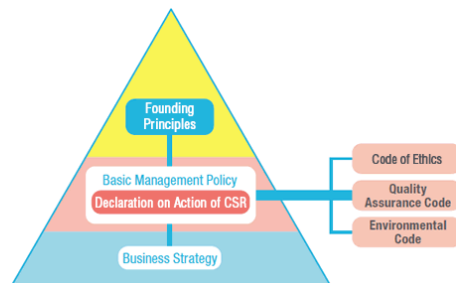
The Nissui Group's CSR Initiatives

The Nissui Group, together with its stakeholders, will endeavor to find solutions to social issues and aim to become a corporate group that continues to be needed by society.

As a marine products company, Nissui's founding principle is to provide the people of the world with marine resources in as fresh a condition as possible.

The Nissui Group asserted CSR-driven management in the “MVIP 2017,” the previous Mid-Term Business Plan; in March 2016 announced the Declaration on Action of CSR; and in November of the same year determined materiality and has been engaged in various initiatives. In the new Mid-Term Business Plan, “MVIP + (Plus) 2020,” which was announced in May 2018, it further promoted management based on CSR to achieve sustainable growth and further increase in corporate value.

The Nissui Group, together with its stakeholders, will broadly contribute to achieving the sustainable development goals (SDGs) adopted by the United Nations and solving various social issues based on the “Nissui's genes” carried forward since the company's foundation.



Nissui's Genes

Mission, Innovation, Hands-on approach, Global, Customer-Orientation

○ Declaration on Action of CSR

The Nissui Group will appreciate the earth and the sea, and create diverse values from five genes (Mission, Innovation, Hands-on approach, Global, Customer-Orientation) inherited since its foundation and try to solve social issues through business activities.

For the Customers

- We provide safe and secure high-quality products which are valuable for the customers.
- We utilize bounty of the sea and provide the delights of foods and the rich and healthy lives through the innovation.

For the Employees

- We act in accordance with the norms of the society with sound ethics and aim to build a socially trusted company.
- We respect diverse values and individualities, and achieve growth through teamwork by learning from others.

For the Business Partners

- We maintain fair and clean business relationship with all of our business partners.
- We try to build mutual trusting relationship with business partners and seek a sustainable society with them.

For the Environment

- We work hard to reduce environmental burdens and preserve the natural environment and biodiversity.
- We recognize that our business is relied on the bounty of the earth and the sea, and work hard to utilize resources in a sustainable manner.

For the Shareholder and Investors

- We operate in a transparent manner and improve disclosure of information.
- We try to enhance corporate value and continue a proper distribution of profit to the shareholders through stable business growth.

For society

- We work hard to develop local society and cultivate next generation through the knowledge and the technology of the Nissui Group.
- We respect diverse cultures and customs in the world and try to contribute to keeping the local society alive with the development of our business.

CSR Promotion System

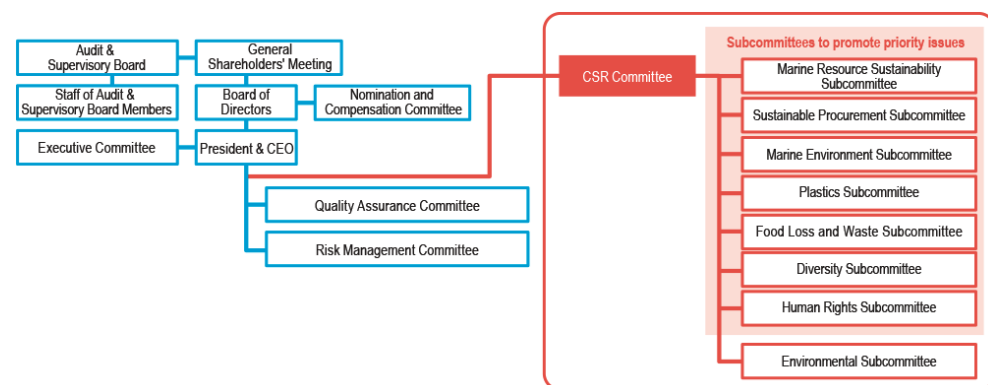
Determination of Key Issues

Stakeholder Communication

CSR Promotion System

○ Promotion Framework - The CSR Committee

We established a CSR Committee which reports directly to the President to promote CSR activities of the entire Group.



The CSR Department was established in March 2017 to reinforce CSR activities.

Organization >

○ The CSR Committee and Subcommittee

The CSR Committee, chaired by the President & CEO and comprising Executive Officers, is held six times a year.

It consists of seven subcommittees to promote priority issues (Marine Resource Sustainability Subcommittee, Sustainable Procurement Subcommittee, Marine Environment Subcommittee, Plastics Subcommittee, Food Loss and Waste Subcommittee, Diversity Subcommittee and Human Rights Subcommittee) and the Environmental Subcommittee, to which Executive Officers have been appointed as Subcommittee Chairpersons, with members have been appointed by Subcommittee Chairpersons.

○ Dissemination of CSR Activities Throughout Nissui

The CSR Newsletter: Let's Listen to the Voice of the Sea, an employee newsletter, is published once or twice a month as a way of disseminating CSR activities throughout Nissui.

The newsletter posts and shares such information as the approach to CSR, the progress being made by the subcommittees for each of their key issues and CSR events in which the employees participated. The newsletter was launched in April 2016. Each issue from the inaugural issue to the 54th issue was collected and compiled as a booklet and distributed to the Nissui Group companies. Since then, the newsletter has been distributed simultaneously to the Nissui Group companies, and in March 2021, the 110th issue was published.



○ CSR Activities of the Business Locations and Group Companies

■ Workshop on the SDGs and Group Work (Fine Chemicals General Plant Tsukuba Plant)

On January 9, 2020, a workshop and group work were held to make all plant employees (approximately 70 employees) understand the SDGs at the Fine Chemicals General Plant Tsukuba Plant.

Subsequently, for the purpose of instilling the SDGs among employees, "Tsukuba Plant SDGs Newspaper" was published once a month in 2020 and is posted in the SDGs corner set up in the cafeteria. The Newspaper contains a report on activities concerning the SDGs at the Plant as well as introductory articles covering familiar themes related to the SDGs, including describing the environmental impact of the Plant's facilities. In order to raise employees' awareness as participants, without limiting itself to being a one-sided source of information, a quiz event linked with the Newspaper was held, in which all employees of the Plant participated.

The Plant is working as one to engage in CSR activities while utilizing the Newspaper to encourage employees to participate in such activities in a joyful way and make them understand the SDGs as their own issues.



■ Formation of the Sustainability Team (Sealord Group, Ltd.)

In May 2019, the Nissui Group company, Sealord Group, Ltd. (New Zealand), established a new team dedicated to sustainability. This team comprises key members of various departments including procurement, innovation, human resources, quality, marketing, and compliance. It aims to reduce Sealord's negative impact on the environment, by first assessing the impact of climate change on the company's business as well as the impact of the business on the environment based on data and science. Sealord is also measuring its carbon emissions with the help of an external agency. The next step will be to develop a consistently updated Sustainability Strategy and incorporating sustainability into the company's strategic priorities in the long term.



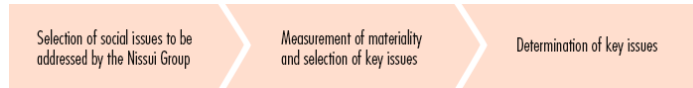
■ CSR Awareness Day (Nordic Seafood A/S)

On February 28, 2020, the Nissui Group company, Nordic Seafood A/S (Denmark), held a workshop on CSR called "CSR Awareness Day" for its employees to discuss the multitude of issues that the company's product range entails. As a result, the employees deepened their understanding of the company's business model while at the same time became aware of how to address the issues of sustainability and social responsibility.



Determination of Key Issues

○ The Process of Identifying Key CSR Issues

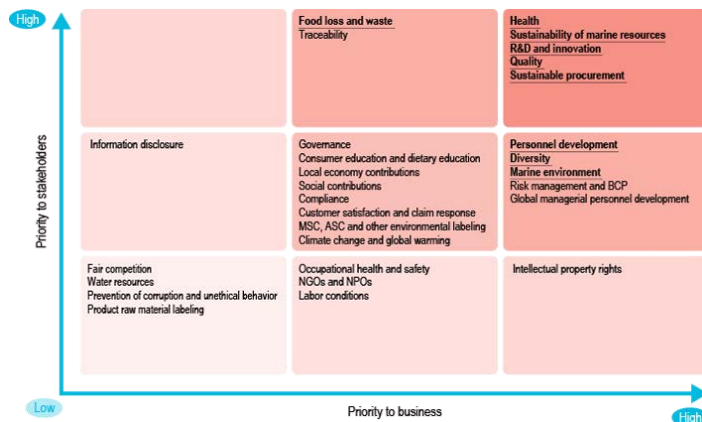
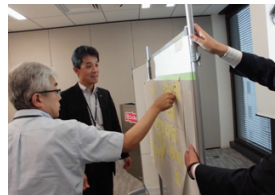


■ Selection of Social Issues to be Addressed by the Nissui Group

To meet diverse social demands and requirements, social issues were selected from among the expectations of society, the key issues of customers and the key issues of competitors. 29 issues to be addressed were selected, taking into consideration the Nissui Group business domains and customer base.

■ Measurement of Materiality and Selection of Key Issues

A questionnaire survey was conducted on the stakeholders (571 stakeholders including customers, employees, NPOs/NGOs and shareholders) on the 29 selected issues and the materiality of each issue was measured. Additionally, workshops for management were conducted and materiality was measured also from a business perspective. Key issues to be addressed were identified based on the two scales of “Stakeholder” and “Business.”



(Note): Bold/underlined sections indicate items identified as key issues.

■ Determination of Key Issues

Based on the key issues to be addressed, three areas were identified dialogues were held with experts on these areas and opinions were received from global perspectives.

Upon deliberation by the Board of Directors, the key issues to be addressed by the Nissui Group were determined. These key issues will be reviewed periodically going forward.

○ Key Issues to Be Addressed by the Nissui Group

■ Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement

The preservation of resources and resolution of labor-related human rights issues is called for when using and procuring marine resources. The Nissui Group is grateful for the bounty of the oceans and will continue to develop technologies that promote the sustainable utilization of resources in fishing, aquaculture, and related industries, to protect the environment and resources for the next generation. Also, we are working with our suppliers to implement sustainable procurement that maintains respect for human rights.

Social Issues : Preservation of the "forest, river and sea", Marine Plastics, Sustainability of Marine Resources, CSR Procurement



Specific Initiatives

- Biodiversity Preservation >
- Marine Plastics >
- Sustainability of Marine Resources >
- Human Rights >
- CSR Procurement >
- Environmental Management >
- Reducing Environmental Impact >

■ Contribute to a healthy lifestyle with food safety and security

Different issues plague different parts of the world when it comes to health. In some places, people suffer from hunger due to regional conflict or poverty, while advanced nations face such issues as societal aging, over-nutrition, and food loss. Marine products are a valuable food resource and are recognized worldwide as a healthy food for their functional components. The Nissui Group has been developing technologies and innovations to utilize the bounty of the sea for over 100 years. We aim to utilize limited resources effectively and without waste to enable people to experience the delights of food and a rich, healthy life.

Aim to be a company where diverse human resources play an important role to address the social issues Social issues to be addressed : Diversity, Training and Development												
Priority Themes	Diversity									5.1	8.2	
	Work Style Reform									5.b	8.2	
	Women's Empowerment									5.1 5.5	8.2	
	Employment of Seniors, People with Disabilities, and Foreign Nationals										8.8	
	Labor Safety/Training and Development										8.5	
	Employee Health											
Other issues to be addressed												
Priority Themes	Governance									5.1		
	Social Contribution	14.a						12.3	2.1		8.3	17.17

(Note): Numbers in the table are target numbers of the SDGs.

○ Relationship Between the Key Issues and Business

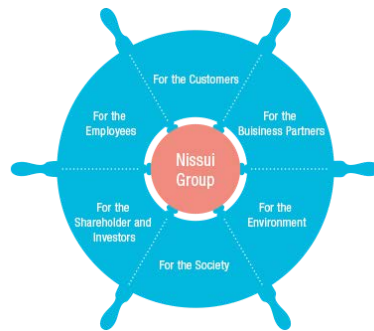
The following diagram illustrates the connection between and the breadth of the three key issues and business activities toward the year 2030, the targeted year of the SDGs.



Stakeholder Communication

○ Nissui Group's Stakeholder Communication

In its business activities, a company faces a variety of societal issues that often include the environment or human rights. We believe it is vitally important to tackle those issues while pursuing sustainable growth. We need to face each of these problems head on and continue to engage in dialogues and other forms of communication with our stakeholders to actively remind ourselves not to become complacent.



For the Customers

The Nissui Group provides a wide variety of products globally including marine products from its fisheries and aquaculture operations, frozen foods for household and commercial use, shelf-stable foods, fish sausages and surimi-based products, EPA as pharmaceutical ingredients, Specified Health Use products with EPA and foods labeled as functional foods. Furthermore, as the Group is also engaged in marine research and the logistics business, it deals with a broad spectrum of customers ranging from individuals to corporation and to government agencies. The Nissui Group, in its Quality Assurance Code, has declared that it values dialogues with its customers and that it will make ceaseless efforts to enhance customer satisfaction.

Major responsibilities and challenges	Means of communication	Frequency
• To ensure safe and high-quality products • To offer tasty and fun food and a healthy lifestyle • To provide product labeling and appropriate information on products and services • To respond to and support customers	Customer Service Center (Contact Desk)	Daily
	Website	As needed
	Social media	As needed

For the Employees

The Nissui Group comprises 65 companies with 17,868 employees working both in and outside Japan (As of March 31, 2021, including temporary employees). To respond appropriately to the changing business environment, the Group values diverse values and individuality and emphasizes the importance of sustained growth through teamwork. To this end, the Group has put in place a system to listen to the voices of its employees and prioritizes communications between labor and management.

Major responsibilities and challenges	Means of communication	Frequency
• To ensure labor safety • To foster and utilize human capital • To respect diversity • Human Rights	Briefings on management policies	Once a year
	Harassment Desk	As needed
	Suggestion Boxes within the company	As needed
	Regular meetings between Nissui and the labor unions/Safety and Health Committee	As needed
	In-house bulletins and Intranet	Daily

For the Business Partners

The Nissui Group conducts business transactions around the world including transactions with the suppliers of raw materials and products and with the buyers of products. The Group is building fair and equal relationships as well as relationships of mutual trust with its business partners and together with its business partners is aiming to realize a sustainable society.

Major responsibilities and challenges	Means of communication	Frequency
• To ensure fair and equal business transactions • CSR procurement • Human Rights	Sustainable Procurement Seminar	Once a year
	Self-Check Sheet of Nissui CSR Purchasing Initiatives	Once a year
	Check Sheet of CSR Purchasing Initiatives for New Suppliers	As needed
	Check Sheet for visits	As needed

For the Environment

The Nissui Group relies on the bounty of nature for its business and recognizes the sustainability of resources to be an extremely important issue. The Group will make efforts to further reduce the environmental impact and to preserve the marine/natural environment and biodiversity. Furthermore, as a food manufacturer, it will address the problem of food loss and waste, and contribute to its reduction.

Major responsibilities and challenges	Means of communication	Frequency
• Sustainability of marine resources • Reducing environmental impact • Food loss and waste • Biodiversity Preservation	Stakeholder Dialogue	As needed
	Dialogues with NGOs/NPOs and research organizations	As needed
	Environmental education activities in collaboration with NGOs/NPOs	As needed
	Dialogues with the regional community and local governments	As needed

For the Shareholder and Investors

The Nissui Group has 94,540 shareholders. Its shareholder composition is characterized by a high percentage of institutional investors and overseas investors. As far as stock ownership is concerned, 39.9% is owned by Japanese financial institutions while 23.4% is owned by foreign investors (As of March 31, 2021).

The Group is making efforts to utilize the feedback obtained through dialogues such as the various briefings and individual meetings, and to disclose information in order to win the trust of its shareholders and investors, and allow them to properly assess its corporate value.

Major responsibilities and challenges	Means of communication	Frequency
• To maintain and increase corporate value • To properly return profits • To disclose timely and appropriate information	General shareholders meeting, Financial results briefings, Briefings for investors	Once a year/Fourth a year/As needed
	Individual meetings	As needed
	IR Information Website	Daily
	NISSUI REPORT (PR Magazine for stakeholders and business reports)	Twice a year
	Corporate Strategic Planning & IR Department, Corporate Strategic Planning Section (Contact Desk)	Daily

For Society

Social issues cannot be solved by the efforts of the Nissui Group alone, and coordination with various domestic and overseas companies, NGOs/NPOs, the government agencies of each country, etc. is essential. The Nissui Group, accordingly, maintains channels of communication with various related organizations such as its participation in [SeaBOS](#).

The Nissui Group has bases in 17 countries around the world and is focused on operating in such countries while being respectful of the cultures and customs of the respective regions as well as supporting the education of future generations.

Major responsibilities and challenges	Means of communication	Frequency
• Dialogues toward solving social issues • Cooperation with NGOs/NPOs • Social contribution activities through its businesses	Stakeholder Dialogue	As needed
	SeaBOS activities	As needed
	Volunteer activities in the regional community	As needed
	Dialogues with the regional community and local governments	As needed
	Factory tour	As needed

The Vision Targeted in 2030

The Vision Targeted in 2030

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The Vision Targeted in 2030

The Vision Targeted in 2030

○ Key Issues Selected by the Nissui Group and the Vision Targeted in 2030

Each subcommittee that promotes the key issues has pronounced the visions of what they are aiming to be in 2030 and has been promoting their respective activities.

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2020	Details of activities in fiscal 2019	Working group
Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement        	【Marine Resources】 ●2030: The sustainability of the marine products procured by the Nissui Group will have been confirmed	●Conducted the second survey on the sustainability of marine resources procured by the Nissui Group (scope: marine products procured in 2019)	●Considered new survey methods in advance of the second survey on the sustainability of marine resources procured by the Nissui Group (scope: marine products procured in 2019)	Marine Resource Sustainability Subcommittee
	【CSR Procurement】 【Human Rights】 ●2030: Group companies including overseas companies will be engaged in procurement based on the CSR Basic Procurement Policy	● Advancement of CSR procurement for suppliers •Distributed the Self-Check Sheet for Nissui CSR Purchasing Initiatives to 36 companies in and outside of Japan, conducted a survey, analyzed the results and provided feedback to each company •Respect Human Rights in our supply chain ● Joined the Roundtable on Sustainable Palm Oil (RSPO)	●Advancement of CSR procurement for suppliers •Distributed the Self-Check Sheet for Nissui CSR Purchasing Initiatives to 33 companies in and outside of Japan, conducted a survey, analyzed the results and provided feedback to each company •Visited five companies in Japan, confirmed situation on-site using check sheets for visits ●Elevated awareness among persons in charge internally •Conducted CSR procurement seminars for purchasing and quality control representatives (Hachioji General Plant)	Sustainable Procurement Subcommittee, Human Rights Subcommittee
	【Marine Plastics】 ●Promotion of zero plastic emissions into the marine environment	● Initiatives to prevent fishing gear from flowing out into the ocean •Reestablishment of fishing gear management rules •Set the goal switching over to floats that have a low risk of becoming plastics that outflow into the ocean by end of FY2024	●Identified the current situation regarding the use of plastic fishing equipment ●Reviewed the use of expanded polystyrene boxes to transport	Marine Environment Subcommittee

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2020	Details of activities in fiscal 2019	Working group
	【Plastic containers and packaging】 ●Limiting the amount of plastic waste and, with recycling, the environmental impact, including with the oceans, caused by plastic is being reduced	● Nissui's original eco mark "Mirai-no Umie" ● Establishment of Nissui's Container/Packaging Selection Guidelines ● Reduced weight of plastic containers and packaging FY2020 33,465kg	●Identified the quantity of plastic containers and packaging used and examined the reduction of the amount ●Reduced weight of plastic containers and packaging FY2019 15,630kg	Plastic Subcommittee
	【Reducing Environmental Impact】 ●Medium- to long-term environmental impact reduction targets •Reduction of CO ₂ emission 15% reduction in fiscal 2030 compared to fiscal 2015 (per unit) •Reduction of water usage 10% reduction in fiscal 2023 compared to fiscal 2015 (per unit) •Reduction of waste 5% reduction in fiscal 2023 compared to fiscal 2015 (per unit) •Promotion of zero emission 100% of business locations have recycling rates of 99% or higher in fiscal 2030 •Reduction of food loss and waste: 10% reduction in fiscal 2030 compared to fiscal 2017 (per unit) •Reduction of HCFC (HFC) leakage level: Less than 1,000 tons - CO ₂ per year in fiscal 2023	● Medium- to long-term environmental impact reduction targets compared to fiscal 2015 •CO ₂ emission: 13.4% reduction (per unit) •Water usage: 14.3% reduction (per unit) •waste: 9.3% reduction (per unit) •Promotion of zero emission 100% of business locations have recycling rates of 99%: 76.5%. Number of sites achieved: Nissui 8/8, the Nissui Group companies 18/26 •Food loss and waste: 21.0% reduction (per unit) * Compared to FY2017 •HCFC (HFC) leakage level: 2,981t-CO ₂	●Medium- to long-term environmental impact reduction targets compared to fiscal 2015 •CO ₂ emission: 14.0% reduction (per unit) •Water usage: 10.7% reduction (per unit) •waste: 7.8% reduction (per unit) •Promotion of zero emission 100% of business locations have recycling rates of 99%: 67.6%. Number of sites achieved: Nissui 8/8, the Nissui Group companies 15/26 •Food loss and waste: 12.1% reduction (per unit) * Compared to FY2017 •HCFC (HFC) leakage level: 2,671.2t-CO ₂ ●Started initiatives to meet environmental medium- to long-term targets ●Reduction of CO ₂ emission through the adoption of gas cogeneration (Kashima Plant) ●Adoption of HFC-free refrigerators (Hachioji General Plant)	Environment Subcommittee

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2020	Details of activities in fiscal 2019	Working group
Contribute to a healthy lifestyle with food safety and security 	[Food Loss and Waste] ●2020: Initiatives to reduce food loss and waste across the entire supply chain have commenced ●2030: Initiatives to reduce food loss and waste across the entire supply chain are being carried out ●Medium- to long-term food loss and waste reduction targets •Reduction of food loss and waste: 6% reduction in fiscal 2023 compared to fiscal 2017 (per unit) •Reduction of food loss and waste: 10% reduction in fiscal 2030 compared to fiscal 2017 (per unit)	●Medium- to long-term food loss and waste reduction targets compared to fiscal 2017 •21.0% reduction (per unit) ●Prevented product damage in the logistics process and reduced the amount of waste ●Food donations ●Prepared for target in Japan project of WRI's "10x20x30" food loss and waste initiative	●Medium- to long-term food loss and waste reduction targets compared to fiscal 2017 •12.1% reduction (per unit) ●Prevented product damage in the logistics process and reduced the amount of waste ●Switched best-before periods to year/month format ●Initiatives with Second Harvest Japan ●Held awareness events such as "Let's eat everything on our plates!", "KANKIRIBU", and food drives at the Nissui head office ●Participated as a partner corporation in WRI's "10x20x30" Food Loss and Waste initiative's Japan project	Food Loss and Waste Subcommittee
Aim to be a company where diverse human resources play an important role to address the social agenda 	[Employee Health] ●Realize the Employee Health Declaration as such; aiming for all employees to become able to fully demonstrate their abilities with their mental and physical health condition, and supporting employees and their families to improve their quality of life ●2020: Achievement of the targets for each point •Decline in smoking rate: 29.3% (fiscal 2017) → 24.0% (fiscal 2020) •Improvement of obesity rate (male): 33.6% (fiscal 2017) → 32.0% (fiscal 2020) •Improvement of obesity rate (female): 20.9% (fiscal 2017) → 20.0% (fiscal 2020) •Improvement of the EPA/AA ratio: 0.35(fiscal 2017) → 0.40(fiscal 2020) ●Measures based on results of regular physical examinations	●External Recognition •Chosen for the "Health & Productivity Stock Selection 2021" ●Fiscal 2020 results by item •Smoking rate: 25.3% •Obesity rate: (male) 36.3%, (female) 22.7% •EPA/AA ratio: 0.33 ●Initiatives •Measurement of the EPA/AA ratio and Health Ranking •Health Plus (+) Storage Campaign (Elimination of under-exercising, Dietary improvement, Improvement of daily habits, More comfortable lifestyle) •Health improvement seminar •Towards the prohibition of smoking during working hours "No-Wheeze Wednesdays" •Healthy boxed lunches on a basis (Nissui head office)	●External Recognition •Chosen for the "Health & Productivity Stock Selection 2020" ●Fiscal 2019 results by item •Smoking rate: 26.1% •Obesity rate: (male) 35.8%, (female) 21.5% •EPA/AA ratio: 0.35 ●Initiatives •Measurement of the EPA/AA ratio and Health Ranking •Health Plus (+) Storage Campaign (promoted walking, consuming fish, smoking cessation, reducing alcohol intake, etc.) •Reduced number of smoking areas •Individual consultation by occupational health staff for all smokers •Healthy boxed lunches on a trial-basis (Nissui head office) •Adoption of the Teleworking System	CSR Committee

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2020	Details of activities in fiscal 2019	Working group
	[Human Rights] —	●Established the Human Rights Subcommittee ●Formulation of Human Rights Policy ●Initiatives for Human Rights due diligence	—	Human Rights Subcommittee
	[Diversity] ●2030: Nissui will be generating innovation that will lead to value creation by utilizing diverse human resources and providing opportunities for such human resources to demonstrate the fullest potential ●2020: Achievement of the targets for each item •Ratio of female managers: 6.7% •Ratio of female regular employees hired by new graduates (graduates/postgraduates): over 30%	●Joined the 30% Club Japan ●Raised awareness through workshops, training •Diversity management lecture •Diversity training •Held workshop for persons in charge of production division •Information exchange meeting to strike a balance between work and child-raising ●Survey on employees' awareness •Conducted an unconscious bias diagnosis and e-learning course ●Fiscal 2020 results by item •Ratio of female managers: 6.4% •Ratio of female regular employees hired by new graduates (graduates/postgraduates): 38%	●Raised awareness through workshops, training •Set up a working group for the advancement of women (sales divisions) •Held Female Sales Staff Workshop •Held "Career Design Seminar" for Female Employees •Selected women with ability and drive to participate in selective development training ●Support of Striking a Balance Between Child-raising and Work •Created tools to support women returning to work after taking maternity leave ●Fiscal 2019 results by item •Ratio of female managers: 6.2% •Ratio of female regular employees hired by new graduates (graduates/postgraduates): 36%	Diversity Subcommittee

Environment

Environmental Management	17	Food Loss and Waste	34
Sustainability of Marine Resources	20	Biodiversity Preservation	36
Policy and Promotion Framework	20	Plastic Problems	38
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Sustainable Use of Natural Marine Resources	23	Marine Plastics	40
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Marine Eco-Labels	28	Initiatives by Every Employee	45
Reducing Environmental Impact	30		

Environment

Environmental Management

○ Environmental Code

Environmental Philosophy

The basic corporate stance of Nissui, whose business relies on the bounty of nature, is to respect natural resources and interact with the earth and sea with gratitude.

We shall engage in global business activities which enable us to live in harmony with the global environment, and make continuous efforts to build a sustainable society.

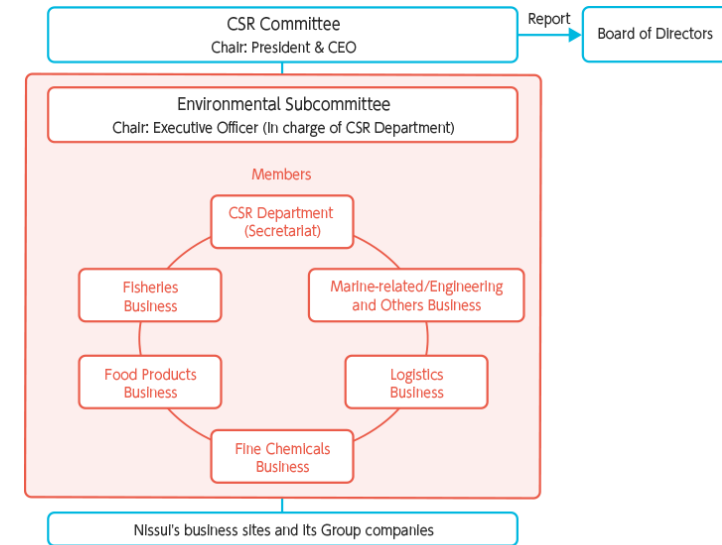
Policies

1. We will promote activities mindful of the preservation of the natural environment and biodiversity, and the sustainable use of resources.
2. we will continuously endeavor to build a recycling-oriented society by practicing energy conservation, resource saving, waste reduction, reducing volume of packaging&containers, environmentally friendly procurement, and other activities which alleviate environmental impact.
3. We will build and effectively operate an environmental management system. We will also conduct environmental audits and strictly enforce compliance with environment-related laws, regulations, etc.
4. We will raise the environmental awareness of each and every one of our employees by offering environmental education.
5. With respect to society, we will carry out environmental communication activities, and strongly emphasize environmentally friendly coexistence with the local community.
6. We will share this Environmental Code with companies affiliated with the Nissui Group.

Enactment Date: June 1, 2003
Revision Date: February 20, 2014

○ Promotion Framework - The Environmental Subcommittee

The Environmental Subcommittee, chaired by an Executive Officer who has been designated by the CSR Committee, is convened five times a year. It deliberates the following matters and gives progress reports to the CSR Committee.



Environmental Subcommittee

The Environmental Subcommittee, chaired by an Executive Officer who has been designated by the CSR Committee, is convened four times a year. It deliberates the following matters and gives progress reports to the CSR Committee.

- Formulation of various measures to ensure that the Environmental Code functions effectively
- Responses to newly-emerging environmental problems that need to be addressed
- Progress management on the environmental targets of each department
- Important matters to be submitted to the CSR Committee

CSR Department

Functions as the secretariat of the Environmental Subcommittee and convenes periodic meetings for persons in charge of the environment.

Environmental Education

The persons in charge of the environment from approximately 80 business sites are gathered and a meeting of persons in charge of the environment is convened once a year.

- Monitors the progress of activities in each business; exchanges information
- Develops good practices horizontally
- Confirms the status of legal compliance
- Shares social trends and topics

Environmental Audit

Acquisition of ISO 14001 Certification

The Nissui Group maintains a broad range of business sites including production plants for foods and marine products, fine chemical plants, logistics centers, research and development facilities and ship-building companies. While the type of business may vary, the importance of environmental activities, such as mitigating the environment burden by reducing CO₂ emissions, water usage and waste and protecting the natural environment in the areas surrounding the business sites, remains the same. The Nissui Group is systematically operating its environmental management system by having each business site acquire ISO 14001 certification and by building a system for ongoing checks led by the Environmental Management Committee.

Status of ISO 14001 certification

	Number of certified business sites
Business sites in Japan	53/72 sites
Business sites outside Japan	2/9 sites

As of March 2021

Scope of business sites: Business sites in Japan include Nippon Suisan Kaisha, Ltd. and its group companies in Japan (excluding unconsolidated affiliate companies), business sites outside Japan include its nine major group companies outside Japan.

Administrative offices have been excluded.

Audits by the Internal Audit Department

Check items relating to the environment have been included in the operational audits conducted by the Internal Audit Department on Nissui plants. The audits confirm the progress made in the achievement of targets for reducing the environment impact.

Environmental Management at Business Sites in Japan

Hachioji Site Environment Council

At the Hachioji General Plant, management-level employees and persons in charge of the environment of Group companies located on the same premises (Hachioji Site) (Chilly Co., Ltd. and Carry Net Co., Ltd.) and the Tokyo Food Order Section are invited to the Environment Council, which is held on a quarterly basis. Actual initiatives made by each person to reduce the environmental load and the progress made in the achievement of environmental targets are reported and effective case studies are proactively shared. Additionally, members are familiarized with any revisions to environmental laws and regulations or the implementation of any new laws, and environmental management for the entire Hachioji Site is promoted.

Himeji General Plant Eco-promotion Team

The Himeji General Plant has launched the Eco-promotion Team comprising the heads of the Human Resources & General Affairs Section, the Frozen Foods Plant, the Processed Foods Plant and the Himeji Food Order Section. It meets once a month to make the employees more aware of the environment, while at the same time promoting environmental activities close to home, such as encouraging employees to use the stairs within the facility, and collecting plastic bottle caps.



Himeji General Plant Eco-promotion Team

List of activities

Description of initiatives	Period	Number of participating employees
Eco-Action Point activities	FY2020 (full year)	Total of 299 employees
Eco and safety senryu (Japanese three-line satiric poems)	May - July 2020	•Eco senryu: 126 employees •Safety senryu: 124 employees
Experiential activities (Japanese paper fan class/decorative money envelope class)	May 2020/December 2020	•Japanese paper fan class: 79 employees •Decorative money envelope class: 62 employees
Eco-art contest	August - October 2020	•Art segment: 21 employees •Poster segment: 20 employees •Photo segment: 43 employees
Eco-exercise (using stairs instead of elevators)	January 5 - March 31, 2021	204 employees

○ Environmental Management by a Nissui Group Company Outside Japan (Gorton's, Inc.)

Energy management in a company requires sustainable ways to reduce energy usage.

The Nissui Group company, Gorton's, Inc. (USA), began a new Continuous Energy Improvement (CEI) initiative in 2019. This program aims to achieve even better results from energy management initiatives through organizational commitment coupled with the repetition of the processes of planning & implementation and measuring & reporting. As part of this commitment toward continued energy savings, Gorton's has entered National Grid's (Note) CEI energy cohort with seven other companies in the American Northeast. This 3-year program is designed to assist companies in developing energy management programs that will yield even more results in various aspects, including greater energy and cost savings.

In 2020, Gorton's completed its first year in National Grid's CEI program.

■ Achievements in 2019

- Assembled an internal energy management team and developed an energy management policy
- Identified 26 opportunities for energy reduction and prioritized them in order
- Utilized an energy management tool to record energy usage in production plants along with other data such as weather conditions and production quantity (to be used in analyzing conditions when issues related to energy usage occur)
- Worked on developing new energy management tools

■ Achievements in 2020

- Integrated operation of Gorton's site in Gloucester and real-time energy-tracking software
- Improved the efficiency of electricity use by 7.5% and natural gas use by 13% (relative to 2018)
- Received recognition for its GHG reduction program and was approved as one of the Giga-Gurus in Project Gigaton of Walmart Inc. (Note 2) for its achievement at the highest level

(Note 1): An energy company supplying electricity and gas whose business location in the USA is in Massachusetts, where Gorton's is also located.

(Note 2): An initiative by Walmart Inc. to reduce greenhouse gas emissions in the global value chain by 1 billion metric tons (i.e., a gigaton) by 2030.

○ Environmental Management by a Nissui Group Company Outside Japan (Sealord Group, Ltd.)

Sealord Group, Ltd. (New Zealand), which is a fishery and marine products processing/sales company, incorporated sustainability into its long-term strategic priorities in 2020. Ahead of this, the Sealord Group had calculated its businesses' carbon footprint with external organization Catalyst Ltd. and set reduction targets in concrete terms.

■ Achievements in 2020

- Calculated its businesses' carbon footprint at 124,651 t-CO₂ (actual results for 2019)
- Implemented ten environmental programs to reduce its CO₂ emissions and offset (Note) the remaining emissions by 2050 (including procedures for initiatives with specific targets encompassing water, plastics, ships, cargo transport and energy, land and marine infrastructures, sea temperatures and biomass)
- Developed an educational program for employees about climate change and why carbon dioxide emissions must be reduced

■ Targets for 2021

- Offset CO₂ emissions from aircraft based on carbon offset program
- Replace 75% of its leased car of commercial vehicles in New Zealand with hybrid vehicles
- Review panels for solar power generation in its office in Nelson
- Increase the company's recycling rate of waste to 75%

(Note) Carbon offset: This relates to the hard-to-reduce portion of greenhouse gas emissions and involves purchasing carbon credits, investing in reduction activities commensurate with the emissions volume and employing other methods to compensate for the greenhouse gas emissions released.

Support for SeaBOS

SeaBOS, which stands for Seafood Business for Ocean Stewardship, is an initiative for promoting the preservation of the marine environment and marine resources and the sustainable use of resources advocated at the "Keystone Dialogue," a conference hosted by the Stockholm Resilience Centre at Stockholm University (Sweden) in November 2016. SeaBOS is distinctive for its activities based on collaboration among ten of the largest seafood companies in the world (eight companies at the time of its establishment) while receiving support in scientific aspects as well. In December 2016, Nissui became a signatory to and joined SeaBOS, and at the Tokyo Sustainable Seafood Symposium held in 2017, Nissui expressed its support for the thinking behind SeaBOS and declared its commitment to promoting initiatives for SeaBOS as part of its CSR activities.

Efforts are being made to resolve issues in pursuit of a sustainable marine business, together with leading companies in the seafood industry and scientists worldwide, including those in Japan, Norway, Thailand, USA and South Korea.

○ Participation in the Fifth SeaBOS Dialogue

In October 2020, the fifth SeaBOS Dialogue was held online. Discussions were held on each main theme of task forces, including such topics as the elimination of illegal, unreported and unregulated (IUU) fishing and forced, bonded and child labor, the reduction of antibiotics use in aquaculture, the marine plastics problem and the climate change problem, and an agreement was made regarding their respective targets and plans by the end of 2021.

Theme	Principal matters agreed upon
Elimination of IUU fishing and forced, bonded and child labor	Eliminate IUU fishing and forced, bonded and child labour in our operations – and implement measures to address those issues in their supply chains – with public reporting on progress in 2022 and 2025
Work on endangered species	Agree on a strategy for reducing impacts on endangered species
Marine plastics problem	Extend the collaboration with the Global Ghost Gear Initiative (Note) to solve the problem of lost and abandoned fishing gear; and combine to clean up plastics pollution from our coasts and waterways
Reduction of antibiotics use in aquaculture	Agree on a strategy for reducing use of antibiotics
Climate change problem	Set CO₂ emissions reduction goals and reporting approaches from each company

Additionally, a panel discussion on SeaBOS was held at the Tokyo Sustainable Seafood Symposium 2020 held online in November. Nissui, along with Martin Exel, the Management Director of SeaBOS, and Maruha Nichiro Corporation, took the podium and reported on the company's initiatives toward CSR procurement, the survey of procured marine resources sustainability and the marine plastics problem.

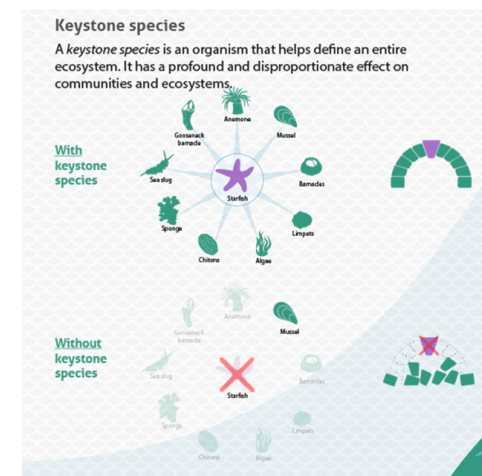


(Note): Global Ghost Gear Initiative (GGGI) is an initiative aimed at taking measures against ghost gear (i.e., fishing gear remaining in the ocean due to being lost, abandoned or otherwise discarded). GGGI creates databases of ghost gear and prepares guidelines for curbing the generation of ghost gear.

○ Features of SeaBOS

Connecting science and business

One of the major features of SeaBOS is the collaboration by scientists and the major companies of the seafood industry to work toward sustainability with a scientific basis. For example, the companies which form the membership of SeaBOS are selected based on the traditional concept of "Keystone species" in ecological research. "Keystone species" are thought to have a major effect on the ecosystem and serve as the key of each species (The word "keystone" denotes the central stone at the summit of an arch). Based on this concept, SeaBOS believes that the major global seafood companies may become the "Keystone actors" which will have an immense effect on the marine ecosystem and that if these companies assumed leadership in sustainability initiatives, it would have a chain effect on the seafood industry as a whole, and as a result, it would largely improve the management of marine resources and the marine ecosystem.



Keystone Species (From SeaBOS materials)

Areas addressed by SeaBOS

SeaBOS has several task forces dedicated, for example, to eliminating IUU fishing and the problem of marine plastics, and engages in various initiatives for the sustainability of marine resources.



The Task Forces of SeaBOS (From SeaBOS materials)

Sustainable Use of Natural Marine Resources

The world's marine resources are being depleted and according to a report by the Food and Agriculture Organization of the United Nations (FAO), the stock of only 7% of marine resources of the world was stable, while the stock of 60% had been fully exploited and the stock of 33% had been overexploited. We believe that the status of marine resources is extremely important in terms of medium- to long-term business risks and opportunities for the Nissui Group, which is engaged in businesses that utilize the bounty of the sea. For this reason, we conduct a survey on the status of marine resources procured by the Nissui Group as a whole, for the purpose of getting a grasp of the resource status of its procured fish and identifying the issues to be addressed. In addition, we promote initiatives aimed at the sustainable use of marine resources on a Group-wide scale.

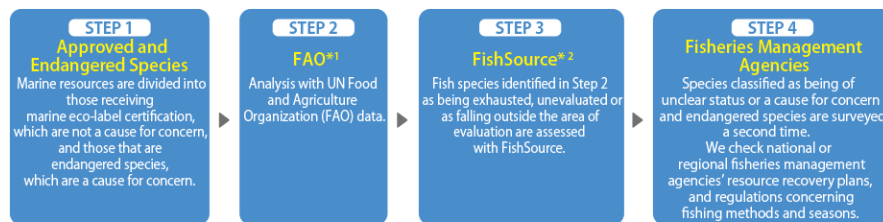
○ First Survey of Procured Marine Resources Sustainability (2016)

Nissui conducted a survey of resources at its Group companies (28 domestic and 16 overseas companies) based on the dealings and results of wild-caught fish for 2016. The total volume of wild-caught fish procured by the Nissui Group is approximately 1.5 million tons (live weight equivalent), which is equivalent to 1.6% of the total wild catch of the world.

Click here to see the detailed result [PDF](#)

Resource Survey Process and Results

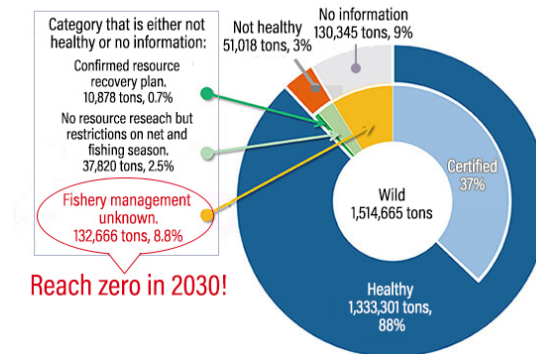
Nissui analyzed the resource status of its procured natural marine resources using the following 4 steps based on fish species, catch regions, habitats, and sizes of catch (live weight equivalent).



*1 FAO: Food and Agriculture Organization of the United Nations
*2 FishSource: an international database for evaluating marine resources

Results of Confirmation of Fisheries Management of "Not Healthy" and "No Information"

As a result of the re-investigation in Step 4, it became evident that 8.8% of the fish species had "no information as to whether fisheries management existed," mainly with regard to compound feeds. Nissui Group will make efforts to cooperate with compound feed manufacturers and enhance the traceability of such fish species. With regard to the other fish species classified as "no information," Nissui Group will continue to carefully observe their resource status and the countermeasures taken by fishing countries against illegal, unreported and unregulated (IUU) fishing, and take such action as making recommendations through SeaBOS (Seafood Business for Ocean Stewardship) to each country to conduct.



Handling of "Critically Endangered + Endangered Species"

Fish species classified as "not healthy," as a result of Steps 1 through 3 include fish species categorized as "Critically Endangered (CR)" and "Endangered (EN)" by the International Union for Conservation of Nature (IUCN), WWF, and the Ministry of the Environment, Japan.

With regard to these fish species, Nissui will carefully observe the resources status of each species and take the following Policy.

(Weight : ton)

Handling Area	Red List evaluation	Species (Scientific name)	Weight	Evaluation	Remarks
Japan	CR	Southern Bluefin Tuna (<i>Thunnus maccoyii</i>)	114	Not healthy	Exist Resource Recovery Plan
	EN	Sea Cucumber (<i>Apostichopus japonicus</i>)	20	Not healthy	Exist Resource Control Plan
Denmark	CR	EEL (<i>Anguilla anguilla</i>)	0.4	Not healthy	ESF related procurement
	EN	HALIBUTWHITE (<i>Hippoglossus hippoglossus</i>)	9	Not healthy	To be reconsidered
	EN	SKATE (<i>Leucoraja ocellata</i>)	115	Not healthy	US east coast fisheries regulation applied

Policy in Japan

(i) Southern Bluefin Tuna

The Commission for the Conservation of Southern Bluefin Tuna (CCSBT) has set the total allowable catch (TAC) and allocations for member countries, based on scientific research. With regard to imports, Nissui complies with the instructions of the Fisheries Agency and will continue to handle Southern Bluefin Tuna.

(ii) Sea Cucumber

Sea cucumbers are under the resources management of each prefecture and given that management measures such as the setting of non-fishing days, restrictions on size, release of seeds and the building of fishing grounds are being taken, Nissui will continue to handle sea cucumbers at current levels. However, should concerns arise for the depletion of resources, Nissui will gradually reduce or suspend their handling.

Policy in Denmark

Nissui will not handle critically endangered and endangered fish species. However, if requested by customers, Nissui will continue to handle those species by confirming their conservation and management status.



Continually Conduct Surveys

The Nissui Group does not handle resources that clearly have not been managed, resources whose status remains unclear, or resources suspected of being caught through IUU fishing or caught using forced labor. By continuing surveys on marine resources periodically, conditions surrounding marine resources, which are ever-changing, can be monitored to secure the sustainability of those resources. Further, to meet future market demand, we will work to manage resources in a sustainable manner. Currently, the second survey, which looks at the period from January to December 2019, is underway, with research and analysis of the conditions surrounding the resources being conducted.

Participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan

Nissui upholds management based on CSR in its mid-term business plan “MVIP+ (Plus) 2020” and has commenced studies on the sustainable use and procurement of marine resource, which are at the core of its business.

By participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan, Nissui makes its intention clear to promote further global agreement in regard to the management of Pacific Bluefin Tuna resources together with other Japanese companies supporting this cause.

Pacific Bluefin Tuna Conservation Pledge

We the undersigned, pledge to support the conservation and sustainable use of Pacific Bluefin tuna stock across the Pacific Ocean.

As responsible companies based in Japan, we promote to sustain livelihoods and to minimize environmental impacts when providing highly qualified seafood to the market. Then, we are making effort not to treat any seafood products from IUU (illegal, unreported and unregulated) sources by establishing the traceability.

The Pacific Bluefin tuna stock remains near the historic low and the sustainability of the stock in the future is a concern. However, not only does Pacific bluefin tuna stock contribute to employment and economy in Pacific coastal countries including Japan, it plays a key role as one of the top predators in the Pacific Ocean marine ecosystem.

To build a future in which humans live in harmony with nature, we hope that both an emergency rule and a long-term recovery plan of the Pacific Bluefin tuna stock based on the best available science and precautionary approach will be adopted. We pledge to support these measures so that the Pacific Bluefin tuna stock across the Pacific Ocean will be steadily recovering.

Please find details at WWF Japan HP.

<http://www.wwf.or.jp/activities/2016/11/1347330.html> 

Acquisition of RFVS Certification

Australian Longline Pty Ltd. (Australia), which is one of the Nissui Group companies outside of Japan, is primarily engaged in Toothfish fishing in the Antarctic Ocean (subject to Marine Stewardship Council (MSC) certification).

In January 2021, Antarctic Discovery—a vessel owned by Australian Longline—became the world's first to acquire the Responsible Fishing Vessel Standard (RFVS) certification. RFVS is a fishing vessel-based certification program and is operated on a global scale by non-profit organization Global Seafood Assurances (GSA). Audits are conducted with respect to the safety and well-being of employees working on board the vessel from the viewpoint of human rights, in addition to fishing vessel management and catch traceability. Having acquired RFVS certification, Australian Longline has demonstrated to the general public that it abides by high standards in terms of welfare and safety for crew members on board its vessel and is not involved in illegal practices such as slave labor and poor living conditions. Australian longline acquired the RFVS certification for their new vessel Antarctic Aurora as well, in February 2021.

Furthermore, Flatfish Ltd. (UK), which is also one of the Nissui Group companies outside of Japan, contributed to RFVS as a member of the Technical Working Group of RFVS by such means as serving as a peer reviewer of RFVS in 2019 and 2020. Flatfish, which had been in favor of this certification scheme not only since the beginning at the time of its launch in 2006 but also upon its subsequent resumption in 2016, provided ongoing support toward its realization.

○ Initiative to Prevent Incidental Capture of Seabirds

In fishery operations, incidental capture of seabirds in place of fish intended to be captured has become an issue. Nissui Group companies engaged in fishery operations are striving to prevent the bycatch of seabirds, having introduced tori lines (Note 1) and moon pools (Note 2).

(Note 1) Tori line: A device that prevents birds from approaching the bait by towing a rope to which streamers and tapes are attached from the tip of a long pole fixed at the stern of the fishing boat; also called tori pole (Source: World Wide Fund for Nature (WWF) website).

(Note 2) Moon pool: A round well in a vessel's hull through which a longline is hauled in a longline fishing boat, which lowers the risk of wild birds being entangled than when the task is performed on the deck. It also helps ensure the safety of crew members.



Moon pool in vessel of Australian Longline Pty Ltd.

○ Partnership with New England Aquarium

Gorton's has been forming partnership with New England Aquarium (NEAq), Boston MA, USA, to preserve marine environment and secure sustainable marine resources. The partnership started in 2008 when Gorton's asked evaluation of its seafood products from scientific and sustainable points of view and marked its 12th year in December 2020.



Along with Monterey Aquarium, NEAq has global knowledge of marine resource research and provides scientific and meaningful advice and support including movement of fishery, aquaculture, fish feed and breeding in the conduct of making efforts to promote sustainable fishery.

In addition, Gorton's itself developed Sustainability Action Plan, and has been promoting the plan by exchanging opinion with NEAq and implementing progress management by setting KPI.

Based on the strong trust with NEAq until now, Gorton's, member of the Nissui Group, will make efforts toward sustainable usage of resources and preservation of the environment in a positive manner.

○ Development of a New Fishing Method (PSH) (Sealord Group, Ltd.)

In order to enhance the sustainable use of marine resources, innovations will also need to be made to the methods of fishing. The problems of fishing methods that destroy the marine environment and bycatch, i.e. the incidental capture of non-target species have been raising concern, and the development of fishing methods that cause the minimum amount of damage to living organisms and the environment has become imperative, for the sake of preventing the marine ecosystem from deteriorating.

The Sealord Group, Ltd. (New Zealand), the Nissui Group company, in partnership with major domestic fisheries companies, Aotearoa Fisheries, Ltd. and Sanford, Ltd. and the research institute, Plant & Food Research, Ltd. which studies sustainable agriculture and fisheries business, has successfully developed the PSH (Precision Seafood Harvesting) fishing method, which reduces bycatch and allows the targeted fish to be caught alive.



The PSH method uses fishing equipment made of flexible PVC which inflates into a tube shape once seawater flows in, allowing fish to be landed live and still swimming, while undersized or smaller species escape through specifically sized holes along the length of the fishing equipment.

Scientific tests have shown that snapper harvested with the PSH system have a 100% chance of survival if they are fished from a depth of 0 to 20 meters. While the survival rates tend to decline with increasing depth, tests have proven that fish caught with the PSH system have better survival rates than those caught using other conventional fishing methods.

Hence, it is believed that the PSH system will be an effective method for studying deep sea organisms and catching fish in the deep depths of the ocean.

The four companies, mentioned above, through repeated trial and error including investigative research over the approximately ten years from the project's launch in 2005, were finally able to commercialize (practical application) the PSH fishing method in 2016. The Sealord Group, Ltd. is currently expanding the use of the PSH fishing method and making efforts to contribute to the spread of sustainable fishery.

Promoting Aquaculture

○ Map of the Nissui Group's Aquaculture-related Business Locations and Aquaculture Sites



○ Utilization of AI and IoT Technology

In collaboration with NEC, which possesses cutting-edge artificial intelligence and Internet of Things technology, Nissui has developed an automated farmed fish measuring solution. Simply by uploading images of the farmed fish as they swim about their tank, the technology is able to calculate the fish's size and lengths and report that information. In aquaculture, there is a need for such solutions to constantly manage the growth status of the fish. This solution alleviates the risk of stress or disease that comes from people physically handling fish. It also reduces labor and inconvenience, and improves measurement accuracy, thereby boosting productivity. The Nissui Group will continue to deliver safe, secure and delicious farmed fish by expanding the scope of AI and IoT utilization.

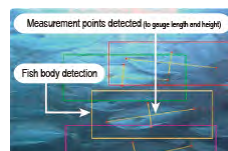


Image Showing AI Detection of Yellowtail

○ Promoting Aquaculture Technology Innovation

In order to use marine resources in a sustainable manner, the Nissui Group works to advance its aquaculture technologies. Within Japan we are opening up new possibilities, from farming yellowtail and coho salmon using our independent technologies; to producing entirely farmed tuna; researching the aquaculture of vannamei (white) shrimps at domestic on-land sites; and creating the technology needed to fully farm common octopuses, an endeavor previously thought too challenging. Nissui is also making progress with the development of aquaculture technology that prevents water pollution and minimizes the effect on marine ecosystems, such as solid feed mix EP pellets that are not accidentally dispersed out into sea and the automatic feeding Aqualingual®.

■ Environmentally-friendly On-land Shrimp Farming

In 2011, the Nissui Group commenced basic research into the on-land farming of vannamei (white) shrimp in Japan, and from 2016 began studies for its commercialization (feasibility studies). The "closed biofloc method" was adopted as the farming method at the on-land site. This minimizes the amount of water used and uses aggregates of organic matter (bioflocs) to purify the water, thus reducing the environmental impact compared to conventional farming methods. While commercial use of this method is becoming widespread in Europe and Southeast Asia, this will be the first time it is used in Japan. Previously, most of the shrimp marketed in Japan had been frozen imported shrimp but with this method, the Nissui Group is now able to deliver farmed shrimp, which is fresh and may be consumed raw and which are safe and secure from not having to use drugs. Partial shipment commenced in 2017 and from September 2018, a limited number of shrimp have been marketed nationwide as "Shirahime Ebi ("Snow White Shrimp")" for professional use.

■ Efforts to Commercialize Fully Farmed Bluefin Tuna Produced in Japan

Since March 2018, the Nissui Group has been shipping fully farmed bluefin tuna produced in Japan with the "Kitsuna Gold Label®" brand name, in which its unique innovative touches have been applied to each process from feeding to landing and packaging. In bluefin tuna fingerling production, it is common to feed hatched larvae of other fish such as parrot fish and Japanese whiting (i.e., hatched larvae as feed) to larval bluefin tuna in the post-hatching period. Thanks to the research conducted by the Nissui Oita Marine Biological Technology Center of the Central Research Laboratory, the Nissui Group has succeeded in developing the technology to replace such feed with its unique formula feed and eliminate the need for hatched larvae as feed, realizing higher productivity. Bluefin tuna bearing the "Kitsuna Gold Label®" is shipped to customers using refrigerated delivery after being processed at the site where it has been landed. Furthermore, the addition of the Group's unique innovative touches to each process including feeding methods, harvesting and processing, and packaging has enabled us to offer bluefin tuna with higher levels of vitamin E than regular tuna, with nearly 20% more of the umami ingredient, inosine, and with better color.

■ Local Processing of Farmed Bluefin Tuna

Kaneko Sangyo Co., Ltd., a Nissui Group Company, is engaged in initiatives for "local processing," in which farmed bluefin tuna is processed/packaged while being kept ocean-fresh, to be shipped using refrigerated delivery. Its processed bluefin tuna product has been made available for sale as "Tuna Nishiki®" since May 2018. After being landed, "Tuna Nishiki®" bluefin tuna is transported to a processing plant in Karatsu, where it is packaged individually with a special film and shipped, by stringently applying Kaneko Sangyo's patent-pending proprietary temperature control technology.

Land-based Recirculation Aquaculture of Chub Mackerel

The three counterparties of Nissui, Yumigahama Suisan Co., Ltd., of the Nissui Group and Hitachi Zosen Corporation reached an agreement on February 15, 2019 to commence the joint development of a large-scale land-based recirculation aquaculture system for chub mackerel, which will be the first of its kind in Japan. This joint development will combine the knowledge of chub mackerel aquaculture held by Nissui and Yumigahama Suisan with the water treatment technology of Hitachi Zosen, and will be based at the testing facilities, which is scheduled to be built in Yonago City, Tottori. Construction commenced in June 2019 and the facility was in operation in May 2020. Commercialization of the project is scheduled from April 2023.



Artificially incubated
common octopus
hatchlings



EP pellets



Aqualingual® Feeding System in Otsuchi-cho,
Iwate Prefecture

Compared to minced fish meat or powdered feed, the advantages of EP pellets are that:

- They are less likely to pollute the water
- Their well-balanced nutrients are easily consumed
- They are easily digested
- They are well-suited to automated feeding

Participation in the Salmon/Trout Aquaculture Commercialization Test in Iwate Prefecture

In January 2019, the five parties - Nissui, the Nissui Group company, Yumigahama Suisan Co., Ltd., “*Shin -Otsuchi Gyogyo Kumiai*” (Shin-Otsuchi Fisheries Cooperative)” (Otsuchi-cho, Kamihei-gun) (Note), “*Otsuchi Fukko-sha Kyodo Kumiai*”, and the Japanese Institute of Fisheries Infrastructure and Communities of Tokyo - concluded an agreement to collaborate in carrying out salmon/trout aquaculture tests, from the standpoint of creating new businesses in Otsuchi-cho.

Nissui and Yumigahama Suisan Co., Ltd. will participate in the trial aquaculture to be carried out by “*Shin-Otsuchi Gyogyo Kumiai*” aiming to commercialize large-scale, sea-surface cultivation of salmon/trout. This trial aquaculture will be conducted mainly by “*Shin-Otsuchi Gyogyo Kumiai*” and will be a collaboration with Otsuchi-cho, the local business operators, and the comprehensive think tank for the promotion of fishing villages. To this end, we will offer the Nissui Group's knowledge and knowhow on salmon/tour aquaculture and aim to promote the coastal fishery and the fishing villages of Iwate Prefecture and to create new business opportunities. In addition, Yumigahama Suisan Co., Ltd. will establish a local office in Otsuchi-cho, join “*Shin-Otsuchi Gyogyo Kumiai*” and participate in the trial aquaculture.

(Note) “*Shin-Otsuchi Gyogyo Kumiai* (Shin-Otsuchi Fisheries Cooperative)”: Oversees the area comprising Otsuchi Bay in the southern part of Otsuchi-cho and Funakoshi Bay in the northern part. Both areas are excellent fishing grounds characterized by the ria coastline, which is unique to the Sanriku region, where the Black Tide and the Oyashio Current (the Kuril Current) intersect, bringing with them bountiful marine resources. Seaweed such as wakame seaweed and kelp, shellfish such as scallops and oysters, and fish such as salmon, mackerel, and middle-sized Japanese amberjack are caught. Going forward it will work to stabilize fish hauls, expand each business, and engage in initiatives to promote aquaculture.

Nissui Acquires a Stake in a Danish Salmon Farming Company that Uses Recirculating Aquaculture Systems

In April 2020, Nippon Suisan (Europe) B.V., together with Marubeni Corporation, acquired a capital stake in Danish Salmon A/S (hereinafter “DS”), a company in Denmark that farms salmon using recirculating aquaculture systems (“RAS”).

DS is one of just a few leading-edge companies that have succeeded in farming Atlantic salmon with RAS. RAS aquaculture to farm Atlantic salmon has the following advantages over marine aquaculture and land-based flow-through aquaculture systems (Note):

- It is not affected by the weather or by seawater quality. Temperature can be controlled, there is no danger of invasion by pathogens, and the rearing environment is stable.
- There are no constraints on where farms can be located. No water intake is necessary, so the fish can be farmed inland. It is possible to improve freshness and mitigate logistics costs by farming near the areas where the fish will be consumed.
- There is no environmental impact on the sea as a consequence of leftover feed or fish feces.

New facilities are slated for completion in the middle of 2021. Once completed, there are plans to increase the harvest volume from the current 1,000 tons to 2,700 tons in 2022. The Nissui Group has operated offshore aquaculture businesses for salmon and trout in Chile and Japan, but by taking on this new method of aquaculture, namely land-based RAS farming, via this capital participation, we aim to strengthen our ability to procure sustainable marine products.

(Note) Land-based flow-through aquaculture system: This is a system by which water used for rearing is taken in from the sea or rivers and used as rearing water in tanks. (The used water is drained out as wastewater.)

Marine Eco-Labels

○ The First Japanese Company to be a Funding Partner of the GSSI

Seafood certification programs such as MSC determine their criteria on the basis of the "Code of Conduct for Responsible Fisheries" and the "Guidelines for the Ecolabelling of Fish and Fishery Products from Marine Capture Fisheries" of the Food and Agriculture Organization of the United Nations (FAO) but with the widespread acceptance of the concept of sustainable seafood, the number of certification programs has multiplied and it has become necessary to ascertain the value of such certifications. Consequently, the GSSI (Global Sustainable Seafood Initiative), a third-party benchmarking agency to verify that certification programs meet FAO guidelines, was established. GSSI is an international partnership that verifies programs assessing the sustainability of marine products.

In April 2017, Nissui became the first Japanese company to become a Funding Partner which promotes global resource sustainability. As of March 2021, six companies of the Nissui Group are registered as Funding Partners. As a company engaged in the marine products business, Nissui Group will address the issue of sustainable use of marine resources, as well as contribute to the realization of responsible fishery.



○ Promoting the Acquisition of ASC Certification

ASC certification, which is operated by the Aquaculture Stewardship Council (ASC), is a certification scheme to certify that aquaculture business is operated by sustainable methods and its seafood is "responsibly farmed seafood" in which consideration has been given to the surrounding natural environment and local communities. This certification scheme is one of the social mechanisms for alleviating the environmental impact of aquaculture itself while complementing the sustainable use of natural resources, and for supporting the daily lives of people in the local communities engaged in aquaculture business that gives consideration to them.



ASC-C-01759

■ Acquires World's First ASC Certification for Buri Yellowtail

Kurose Suisan Co., Ltd., a Nissui Group company, became the first in the world to acquire ASC certification for its Buri Yellowtail on December 16, 2017, and acquired Chain of Custody (CoC) certification (Note) for its processing plant on November 30, 2017. Kurose Suisan is one of the largest operators of Buri Yellowtail aquaculture in Japan, and its "Kurose Buri (Yellowtail)" brand is distinctive for its firm flesh. Kurose Suisan provides a stable supply of fatty, high-quality Buri Yellowtail throughout the year, thanks to Nissui Group's aquaculture technology.

■ Acquires ASC Certification for Salmon/Trout

Salmones Antartica S.A. (SA) (Chile), a Nissui Group company, acquired ASC certification for its salmon/trout on March 5, 2019, and received Chain of Custody (CoC) certification (Note) for its processing plant on its head office's premises on March 4, 2019. The certified farm is Bahía Acatilada Sector 1, Aisen Region. Salmon/trout and coho salmon handled by Salmones Antartica, which are distributed to markets worldwide through Nissui Group's sales networks, have become familiar among consumers as the "FIVE STAR" brand.

(Note)Chain of Custody (CoC) certification: This is a certification managed and operated by the Marine Stewardship Council (MSC) with respect to the management of processing and distribution processes (i.e., Chain of Custody). It certifies that its certified seafood has been managed appropriately, has not been contaminated with non-certified ingredients and is free from mislabeling throughout all processes of production, processing and distribution of the products.

○ Promoting the Acquisition of BAP Certification

Best Aquaculture Practices (BAP) certification, the operation of which was launched by nonprofit organization Global Aquaculture Alliance (GAA) in 2002, is a third-party certification program which certifies that consideration has been given to the environment, social responsibility and animal welfare and food safety has been ensured in each stage of the aquaculture supply chain, i.e., hatchery, feed mill, farm and processing plant. BAP certification is distinctive in that it certifies the aquaculture supply chain on a process-by-process basis; the four respective processes of the hatchery, feed mill, farm and processing plant are subject to certification on an individual basis, and the number of "stars" on the BAP label represents the combination of the certified processes.



■ Acquires "Four-star" BAP Certification for Salmon/Trout

Salmones Antartica S.A. (SA) (Chile), a Nissui Group company, acquired BAP certification for its feed mill (Los Angeles, Bio Bio Region) in August 2018, processing plant (Isla de Chiloé, Los Lagos Region) in January 2019, seawater aquaculture farm (Bahía Acatilada Sector 1, Aisen Region) in March 2019, and fresh-water aquaculture farm (Los Tamberes fresh-water aquaculture farm in La Unión, Los Rios Region) in August 2019. Having been certified for all four processes (i.e., hatchery (fresh-water aquaculture farm), seawater aquaculture farm, feed mill, and processing plant), Salmones Antartica acquired "four stars," the highest level of BAP certification.

○ Promoting the Acquisition of MSC Certification

MSC certification is a certification program operated by the Marine Stewardship Council (MSC) for sustainable fisheries in which fish are caught by protecting marine nature and resources, and is one of the most prominent marine eco-labels. Marine products caught by MSC-certified fisheries are internationally traceable, which translates into appropriate marine resource management. MSC certification is recognized for its trustworthiness and rigorosity and is approved by the Global Sustainable Seafood Initiative (GSSI). The Nissui Group has acquired MSC certification for multiple fishing grounds and species, including Alaska Pollock. According to a resource status survey on marine products handled by the Nissui Group conducted in 2017, 37% of wild-caught fish handled by the Nissui Group were caught by fisheries that had acquired MSC or other certifications.



MSC-C-51733

MSC Certification Acquired for *Merluccius Australis* Fishery

Merluccius australis (Chile Austral hake) bottom trawl and midwater trawl fishery/longline fishery operated in Chile Fishing Areas X, XI and XII by Empresa de Desarrollo Pesquero de Chile S.A. (EMDEPES) (Chile)—a Nissui Group company—and three other companies acquired MSC certification (Fisheries Certification Requirements (FCR) version 2.0) on September 24, 2019. In June 2020, EMDEPES acquired CoC certification for its two vessels, "UNIONSUR" and "UNZEN," as well as its logistics facilities. EMDEPES produces mainly H&G (Headed and gutted) and filleted *Merluccius australis*, etc. and sells them primarily to the Spanish market. Having acquired CoC certification, EMDEPES will be able to produce and sell them as MSC-certified products.

Promoting the Acquisition of MEL Certification

MEL is a certification scheme to promote the initiatives by producers who proactively engage in sustainable use of marine resources and activities to protect the ecosystem, as well as the initiatives of processors and distributors who proactively handle the marine products of such producers; and to ensure the transparency of the handling of marine products at each stage including fishery, aquaculture, processing and distribution and to contribute to the selection by and the gaining of trust of related operators and consumers. This scheme is operated by Marine Eco-Label Japan, which was launched in December 2016, with three types of MEL certification: (1) Fisheries certification, (2) Aquaculture certification and (3) Chain of Custody (CoC) certification. In 2019, "MEL V2," was recognized by the GSSI (Global Sustainable Seafood Initiative), a benchmarking agency for international marine eco-labels, marking the first time an Asian marine eco-label scheme has received recognition. Marine eco-labels approved by GSSI (e.g. MSC and ASC) are, in effect, international standards, that are adopted as procurement standards by the world's major retailers.



Acquires First MEL Certification for Bluefin Tuna

Kaneko Sangyo Co., Ltd., the Nissui Group company, on July 26, 2019, acquired Aquaculture Management Standard Ver. 1.0 certification of Marine Eco-Label Japan (MEL) for its Bluefin Tuna (Artificial seedlings, 4 fishing farms) and its Red Sea Bream (3 fishing farms) at its fishing farms in Nagasaki prefecture. The certification numbers are JFRCA10A7200011 and JFRCA10A7200021. Going forward, we also intend to acquire the Chain of Custody (CoC) certification and work to ship out sustainable processed products.

The bluefin tuna aquaculture business of Kaneko Sangyo has commenced the shipment of completely farmed Bluefin Tuna from fiscal 2019. Additionally, the Nissui Group is aiming for a sustainable aquaculture business by such means as increasing the use of the formula feed "T-sage," developed by the Group, and "Moist Pellets" (accounting for 10 to 30 percent of the formula feed). We will continue to make efforts to become an enterprise that is always mindful of the earth environment by increasing the ratio of MEL-certified artificial seedlings and formula feed and deliver products that are even more trusted by our customers.

Domestic Coho Salmon Farming and Processed Coho Salmon Receive MEL Certification for the First Time

Yumigahama Suisan Co., Ltd., the Nissui Group company, acquired the Marine Eco-Label Japan ("MEL") Coho Salmon Aquaculture Management Standard Ver. 1.0 certification for its proprietary and contracted freshwater farming sites and a portion of the fishponds in Miho Bay, Tottori Prefecture on April 17, 2019, and the MEL Chain of Custody Standard (CoC) Ver. 2.0 certification of its processed Coho Salmon on the same date. The certification numbers are JFRCA10A5800011 and JFRCA20C5800011.

This was the first time certification was awarded to domestic coho salmon farming and processed coho salmon, and the first time a Nissui Group company received this certification. Going forward, we are aiming to increase the number of Coho Salmon certified by MEL and deliver products that are even more trusted by our customers.

Acquisition Status of Marine Eco-Labels

To enhance the sustainability of marine resources, the Nissui Group is making efforts to acquire and spread marine eco-labels.

Acquisition status of marine eco-labels

	FY2018		FY2019		FY2020	
Name of certification	Number of products	Total sales volume (tons/year)	Number of products	Total sales volume (tons/year)	Number of products	Total sales volume (tons/year)
MSC (Note 1)	20	2,189.8	25	2,352.2	20	1,662.1
ASC (Note 2)	1	18.9	4	32.2	2	33.3

(Note 1) Scope of data: Products for which applications were made by Nippon Suisan Kaisha, Ltd. (As of May of each year. As of November, for 2018)

(Note 2) Scope of data: Products for which applications were made by Nippon Suisan Kaisha, Ltd. and its Japanese group companies (As of February of each year)

Reducing Environmental Impact

The Nissui Group has set CO₂ emissions, water use and waste production as three important benchmarks for its efforts to reduce environmental impact. In fiscal 2018, we set medium- to long-term targets for Nissui and Its group companies in Japan. We are committed to contribute to the various visions of sustainability proposed on a global level including the SDGs, the Paris Agreement and the realization of a sound material-cycle society.

Medium- to long-term environmental impact reduction targets (Compared to fiscal 2015)

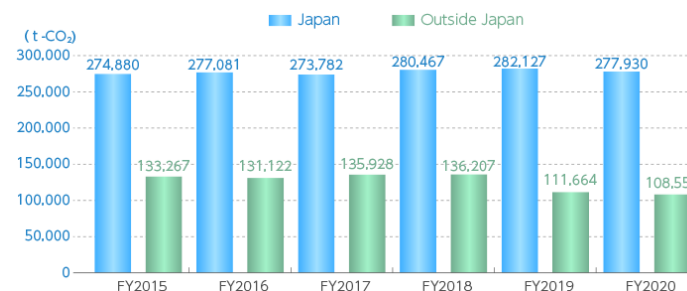
Environmental benchmarks	Scope	Medium-term targets (to fiscal 2023)		Long-term targets (to fiscal 2030)
			Results in fiscal 2020	
CO ₂	Nippon Suisan Kaisha, Ltd. and its group companies in Japan (including five unconsolidated affiliate companies in Japan)	Reduction of 10% (Per unit)	Reduction of 13.4% (Per unit)	Reduction of 15% (Per unit)
Water		Reduction of 10% (Per unit)	Reduction of 14.3% (Per unit)	-
Waste		(i) Reduction of 5% (Per unit) (ii) Zero emission Raise the percentage of plants with 99% or higher zero emission rate to 75%	(i) Reduction of 9.3% (Per unit) (ii) Percentage of plants with 99% or higher zero emission rate: 76.5% Number of sites achieved: Nissui 8/8 the Nissui Group companies 18/26	Raise the percentage of plants with 99% or higher zero emission rate to 100%
HCFC (HFC) leakage level		Less than 1,000 tons-CO ₂ /year	2,981t-CO ₂	-

[Click here for medium- to long-term food loss reduction targets.](#) >

[Click here for ESG environmental data.](#) >

CO₂

CO₂ Emissions



Reduction of CO₂ Emissions at Cold Storage and Logistics Centers

Nissui Logistics Corporation, which is one of the Nissui Group companies in Japan, is a low-temperature integrated logistics services company with 16 logistics centers (excluding its head office) across Japan. It has a series of functions ranging from customs clearance to storage/transportation, and in terms of supported temperature range, it is capable of handling ambient temperatures, in addition to cold/frozen temperatures. It serves as the hub of networks for delivering Nissui products to our business partners.

[Replacing Equipment with High-efficiency Natural Refrigerant Equipment: HFC-Free and Energy Saving]

Nissui Logistics Corporation is replacing its old cooling facilities using designated CFC (R-22) refrigerant with highly efficient natural refrigerant equipment to help reduce environmental impact. The cooling facilities in its cold storage are large in size and have a high output capacity. In proportion to these features, the refrigerant contained in them is large in volume, giving rise to the risk of inflicting a huge environmental impact in the event of leakage. For this reason, Nissui Logistics Corporation has been assessing the refrigerant leak risk of its facilities and is replacing them, starting with high-risk facilities. When selecting new natural refrigerant equipment, the size of the cold storage warehouse and the cooling load associated with refrigeration are taken into consideration.

	Name of logistics center	Freezer unit after replacement	Natural refrigerant after replacement	CO ₂ emissions reduced (t-CO ₂)	Remarks
FY2020	Sendai Port BC	Water-cooled screw freezer unit	NH ₃ /CO ₂ (MAYEKAWA MFG. CO., LTD.)	1491.5	Used Ministry of the Environment's "FY2020 Subsidies for CO ₂ Emission Reduction Countermeasures Projects"
	Amagi BC	Air-cooled reciprocating freezer unit	CO ₂ (MAYEKAWA MFG. CO., LTD.)		

【Improvement in Putting Products In and Taking Products Out of Storage: Energy Saving】

Creativity is exercised to save energy when putting products in and taking products out of storage, such as preventing cool air inside the storage from leaking outside.

	Initiatives (effects and objective)	Name of logistics center	Remarks
FY2020	Prevention of cool air from leaking out of truck berth (Note) (Reduction of cooling load)	Kawasaki BC	Installed a sheet shutter between the entrance where a freight truck docks and the door (i.e., over-sliding door) that are used when products are put in and taken out of storage. Elimination of exposure to the outside by creating a front room
	Enhancement of thermal insulation in the cargo handling room in the cold storage building (Reduction of the amount of electricity used)	Sendai Ougi-machi BC, Otsu BC	Improved performance in terms of blocking external air heat by reinforcing urethane thermal insulation materials in the ceiling and walls of the cargo handling room. This also helps ensure product quality.

(Note) Truck berth: Space where a truck is parked to load and unload cargo (products).

Reduction of CO₂ Emissions during Transportation

Carry Net Co., Ltd., which is one of the Nissui Group companies in Japan, is a transportation company with eleven sales offices (excluding the head office) across Japan. Its role is to deliver Nissui products to our business partners on a daily basis. Centering on frozen transport, Carry Net is capable of executing transportation adapted to all temperature zones such as cold and ambient temperatures. It not only performs deliveries in the respective local areas of its sales offices but also carries out wide-area transportation across Japan by utilizing its fleet of vehicles as well as networks based on its partnership with collaborating companies.

【Modal Shift (Utilization of ferries and other non-international coastal trading vessels)】

Carry Net is making efforts to reduce CO₂ emissions by performing transportation utilizing ferries.

Section	Fiscal year	Number of boarded vessel services subject to modal shift	CO ₂ emissions reduced (t-CO ₂)
Between Kansai and Fukuoka 460km	FY2015	949	461.2
	FY2016	896	435.5
	FY2017	1,188	577.4
	FY2018	1,564	760.1
	FY2019	1,586	770.8
	FY2020	1,586	770.8

【Trailer Transportation】

Carry Net executes mass transportation based on trailer transportation between frozen food plant depots (Note 1). Carry Net also conducts switch operation (Note 2), which helps improve drivers' working environment as well.

【Utilization of Double-deck Trucks】

Double-deck trucks make it possible to realize diversified transportation through partitioning (e.g., frozen temperature in the front compartment and chilled or ambient temperature in the rear compartment), and optimize the inside of the vehicle according to customers' needs. For the transportation of products in different temperature zones, multiple vehicles had to be organized by temperature zone in the case of conventional trucks, whereas with double-deck trucks, the number of vehicles can be reduced by transporting them at once.

(Note 1) Trailer transportation: Capable of loading approx. 1.3 times more cargo than large vehicles. Can load 40 sheet pallets.

(Note 2) Switch operation: Operation by switching the head and the trailer.



Trailer 40 feet



Inside the container

Reduction of CO₂ Emissions at Production Plant

【New Plant's Countermeasures against Global Warming Adopted as Projects Eligible for Joint Crediting Mechanism (JCM) (Thai Delmar Co., Ltd.)】

Thai Delmar Co., Ltd. (Thailand), which is one of the Nissui Group companies outside of Japan, completed the construction of its new plant at the Asia Industrial Estate (AIE) in January 2020 and launched its operation in May. At the new plant, an "energy-saving freezer unit" by MAYEKAWA MFG. CO., LTD. and a "solar power generation unit" by TOSPLANT ENGINEERING (THAILAND) CO., LTD. have been installed in an effort to reduce greenhouse gas emissions. These were adopted as projects within the scope of the Joint Crediting Mechanism (JCM) (Note).

• Energy-saving freezer unit: Installed as the freezer unit of the cold storage warehouse for raw materials and cold storage warehouse for products (capacity: 28,000m³). In 2020 (from April to December), power consumption was reduced by 1,462,324kWh, and CO₂ emissions were reduced by 851mt-CO₂ (compared to 2019).

• Solar power generation unit: The solar power generation system at the new plant supplies electricity to the electric power system of the plant's cold storage warehouse and effluent treatment facilities/lighting facilities/air-conditioning system. In 2020 (from April to December), the result was power generation/usage of 957,843kWh, translating into CO₂ emission reduction by 557mt-CO₂.

(Note) Joint Crediting Mechanism (JCM): JCM is a system under which Japan cooperates with partner developing countries to make efforts to reduce greenhouse gas (GHG) emissions, the result of which is shared between the two countries. JCM promotes the dissemination of Japan's excellent low-carbon technologies, products, systems, services, infrastructures, etc. and the implementation of countermeasures in developing countries, quantitatively assesses Japan's contribution toward GHG emissions reduction/absorption realized through such activities and utilizes the findings to achieve reduction targets.

Reduction of CO₂ Emissions through Eco-cars

【Recommendation of Eco-cars to Employees (Nordic Seafood A/S)】

Nordic Seafood A/S (Denmark), which is one of the Nissui Group companies outside of Japan, is a distributor of seafood. As employees' means of commuting and sales, Nordic Seafood recommends the use of eco-cars (i.e., electric and hybrid cars). Nordic Seafood has developed an environment in which its employees can proactively utilize eco-cars, having installed in-house charging stations and enabled its employees to use a charging subscription service (Note) outside the company.

(Note) A flat-rate subscription service. Example of the flow of use: To use charging stations managed by a company, a member authentication card (charging card) is acquired by paying a monthly fee; the member-user will then be able to use charging stations managed by the company at any location.

Renewable Energy

Solar Power Generation

	Name of company/name of business location	Description of business	FY2020		Remarks
			Power generated (kWh)	CO ₂ emissions reduced (t-CO ₂)	
Japan	Hachioji General Plant (Nissui)	Food production	23	10.7	-
	Himeji General Plant (Nissui)	Food production	60	23.3	-
	Tokyo Innovation Center (Nissui)	R&D	57	26.0	-
	Hachikan Co., Ltd.	Food production	27	14.0	-
	Nissui Marine Industries Co., Ltd.	Contractor for offshore engineering	13	4.5	-
Outside Japan	Thai Delmar Co., Ltd. (Thailand)	Marine products production	958	557.0	Completed construction and started operation of a new plant in 2020

【Purchase of Electricity Generated by 100% Renewable Energy Sources】

Especially among Nissui Group companies outside of Japan, progress is being made in purchasing electricity generated exclusively by solar light, wind power, hydraulic power and other renewable energy sources.

Purchase Results

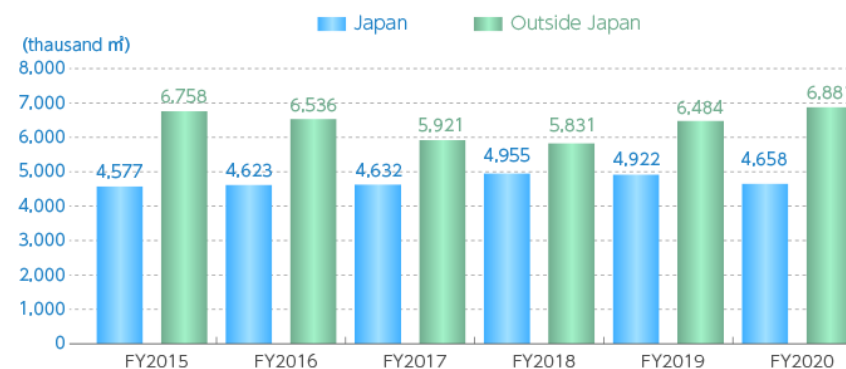
Name of company/name of business location	Description of business	FY2020
Seafood Center of Gorton's, Inc. (USA)	Frozen food production and sales	All electricity used at the Seafood Center in Massachusetts 9,389,520 kWh/year
Caistor Seafoods Ltd. (UK)	Manufacture and sale of fresh fish and fishery products	All electricity used in-house 2,264,039 kWh/year

Plan/Target

Name of company/name of business location	Description of business	Target
Flatfish Ltd. (UK)	Manufacture and sale of fresh fish and fishery products	- Consider switching to purchasing electricity generated by renewable energy sources for in-house electricity use - Reduce the company's net CO₂ emission to zero by 2030 through the aforementioned initiative

Water

Water Use



Reduction of Water Use in Production Plant

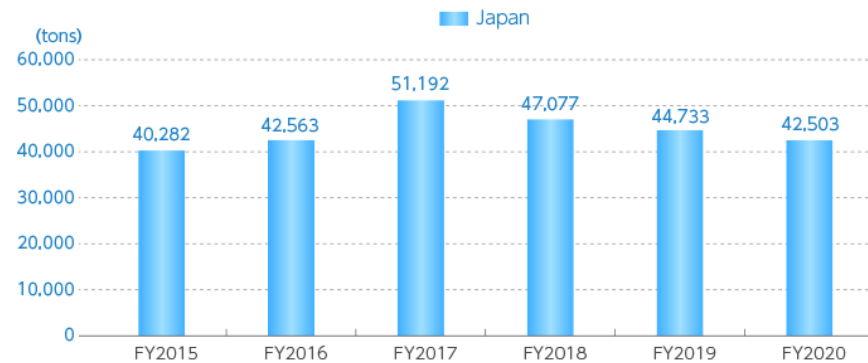
Reduction of Water Use by Discontinuation of Use of Evaporative Condensers (Cité Marine S.A.S.)

Cité Marine S.A.S. (France), which is one of the Nissui Group companies outside of Japan, is a company engaged in the production of processed seafood products. In 2020, Cité Marine S.A.S. ceased the use of two evaporative condensers (Note) at its CM5 plant and removed them from the plant. Water consumption was 10,265m³ when evaporative condensers had been used; in comparison, water consumption is only 10% after their removal. The plan for 2021 is to execute a similar initiative at its CM3 plant as well.

(Note): Used in freezer units, etc. It directly sprays water on refrigerant piping and cools the refrigerant through water evaporation. A certain amount of water is needed.

Waste

Waste Generated



Initiatives Related to Waste Reduction

[Click here for the reduction of food loss and waste](#) >

[Click here for initiatives to prevent fishing gear from flowing out into the ocean](#) >

[Click here for the reduction of plastic containers and packaging](#) >

Food Loss and Waste

Food loss and waste refers to food that can still be eaten but is thrown away. It is said that there are food loss and waste with 1,300 million tons each year globally. And while Japan has a low food self-sufficiency rate at around 40% and depends largely on imports for its food, more than 6 million tons thrown away each year. On the other hand, the problem of hunger also continues to exist in the world. There are thought to be about 800 million people without access to adequate nutrition.

The Nissui Group, as part of its corporate responsibility of a company handling food, has designated food loss as one of its key issues. Mainly through the Food Loss and Waste Subcommittee, we are addressing this issue throughout the supply chain, including raising the awareness of its employees and activities involving the general public, as well as reducing loss in the conventional stages of production, distribution and consumption.

Reduction of Food Loss and Waste Throughout the Supply Chain

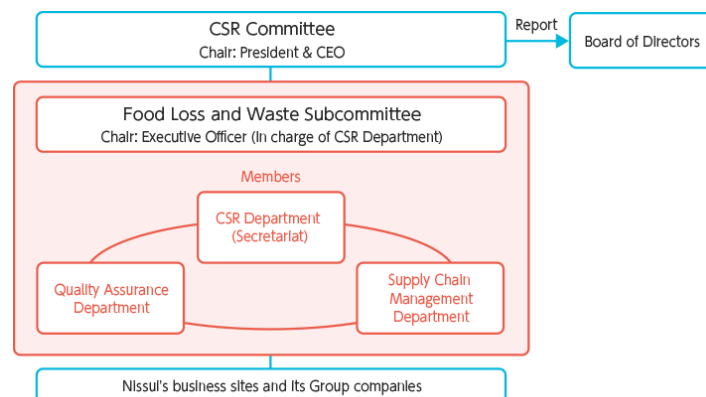


* Food bank: A group which brings together food products with no quality problems but are unsuitable for sale, and people who can't obtain enough food.

In Japan, the Act on Promoting Food Loss and Waste Reduction (Food Loss and Waste Act) was promulgated in May 2019 (enacted in October 2019). We are making more proactive efforts than ever before to contribute to the SDGs target of halving global food waste by 2030 mentioned in the above Act, as well as to seriously address our obligations as a business operator under the law.

Promotion Framework - The Food Loss and Waste Subcommittee

The Food Loss and Waste Subcommittee, chaired by the Executive Officer, is engaged in initiatives to reduce food loss and waste in the businesses across the Group companies in Japan and to raise the awareness of the employees.



Medium- to Long-term Targets for Food Loss and Waste Reduction

The Nissui Group's vision for 2030 is to have initiatives in place to reduce food loss and waste throughout the entire supply chain, and we have begun working toward this goal. We also set a target for reduction of waste from animal and plant residues (excluding inedible parts of fish, vegetable cores, outer leaves, and similar wastes arising in the production process).

Medium- to long-term food loss and waste reduction targets (Compared to fiscal 2017)

Scope	Medium-term targets (to fiscal 2023)		Long-term targets (to fiscal 2030)
		Results of progress in fiscal 2020	
Initiatives to reduce food loss and waste	Nippon Suisan Kaisha, Ltd. and its group companies in Japan (including 5 unconsolidated affiliate companies in Japan)	Reduction of 6% (Per unit)	Reduction of 21.0% (Per unit)
			Reduction of 10% (Per unit)

Initiatives to Extend Best-before Periods and Switch to Year/Month Labeling

Nissui is going forward with initiatives to change the labeling of best-before periods in an effort to reduce food loss and waste. All tinned food products excluding private-brand items manufactured on and after July 1, 2019 are labeled with best-before periods expressed in year/month (labeling format has changed from the conventional year/month/day to year/month.) In this labeling process, storage tests were carried out to check how long quality can be maintained, and it was confirmed that the best-before periods could be extended. As a result of these efforts, we can expect more efficient distribution as well as the reduction of food loss and waste on the entire supply chain.

The Nissui Group has also begun efforts to significantly extend the best-before periods of other products including frozen prepared foods for retail and commercial uses, bottled foods, and pre-packed foods. "Osakana sausage (fish sausage)" manufactured on and after February 15, 2021 has been extended the best-before periods, from 120days to 150days by 30days.



○ Food Donations

■ Donations to Second Harvest Japan

Since fiscal 2008, Nissui has been donating frozen food to Second Harvest Japan, a NPO that provides food to people in need. Second Harvest Japan plays the role of a food bank for people who cannot get enough food, providing them with foods that have no quality problems but cannot be sold due to being sub selling standards. Going forward, Nissui will continue these activities that lead to providing support to orphanages and mother and child living support facilities, while at the same time reducing the discarding of still-edible food.



	FY2016	FY2017	FY2018	FY2019	FY2020
Actual donations	9.6	12.6	9.4	7.9	9.0

■ Donations to Other Organizations

Donations Conducted in Fiscal 2019 by Nissui's Business Locations

Name of business location	Donation destination	Donation content	Date of donation
Fine Chemicals General Plant Tsukuba Plant	Food Drive Campaign in Tsukuba	• Food brought by employees (installation of Kizuna BOX in the cafeteria) • Factory stockpile hardtack 11kg in Total	October 19 - 28, 2020
Fine Chemicals General Plant Kashima Plant	Food Bank Ibaraki	• 100 meals of alpha rice • 200 meals of Magic rice • 5 boxes of IMARK stick jelly	May 27, 2020
		• 60 bottles of drinking water (2L) • 432 bottles of drinking water (500ml) • 24 cans of hardtack • 48 cans of harvest • 24 cans of mini crackers	February 5, 2021



Fine Chemicals General Plant
Tsukuba Plant



Fine Chemicals General Plant Tsukuba Plant



Fine Chemicals General Plant
Kashima Plant

○ Participation in Japan Project of WRI's "10x20x30" Food Loss and Waste Initiative

In conjunction with the participation of AEON Co., Ltd. in the "10x20x30" Food Loss and Waste Initiative advocated by the World Resources Institute (WRI) in December 2019, Nissui joined the "Japan project" led by AEON as one of the partner corporations. In this project, the specifics of the initiatives will be determined in consideration of the company's issues by using examples of spearheading initiatives outside of Japan and other cases as reference, based on the "Target-Measure-Act" approach to initiatives put forth by WRI. Through such initiative, Nissui will further promote the reduction of food loss and waste in the supply chain as a whole.

Biodiversity Preservation

○ Participation in “Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)”

■ The Forest that Protects Spring Water Nurturing Fish and the Sea

Tottori Prefecture is the home of the Nissui Group companies Yumigahama Suisan Co., Ltd., which is engaged in the aquaculture and processing businesses and Kyowasuisan Kabushiki Kaisha, a fishery company. The farming-related facility of Yumigahama Suisan is located at the foot of Mt. Senjozan which is in Daisen-Oki National Park of Kotoura Town, Tottori Prefecture and trees in certain parts of the surrounding broad-leaved forest have died and required maintenance.

On October 30, 2018, Tottori Prefecture, Kotoura Town and Nissui entered into a forest preservation and management agreement in order to preserve the surrounding 5.933 hectares of forest as the “The forest that protects spring water nurturing fish and the sea.”

On April 7, 2020, the Nissui Group was certified as a collaborative business by the Japan Committee of the United Nations Decade on Biodiversity (UNDB-J) for this forest preservation activities.



■ Preservation Activities

Continual preservation work is essential to protecting forests.

At the Nissui Group, ever since we entered into the Agreement, we have been conducting employee participation-based preservation activities on a yearly basis. For the participants, these activities become a valuable formative experience in which they get a real sense of the interrelatedness of the “forest, river, and sea,” and their relationships to them. Moreover, through interactions with the people of Tottori Prefecture involved, it is an opportunity for participants to gain familiarity with the local culture and are able to cultivate relations among members of Group companies.

We held the third round of the preservation activities on October 17, 2020.

To accommodate concerns over infections of COVID-19, we limited participation to people affiliated with Nissui's offices in Tottori, Yumigahama Suisan, Kyowa Suisan, Tottori Prefectural officials, and others within the prefecture. In carrying out the activities, preventative steps were taken in accordance with Tottori Prefecture's manuals, steps such as checking people's temperatures and wearing masks. The Exchange Meeting of Green Scouts (Note) was held on the same day, and we gave the three participating elementary school students lectures on the businesses of the Nissui Group and on forest, river, and sea-related topics.

A total of 33 people, including members of the Nissui Group, officials from Tottori Prefecture and the Town of Kotoura among others, as well as people involved in the Green Scouts, took part in the preservation activities that day. The participants labored diligently for around 40 minutes to clear underbrush while social distancing.

(Note) Green Scouts: The Green Scouts are an organization sponsored by the Tottori Prefecture Planting Trees Promotion Committee. Its purpose is to get the children who will eventually lead the next generation of society to familiarize themselves with greenery, develop an affection for it, and protect and nurture it, and in doing so cultivate an attachment to their home communities and grow into people with well-rounded minds and the capacity to love their fellow human beings.



■ Certification as a Collaborative Business by the Japan Committee of the United Nations Decade on Biodiversity (UNDB-J)

The UNDB-J is a committee formed in September 2011 aiming to achieve the Aichi Biodiversity Targets (Note), which encourages the engagement and collaboration of all domestic sectors and promotes initiatives for the preservation and the sustainable utilization of biodiversity. As one of its activities, the UNDB-J certifies collaborative businesses and evaluates the recommended activities in the projects undertaken by UNDB-J member organizations and related government agencies, from various perspectives including “cooperation with diverse entities,” “the materiality of initiatives,” and “the effects of announcing the initiatives.”



On April 7, 2020, the Nissui Group was certified as a collaborative business by the UNDB-J for its forest preservation activities in the “Forest that Protects Spring Water Nurturing the Fish and the Sea.” Going forward, the Nissui Group will continue to collaborate with various stakeholders and engage in activities to achieve one of the key issues, “Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement.”

Related press release (in Japanese) >

(Note) The United Nations has designated the period from 2011 to 2020 as the “United Nations Decade on Biodiversity.” At the Tenth Conference of the Parties to the Convention on Biological Diversity (COP 10) held in Nagoya on October 2010, the “Aichi Targets,” new global targets for the preservation of biodiversity, were adopted.

○ Preservation Activities of Utsunuki Green Zone

“The Utsunuki Green Zone” is a “*sato-yama* (village forests)” adjacent to [the Nissui Tokyo Innovation Center](#), which was built in 2011. Despite being located in the Minamino, Hachioji City, an urban area, it is inhabited by fire flies and other living organisms, making it a veritable treasury trove of nature.

Every year since 2013, activities have been conducted, under the instruction of the “*Utsunuki-Midori-no-Kai*,” to preserve the natural environment in areas surrounding the business location and to promote co-existence with the regional community. The activities begin with a classroom lecture at the log house within the zone, in which participants learn about the connection between the “forest, river and sea,” as well as the flora and fauna of the “*sato-yama*,” which is followed by various tasks such as mowing the underbrush in the “*sato-yama*.”

On November 14, 2020, activities were conducted for the eighth time. Having downsized the activities as a measure against COVID-19 infections, twelve Nissui employees participated. On the day, participants repaired the stairs and cleared the underbrush in the Green Zone.



Nissui has been a supporting member of “*Utsunuki-Midori-no-Kai*” since fiscal 2015.

○ Protecting the Near Threatened Piping Plovers (Gorton's, Inc.)

Piping Plovers, which have been categorized as Near Threatened (NT) on the IUCN Red List (Note 1), are an endangered species to New England, the North East region of the USA and the home of Gorton's, the Nissui Group company. The Piping Plovers' habitat is the coast line and the intrusion by people and dogs, among others, on their nesting sites is said to be the cause of their decline.



Many volunteers are participating in activities to protect the Piping Plovers at Good Harbor Beach in the port town of Gloucester Massachusetts, the home of Gorton's. In 2018, as a result of the various efforts by volunteers including members of Gorton's, many eggs were hatched on the shore.

In 2019, the second year of the partnership with the City of Gloucester and various organizations (Note 2), Gorton's carried out activities to protect the Piping Plovers during their breeding season. Piping Plovers tend to lay their eggs from the end of May to the beginning of June. Therefore, the volunteers decided to keep watch over the chicks for the few months after they were hatched when they were their most vulnerable. On Mondays, Wednesdays, and Fridays of every week during June and July, the volunteers walked around the Good Harbor Beach for an hour to protect the chicks from the people and dogs on the beach. As a result of the efforts of all those involved, three of the four surviving chicks hatched from the eggs and were able to fly away from the beach. In 2020, no activities to protect Piping Plovers took place as entry into the coastline serving as their habitat had been banned due to the impact of the spread of COVID-19 infections. As far as Piping Plovers are concerned, the entry ban is deemed likely to have a positive impact on their protection, even though the situation is tough.

(Note 1) IUCN Red List: List of endangered species compiled by the International Union for Conservation of Nature (IUCN). Information on over 90,000 species are posted on its site, and the Red List compiled by Japan's Ministry of the Environment and its assessment are based on this list.

(Note 2) The Gloucester Conservation Department, Essex County Greenbelt, Mass Wildlife, and Gloucester DPW.

○ Online Event: Let's Explore Corals at Home

On May 30, 2020, using an online meeting tool, we held an environment-related event on the topic of coral. As many people stay at home due to the spread of COVID-19, a total of 113 people comprising Nissui Group employees and their family members from all over the country joined in the event.

Innoqua Inc., which was our partner in this event, is a venture company that originated in the University of Tokyo and whose stated mission is to "Deliver to people the value of nature." Using "artificial ecosystem technologies" that recreate the ecosystems of coral reefs and others in aquariums, the company engages in all sorts of environmental education aimed at spreading the message of the value of ecosystems, preserving them, and utilizing them.



Plastic Problems

Policy and Promotion Framework

Plastics are light and durable materials that makes our lives more convenient, yet they are also associated with such societal issues as the problems of waste, marine plastics, and global warming.

As part of its initiatives to address the problems associated with plastics, the Nissui Group is rigorously promoting the management of plastic fishing equipment used in its fisheries and aquaculture business. For plastics used in plants of production and plastic containers and packaging for food products, we are concurrently promoting 3R+R (Reduce, Reuse, and Recycle, plus Renewable) activities and studying the use of alternative materials. In addition, we are committed to tackling this issue not just as a company, but through the actions of every employee. We clean up public areas around our offices as well as beaches and rivers with a shared sense of purpose, specifically:

- Giving back to the local community
- Picking up garbage that is the result of littering or that has washed ashore, including plastics, thereby preventing those things from outflowing into ocean

○ Nissui Group Establishment of Basic Policy to Address the Problem of Plastics

Nissui Group's fundamental approach regarding the problems of marine plastics and the use of plastics was deliberated, and a policy was established.

■ Nissui Group Basic Policy Regarding the Problem of Plastics

We will work alongside other stakeholders to combat the problem of marine plastics as well as other global environmental issues, and to preservethe bountiful sea

1)Plastics outflowing to the ocean

Regarding plastic fishing equipment used in the fisheries and aquaculture businesses, we will prevent them from becoming microplastics and ghost gear (Note) by the use of alternative materials and assiduous management of the use of plastics

2)Waste from the production stage

We will work to reduce plastic waste from our production plants and promote recycling

3)Waste from the consumption stage

We will work to reduce the impact on the environment from our food containers and packaging, making use of plastic's quality retention ability and other capabilities

- Reduce the amount of plastic through continued review of product design
- Use (substitute with) plant-based resources (biomass-based plastic), easily recyclable containers and packaging, and recycled material

4)Initiatives by every employee

Through participation in cleanup campaigns, employees will work to reduce plastic waste in the community, river, and sea, and preserve the marine environment

(Note)Ghost gear: Fishing equipment that is lost or abandoned and remains in the marine environment

Enactment Date: February 21, 2020

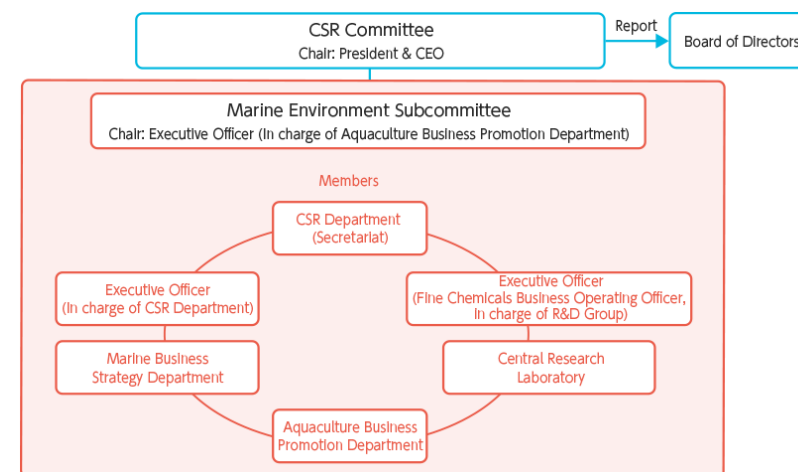
○ Promotion Framework - The Marine Environment Subcommittee/The Plastics Subcommittee

In February 2019, the Subcommittee was established, due to concerns over the impact of marine plastics on Nissui Group's businesses, against the backdrop of social issues including the progression of serious marine pollution on a global scale caused by marine plastics among others, the concerns for the impact of marine plastics on the marine ecosystem and human beings, and the failure of recycling to function as a result of the reduction in the effective utilization of waste plastic.

■ The Marine Environment Subcommittee

The Marine Environment Subcommittee is promoting zero emission of plastics in the marine environment.

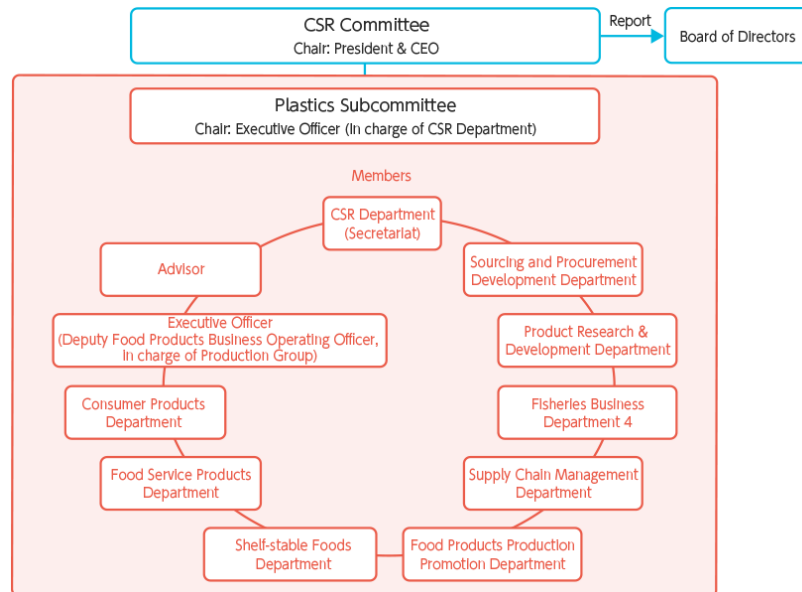
- Monitoring of the management status of plastics used in the fisheries and aquaculture businesses, making improvements and commitments
- Investigation of the actual outflow of microplastics and promoting activities to stop such outflow
- Promoting cleanups on land and activities to collect marine debris and other waste
- Review of the use of antibiotics in aquaculture (new issue from fiscal 2021 onwards)



The Plastics Subcommittee

The Plastics Working Group is promoting the 3R + R (Reduce, Reuse, Recycle + Renewable) of plastic resources.

- Promoting reduction and recycling of plastics at plants, at home (disposable plastic packaging) and each stage of distribution
- Participation in and cooperation with outside organizations (CLOMA ) and information gathering



Marine Plastics

○ Initiatives to Prevent Fishing Gear from Flowing Out into the Ocean

At present, some of the sources of marine plastic litter are known to be lost and abandoned fishing gear, which is referred to as "ghost gear," "ALDFG" (Note 1), etc. Through SeaBOS (Note 2), Nissui has joined GGGI (Note 3) and is also making efforts to prevent fishing gear used by fishery companies and aquaculture companies in the Nissui Group in Japan from flowing out into the ocean.

(Note 1) Abandoned, Lost or otherwise Discarded Fishing Gear.

(Note 2) Seafood Business for Ocean Stewardship.

(Note 3) Global Ghost Gear Initiative. An international body working to prevent fishing gear from flowing out into the ocean.

Reestablishment of Fishing Gear Management Rules

The Nissui Group will manage fishing gear in a thoroughgoing manner not only to prevent fishing gear from flowing out into the ocean but also to help reduce accidents involving the breakage of fishing gear (operation loss, escaped cultured fish and other factors that affect the ecosystem) and work-related accidents. We are also reestablishing fishing gear management rules at fishery companies and aquaculture companies in the Nissui Group in Japan. The rules consist of items in accordance with GGGI's "Best Practice Framework for the Management of Fishing Gear" (i.e., Prevention and Mitigation), which include fishing gear and equipment status checks, employee education, responsible disposal of used fishing gear, and the flow of reporting in the unlikely event that any fishing gear is lost or abandoned.

Switching over to Floats That Have a Low Risk of Becoming Plastics That Outflow into the Ocean

Goal of the Nissui Group

By the end of FY2024, the Nissui Group will cease the use of polystyrene foam floats in nylon covers for use in aquaculture and completely switch over to floats that have a lower risk of becoming plastic that outflows into the ocean.

The Nissui Group is engaged in the farming of salmon and trout outside Japan, and of yellowtail, tuna, coho salmon, mackerel, red sea bream, and others in Japan. Traditionally, mostly polystyrene foam floats wrapped in nylon covers have been used in marine aquaculture operations in Japan (Note 1), but compared to other types of floats, the nylon covers inferior in terms of strength, and there are concerns over the risk that, if they happen to tear, the polystyrene inside them could break apart and outflow into the ocean. Given that problem, in FY2019, we conducted a study on the number of nylon-covered polystyrene foam floats owned and their use by the Group as a whole (as of July 2019, the Group had 18,828 such floats). Furthermore, we made the decision to cease the use of such floats entirely throughout the Nissui Group by the end of FY2024 and replace them with floats that have a lower risk of outflowing into the ocean.(Note 2) The Group as a whole will continue to study the use of fishery gear with a lower risk of outflowing out into the ocean and to work to address the problem of marine plastic through our businesses.



Floats used in marine aquaculture



Before switchover: Nylon-covered polystyrene foam floats



Post-switchover example: PE-coated polystyrene foam floats

(Note 1): We were able to confirm that the marine aquaculture fisheries of Group companies outside Japan are not using nylon-covered polystyrene foam floats.

(Note 2): PE-coated polystyrene foam floats or hollow resin floats.

Total number of nylon-covered polystyrene foam floats in use/storage at aquaculture companies in Nissui Group in Japan (July 2019)	Number of floats replaced
	FY2020
18,828	2,040

○ Initiatives by Group Companies Outside Japan

Company name	Fishing method	Main fishing gear used	Description of initiative
EMDEPES (Chile)	Trawl fishing	Towing net wire, otter board (i.e., trawl door), trawling net, codend (i.e., fishing net shaped like a bag for retaining fish)	An Automatic Trawl Winch (ATW) that can automatically control the towing net wire was introduced to prevent wire and fishing nets from being severed by automatically extending the towing net wire in the event that fishing gear gets entangled at the bottom of the sea. This function minimizes damage to fishing gear and prevents fishing gear from flowing out into the ocean.



Automatic Trawl Winch of EMDEPES



Fishing gear of EMDEPES

○ Support of a Venture Addressing the Problem of Plastics Flowing into the Ocean (Pirika Inc.)

Marine litter including plastics is said to originate from the land, mainly from the cities but its discharge routes are not known. From fiscal 2018, Nissui has been a supporter of Pirika Inc., which is committed to the Albatross Project that aims to investigate the facts surrounding plastics flowing into the ocean and has commenced concrete approaches in dealing with the problems of the marine environment and the problem of plastics flowing into the ocean, which are directly connected to Nissui's business.

Details of the Albatross Project which aims to investigate the facts surrounding the problem of plastics flowing into the ocean

●STEP1

Development of research methods : Develop an effective method of research on the flow of plastics into the ocean.

●STEP2

Clarification of the flow mechanism : Study the mechanism of plastics flowing into the ocean (flow routes and flow items) and narrow down the problem.

●STEP3

Study and implementation of measures : Study, prioritize and implement measures to combat the problem of plastics flowing into the ocean.



Pirika Inc. 

Containers and Packaging/Waste

○ Nissui's Original Eco Mark "*Mirai-no Umie*"

In March 2021, Nissui began marking its product packaging with its eco mark "*Mirai-no Umie*" (meaning "For the future ocean"). The purpose of this eco mark is to make Nissui's environmentally-friendly initiatives widely understood and known among customers through the packaging so that they can select environment-friendly products. "*Mirai-no Umie*" started appearing on new products and updated products released on March 1, 2021.

■ Intention Behind the Design



This eco mark was designed in the motif of "∞" (i.e., infinity), symbolizing the circulation of water in forests, rivers and the ocean. The left part of the eco mark represents eco-initiatives, whereas the right part denotes the bountiful sea. The eco mark signifies that environmental friendliness will bring about the ocean's bounty, and in turn, translate into people's healthy and energetic lives and a hopeful future.

■ Marked Products

All Nissui-branded products are within the scope of being marked with "*Mirai-no Umie*"; products can bear the eco mark when environmentally-friendly efforts have been made in their containers and packaging. Marking-related environmental friendliness criteria are prescribed in Nissui's "Container/Packaging Selection Guidelines (Note)" as well as marking criteria for the "*Mirai-no Umie*" mark.

(Note): Please see "Container/Packaging Selection Guidelines" on this page.

■ Marking Criteria and Example of Presentation (One Example)

The eco mark is displayed on the individual packaging, label, etc. of the product along with a description of their environmental friendliness in concrete terms, such as "plastic usage has been reduced in this tray (xx% less than before)."

Reduce	Plastics reduced (film, tray, etc.)		
	Tray-less		
Replace	Plant-derived materials used		
	Recycled materials used		
	Plastics replaced with paper		
Recycle	Non-aluminum-metallized film		
Other forms of environmental friendliness (other than plastics)	Plant-derived ink		

Product Bearing "Mirai-no Umie" Mark (One Example)



Establishment of Nissui's Container/Packaging Selection Guidelines

In fiscal 2020, Nissui established the Container/Packaging Selection Guidelines, in consideration of the impact of plastics on the global environment, such as the marine plastics problem and global warming. One of the objectives is to reduce the volume of plastics used in containers and packaging to the extent possible, while taking advantage of their roles and functions, including protecting products and maintaining their quality. The Guidelines are applicable to all Nissui-branded products (i.e., frozen prepared foods, surimi-based products, shelf-stable foods, marine products and fine chemical products).

Container/Packaging Selection Guidelines

	Description of initiatives	Specific examples
Reduce	Suppress the volume of plastics used in containers and packaging (minimization)	• Packaging size adapted to the content size • Films and trays with limited thickness • Keep the number of parts low
Replace	Adopt plant-derived and recycled materials and replace existing materials with them	• Biomass-based composite materials (including biomass-derived biodegradable plastics) • Recycled materials (e.g., recycled PET) • Paper materials
Recycle	Adopt and switch to easy-to-recycle materials	• Aluminum-free • Conversion to single material (i.e., mono-material) • Design/structure that allows easy waste separation
Other forms of environmental friendliness (other than plastics)	Pursue environmental friendliness also for materials other than plastics, such as adopting plant-derived ink and paper certified by the Forest Stewardship Council (FSC).	• Plant-derived ink • FSC-certified paper

Inclusion into Product Development Flow

Nissui has prepared a "Container/Packaging Selection Checklist" in accordance with the Guidelines and implements it as part of the product development flow. It serves as a mechanism that enables us to check whether or not appropriate environmental friendliness has been examined in terms of the materials, size, thickness, etc. of containers and packaging.

Reduction of Plastic Containers and Packaging

At Nissui, the Plastics Subcommittee and the Container/Packaging Eco-Project play a central role in reviewing the use of plastics in all of its products.

Nissui's Initiative (Reduction)

	FY2018	FY2019	FY2020
Reduced weight of plastic containers and packaging for products sold by Nissui (kg)	4,896	15,630	33,465

Nissui Group Companies' Initiatives (Reduction)

Company name	Results of Initiatives in FY2020 and Future Targets
Aquaculture companies in the Nissui Group in Japan	The use of expanded polystyrene boxes (fish boxes) for transporting marine products is being reviewed, and the use of alternative materials is being considered. As an alternative, water-repellant cardboard boxes are being used mainly during periods other than summer when the temperature is high.
Caistor Seafoods Ltd. (UK)	Plastic containers and packaging of chilled marine products were reduced in collaboration with Morrisons, a major supermarket chain in the UK. Trays were reduced in size, and plastics were reduced in weight by 35 tons/year. Also, a review was conducted with respect to paper in some of the labels, resulting in paper weight reduction by 3.1 tons/year.
Cité Marine S.A.S (France)	Efforts were made for an R&D project in pursuit of thinner plastic containers and packaging than conventional ones for chilled products in 2020; these efforts have since been ongoing. In 2021, plastic weight reduction is expected to be 130 tons/year, including subsidiaries.

Recyclable Plastic Containers and Packaging

In many cases, plastic containers and packaging for foods are made by pasting together multiple materials. They vary in size and thinness, as well as the degree of contamination after use. The reality is that these factors make it difficult to recycle food containers and packaging. It is thus important to adopt a recyclable design from the development stage, and in cases where the containers and packaging are recyclable, make it known to consumers in an easy-to-understand manner so that it will lead to collection and recycling after use.

Nissui Group Companies' Initiatives (Recyclable Design)

Company name	Results of Initiatives in 2020 and Plans/Targets
Gorton's, Inc. (USA)	Since 2019, Gorton's, Inc. has started reviewing existing materials and testing recyclable new materials in collaboration with suppliers in relation to two major container and packaging formats in its products (i.e., SURPs (stand-up resealable pouches) and direct-filling containers/packaging). In 2020, Gorton's determined the following targets for the future. [Medium- to Long-term Targets] For containers and packaging of products for retail: • Make 100% of containers and packaging bear the How2Recycle label (Note) by 2023; and • Make at least 95% of containers and packaging (based on weight) recyclable by 2025.
Flatfish Ltd. (UK)	In 2020, Flatfish Ltd. promoted the introduction of plastic containers that can be recycled by consumers in the majority of its products. In 2021, Flatfish will further promote this initiative in accordance with the plan below. [Plans and Targets (2021)] For containers and packaging: • Promote the replacement of non-recyclable containers and packaging with recyclable alternatives; and • Aim at making at least 85% of all containers and packaging recyclable by the end of 2021.



(Note): How2Recycle is a label in the United States/Canada indicating whether or not the container/packaging is recyclable. At Gorton's, all laminated pillow bags with zipper already bear this label as of December 2020.

Initiatives by Every Employee

○ Nissui Group Cleanup Campaign

Twice a year since 2010 the Nissui Group has been carrying out the “Cleanup Campaign,” activities to clean up the areas surrounding the Group’s domestic business locations around the country. In the advance information given prior to the cleanup, the participants learn that litter could potentially flow into the rivers and reach the ocean and that this activity is not merely a cleanup exercise but a way to prevent litter from flowing into the ocean, and are made aware of the relationship between this activity and Nissui’s business. In fiscal 2020, we decided not to carry out the Campaign on a Group-wide scale due in part to the impact of the COVID-19 pandemic; nevertheless, 369 employees from 11 business sites in Japan participated and picked up a total of 395 kg of rubbish.



■ Cleanup Activities in outside Japan

Nissui Group companies in outside Japan are also carrying out activities to clean up the areas surrounding its business locations.



Nissui (Thailand) Co., Ltd. (Thailand)



Salmones Antártica S.A. (Chile)

○ Arakawa Environmental Seminar

Since 2017, Nissui, with the cooperation of the NPO, The Arakawa River Clean-aid Forum, has been learning about the river environment, experiencing biodiversity and conducting cleanup activities to pick up litter. These activities have been incorporated into the seminar for new employees since fiscal 2018. In the classroom, the participants listen to a lecture on the social issues surrounding the problem of marine plastics based on the latest data and come face-to-face with the problem in the subsequent fieldwork conducted on the riverbed. It gives participants the opportunity to think about the tasks that could be done by each person close to home in order to solve this problem.

Number of participants

	FY2017	FY2018	FY2019	FY2020
Seminar for new employees	-	48	25	33
Other employees (including their families, etc.)	21	24	51	-



○ Superbly Designed Original Reusable Shopping Bags (Eco-Bags) Distributed to All 3,200 Employees

On July 1, 2020, throughout Japan the system whereby customers must pay for plastic shopping bags ("cash register bags") began. This development became an opportunity for us to again think about how we use plastic. To achieve a sustainable society, it is necessary to rethink the kinds of lifestyles we should lead in the future.

In the "Nissui Group Basic Policy Regarding the Problem of Plastics," which was enacted by the Nissui Group in February 2020, we stated that we strive to consider these issues not just at the company level, but to have all employees think about them individually and take steps to address them beginning with familiar contexts in their everyday lives. As a first step towards addressing the problem of plastics, in September 2020 we distributed eco-bags with original designs to all Nissui employees.

Features of the Nissui Original Eco-Bag

Even eco-bags have an impact on the environment via CO2 and other factors from the time of their production to the time of their disposal. Yet to mitigate their impact on the global environment compared to disposable plastic cash register bags, it goes without saying that it is necessary to use the eco-bags not just once but over and over again. (Note) To encourage their repeated use, we carefully studied design approaches that would maximize easy-of-use.

One of the things that we hit upon was the fact that men use eco-bags less frequently than women. When we did internal research, we found that some of the reasons behind this trend were that men were reluctant to carry them around because the designs were "flashy" or "too cutesy," or that they were troublesome to carry around because they were too large.

To address these points, we gave the Nissui original eco-bag the following features:

- A gender-free design that is good for carrying around regardless of gender or orientation
- Compact in size so that it is perfect when just making quick trips to the convenience store and such

In addition, the inner pocket that you use when folding it up is printed with SDG logos and the Nissui CSR slogan "Let's learn now. Let's change the future. Sustainable World".



Simple, gender-free design



Convenient compact size



When folded, it is about the size of a name card holder and can be slipped into your pocket

(Note): Around 5 to 10 times for thin polyethylene (PE) eco-bags, around 10 to 20 times for thicker polypropylene eco-bags, and around 50 to 150 times with cotton bags. Source: "Single-use plastic bags and their alternatives: Recommendations from life cycle assessments," UN Environment Programme.

Social

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Social

Human Rights

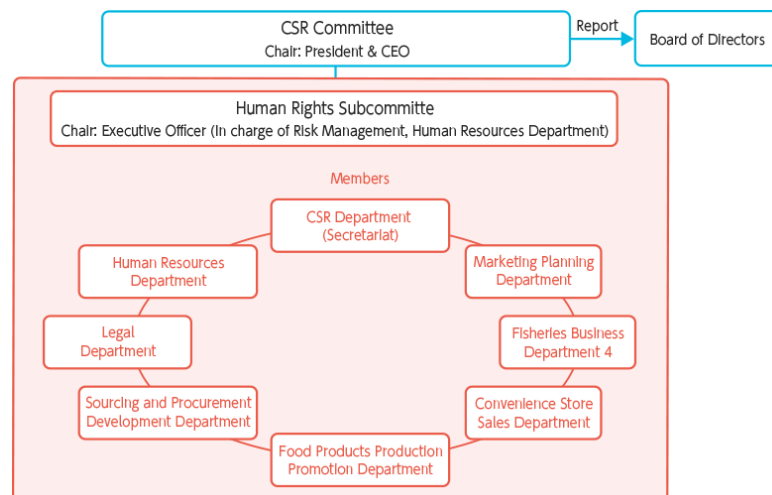
○ Formulation of Human Rights Policy

In September 2020, the Nissui Group formulated the "Nissui Group Human Rights Policy" in compliance with the United Nations Guiding Principles on Business and Human Rights in order to further clarify its approach to respecting human rights in all value chains associated with its businesses.

[The Nissui Group Human Rights Policy](#) ➤

○ Promotion Framework - The Human Rights Subcommittee

Chair: Executive Officer (In charge of Risk Management, Human Resources Department, Legal Department and General Affairs Department) Members: Human Resources Department, Legal Department, Sourcing and Procurement Development Department, Food Products Production Promotion Department, Convenience Store Sales Department, Fisheries Business Department 4, Marketing Planning Department, and CSR Department (Secretariat).



○ Initiatives for Human Rights Due Diligence

■ Human Rights Risk Assessment

The Nissui Group conducted a human rights risk assessment in the form of a cross-departmental workshop in December 2020, in order to get a grasp of potential human rights risks in its value chains. This involved identifying risks in each process of its value chains from two perspectives, namely, "general and cross-industrial human rights risks" and "human rights risks specific to the fisheries industry and the Nissui Group," and in particular, analyzing the latter risks while incorporating the viewpoint of risks by country and risks by fish species as well. Risks were narrowed down by conducting an "impact assessment" with respect to the identified risks, based on likelihood and severity in the event that the risks are materialized.

Having identified the following three risks as items of importance to be addressed specifically as a matter of priority, the Nissui Group will launch specific initiatives from FY2021 onwards in order to confirm their actual situation and mitigate such risks.

[Identified potential human rights risks]

- 1) Forced labor and child labor relating to raw materials of marine products (from procurement of raw materials to production)
- 2) Work environment of foreign technical intern trainees in Japan(production)
- 3) Labor Safety and Health (fishery and aquaculture)

■ Respect Human Rights in our supply chain

In accordance with the Nissui Group Basic Procurement Policy and CSR Supplier Guidelines, the Nissui Group is promoting CSR procurement in order to prevent human rights risks among suppliers with which it has dealings. Its primary initiatives include holding a seminar for suppliers and requesting suppliers to respond to a self-check sheet survey. The results of the survey are tallied and presented in the form of a graph, and feedback sheets are returned to suppliers, with comments focusing on their understanding of and initiatives toward "Respect for Human Rights," informing each supplier of the areas in which they are encouraged to further reinforce their efforts going forward. Some suppliers are also subject to visits and interviews aimed at confirming their intentions behind their responses as well as their actual situations.

As the confirmation task has not been completed with all suppliers at this point in time, the Nissui Group will build a system that allows more suppliers to respond to the survey and build a system that considers the entire supply chain. In conjunction with this, the Nissui Group will make risk mitigation efforts by performing on-site checks with respect to second-tier suppliers, third-tier suppliers and so forth in consideration of the human rights risk identification results.

[CSR Procurement](#) ➤

○ Stakeholder Engagement

The Nissui Group has been engaged in numerous external communications with stakeholders and promoting activities while reminding ourselves to not become complacent. Since the first stakeholder dialogue held in 2016, the Nissui Group has held a stakeholder dialogue five times in total, including human rights in the fisheries industry's supply chain in its theme.

[Stakeholder Dialogue](#) ➤

In FY2021, a stakeholder dialogue is scheduled to be held by inviting an expert to receive advice on the potential human rights risks identified in human rights risk assessment and how to deal with such risks.

○ Remediation System (Grievance Mechanism)

┃ Contact points for employees

The Nissui Group has established a whistleblowing system in which internal and external points of contact are made available to receive reports. Consultation requests, opinions, reports, etc. from employees are accepted regarding acts in breach of the Code of Ethics, acts in violation of laws and regulations and acts in breach of internal rules, including irrational discrimination and harassment based on race, religion, sex, age, nationality, social status, etc. The confidentiality of the whistleblower is protected and unfair treatment of the whistleblower is prohibited under the provisions of Nissui Group's regulations.

○ Training and Education for Employees

┃ Code of Ethics Awareness

The Guidelines of Ethical Conduct set out in Nissui's Code of Ethics states “respect our frank and openhearted communication environment and make an effort to maintain a sound and effective system of internal checks and balances,” and to respect fundamental human rights of individuals as well as prohibit all forms of discrimination and harassment. This Code of Ethics is laid out in the Nissui Principles and distributed to employees to ensure that awareness regarding harassment prevention is raised.

┃ Measures Against Harassment

In order to prevent incidents of harassment, harassment study groups (seminars, E-learning, and similar) are being conducted. A Harassment Desk has also been set up for employees to consult, and a structure to handle any problems has been established. Nissui also conducts harassment-related training targeted at department/section heads, distributes a handbook on the prevention of harassment to employees and holds read-through sessions in each department, among others.

┃ FY2021 Initiatives

The Nissui Group will launch internal education on business and human rights for the purpose of not only preventing discrimination and harassment at workplaces as in the past but also instilling respect for human rights in all value chains associated with its businesses and the responsibility to respect human rights among its employees.

For the Customer

Approach to and Systems to Ensure Safety and Security

○ Quality Assurance Code

The Nissui Group Quality Assurance Code, based on the concept of quality assurance, sets out quality policies and action guidelines under which the criteria related to quality assurance are regulated, so that all executives and employees take action supporting the same concepts.

Quality Assurance Code ➤

○ Quality Assurance Systems

In order to produce products to the customers' satisfaction, quality assurance systems are in place, including the Customer Service Center, Quality Assurance Department and Food Safety Research Department, which have been established as part of the QA (Quality Assurance) Group.

Quality Assurance Systems ➤

○ International Standards Certification for Food Safety Management Systems

┃ Acquisition of FSSC 22000 Certification

The Nissui Group holds FSSC 22000 food safety system certification for plants directly managed by the Marine Products, Food Products, and Fine Chemicals Businesses. FSSC 22000 certification is based on adherence to a systematic HACCP (Hazard Analysis and Critical Control Points) approach, and covers a broad range of requirements for food safety. We will continue to acquire management system certifications like FSSC 22000 for our manufacturing bases in future, and will strengthen our quality assurance capabilities.

Status of FSSC 22000 certification

	Number of certified business sites
Business sites in Japan	17

As of March 2021

Scope: Nippon Suisan Kaisha, Ltd. (Nissui) and the group companies in Japan

Initiatives to Ensure Safety and Security

Based on the philosophy and policies of quality assurance, Nissui and the Group companies are engaged in all manner of initiatives to deliver tasty, safe and secure products. Our commitment is indispensable in providing “quality” that satisfies our customers.

(1) Employee Training

Nissui conducts various types of education and training so that all employees, as members of a food manufacturer, become aware of their roles to be fulfilled toward quality and become capable of acting based on a higher level of knowledge.

○ Training Sponsored by the Quality Assurance Department

The Quality Assurance Department conducts periodic training so that employees who handle products can accurately acquire the required knowledge. The content of the training is reviewed each year and efforts are made to always share the latest information. Marketing staff, as well as employees working in the plants, undergo quality training.

Name of the seminar	Target <Rough Guide>	Details of the training seminar	Duration of the training seminar	Frequency	Participants in FY2018	Participants in FY2019	Participants in FY2020
Seminar on Certification Standards of Nissui Plants	Persons in charge at the plants; mainly employees who have been with Nissui for 10 years or less	General basic knowledge for employees working at the production plant (E.g. general hygiene control, in-house quality control standards)	1 day	Once a year	44	30	-
HACCP Seminar	Employees engaged in HACCP system operations at the plants (E.g. general hygiene control, in-house quality control standards)	Seminar based mainly on acquiring knowledge on the HACCP system and the general hygiene control program which is the base of the HACCP system, and experiencing the HACCP method through hazard analysis drills conducted in groups (note1)	1.5 days	Twice a year	66	44	(note2)23

Name of the seminar	Target <Rough Guide>	Details of the training seminar	Duration of the training seminar	Frequency	Participants in FY2018	Participants in FY2019	Participants in FY2020
Seminar on Certification Standards of Nissui Plants	Persons in charge of quality control, operational managers and chief of engineer at the plants	Understanding and practice of the purpose and concept behind the certification standards of Nissui plants, and the specific details of the standards	1 day	Once a year	37	20	-
Quality Seminar for Marketing Staff	Marketing staff	Awareness-raising education on food labeling in order to prevent the recurrence of the inappropriate labeling incidents of the past; the latest trends in food administration and quality assurance; and key points in dealing with complaints	1.5 hours	Once a year	Not held	450	(note2)790

(Note 1): In fiscal 2020, the training seminar required participants to watch a video lecture (individualized learning) and submit an assignment on basic knowledge related to HACCP to complete the training.

(Note 2): In fiscal 2020, the seminar was conducted online by using an e-learning system, in order to prevent the spread of novel coronavirus (COVID-19) infections. The seminar was conducted in four parts over a period of four months in total.



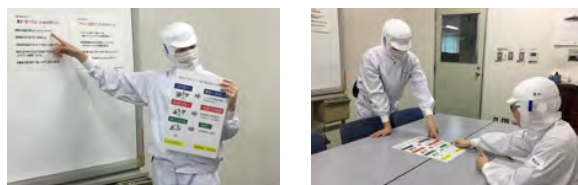
Scenes from the Seminars

○ Training at the Plants

Plant workers who actually come into contact with the products and support manufacturing receive a training that is more in line with the production site. Even new employees on their first day of work have the duty to maintain quality. There is no room for compromise. Such a production site is created by the concerted efforts of all employees.

■ New Employee Training

This basic seminar is attended by all employees assigned to work at the plant. They learn the basics which are required of employees who are responsible for maintaining quality including appropriate clothing, rules for entering the plant, hand-washing, etc., not to mention labor safety.



■ Matters Relating to Quality Communicated at the Sites

The plants operate every day and produce numerous products. Employees at the sites, when they come to work, always receive communications on quality-related topics and precautions from their site leader. Nissui ensures that such matters are communicated to all employees at the production sites which operate every day.



(2) Quality Control

The factory sites receive raw materials and manufacture products. The quality of the products to be delivered to customers are created at strictly-controlled production sites.

○ Employee Clothing

All employees change into the prescribed work uniforms before entering the production sites. These work uniforms also play a part in maintaining quality.



○ Rules on Entering the Plant

There are rules that must be followed when entering the plant. These rules must be followed even when the worker is in a hurry.

■ Health Check Chart

The health of the worker is checked every day. Does the worker have a fever? Does the worker have diarrhea? Is there a cut on the hand? And so on. The worker must check multiple items before entering. The plant cannot have product contamination by even one worker who is ill. To maintain one's health every day is also another important mission of a worker who works at the plant.



I Hair Roller

Hairs stuck to the work uniform are removed using a sticky roller.

There are also rules for using the roller. The rules are illustrated so that foreign workers who do not speak Japanese will also understand. Additionally, each worker checks the mirror to confirm that the uniform is not disheveled and that no hairs are sticking out of the hat.



I Hand-Washing

There are also rules for washing their hands, which is important for workers handling food. Workers wash their hands according to a timer which has been set to a designated time. These rules are also illustrated with photos so that they are easily understood.



I Objects Which May Be Brought into the Plant

Workers basically enter the plant without bringing anything in. However, there are certain things which are required in the course of operations, such as when records or photos must be taken, that are allowed on site. All objects must be made of metal to prevent fragments from entering the product, in the unlikely event that the object breaks.

(Note): As all products go through a metal detector in the final process, any metal contaminant will be found.

O Checking System

Various checks are carried out in the plant. Several dozen items are checked in the process of making a single product, including the type of raw materials, the weight, the composition, the order, the time, the heating temperature, the cooling temperature, the print on the wrapping, the condition of the machine, etc. All of these items are double-checked, including person-to-person checking and machine-to-person checking. Furthermore, subsequent checks of the records are made by the administrator.

Errors will inevitably occur if checks are conducted by a single person. Machinery may also malfunction if we depend solely on machines. We have a system in place in which checks are always conducted by several different eyes at every stage, in the case of emergencies.

O Food Defense

As many employees work in vast spaces within the plant, early detection of “anything out of the ordinary” is essential. To this end, cameras have been set within the plant to guard the employees so they can work properly.

Furthermore, storage areas for detergents used in washing and drugs used in testing are strictly kept under lock and key and only a few people are allowed the use of the key. In such cases, also, records of opening and closing the locks are taken.

Moreover, a number of production plants have vein authentication and fingerprint authentication management systems to monitor who came into the plant and at what time. More of the domestic plants of the Nissui Group will adopt this system down the road.



(3) Inspections

Nissui only uses raw materials that have been confirmed for safety in manufacturing its products. It also conducts inspections at each stage from raw materials to the finished product to confirm that it conforms to the standards. These inspections encompass a wide variety of items and inspection methods, and require specialized knowledge and technology. Therefore, in order that inspectors are always able to carry out proper inspections, Nissui promotes “Excellent Lab” program, a system that allows inspectors to acquire the necessary knowledge and inspection skills.

○ Excellent Lab

The Nissui Group production plants nationwide all have inspection offices. Excellent Lab program is carried out mainly by the Food Safety Research Department in order to enhance the reliability of the inspection offices. Through standardized inspection manuals, the setting of facility standards, skill certification of the inspectors, precision control tests, and level-specific seminars, we are raising the level of the entire Excellent Lab. Excellent Lab program has also been introduced at certain overseas plants including China, as well as Japan.

■ Inspection Manual

The contents of the manuals are periodically revised and the manuals are distributed to each inspection office always in their latest updated state. To ensure that inspections are conducted at all inspection offices with the same level of accuracy, we specify the culture media and reagents used in cultures and the culture medium is a dedicated medium for the Excellent Lab. This medium is packaged in single-use packets eliminating the need for measuring as well as preventing errors on the part of inspectors and saving time.



■ Certification of the Inspectors' Skills

To ensure that inspections are carried out by inspectors with a certain level of knowledge and skills, inspectors are registered and the skills of each inspector undergo certification. When employees are first assigned to the inspection offices, they receive instruction under the inspection office's OJT program. After the employee becomes capable of carrying out most inspections on his or her own, he or she is certified as an A-level Inspector. Proficient inspectors who have acquired a certain level of experience are certified as M-level Inspectors and inspectors capable of carrying out even higher-level tests are certified as E-level Inspectors. Inspectors must undergo written and skill tests to be promoted to the next level of inspector. Seminars for M-level Inspector certification (3 times a year) and seminars for E-level Inspector certification (Once every two years) are held to provide inspectors with the opportunity to upgrade their skills through lectures and lab work.



Number of Inspectors by Level

	A-level Inspector	M (Master)-level Inspector	E (Excellent)-level Inspector
Definition	Capable of carrying out designated tests	Capable of providing instructions to inspectors aiming to become A-level Inspectors	Capable of carrying out tests of a high degree of difficulty, and is proficient in all required tests
As of March 31, 2018 (Number of inspectors)	32	49	26
As of March 31, 2019 (Number of inspectors)	36	53	25
As of March 31, 2020 (Number of inspectors)	42	59	24

■ Communications Between Inspectors

The Excellent Lab emphasizes communications between the inspectors through various exchange events and the exchange of information. Inspectors periodically gather at venues around the nation and hold Excellent Lab Promotion Meetings. They coordinate testing methods and judgment criteria, conduct mutual tours of inspection offices and exchange opinions, thereby upgrading their skills and sharing ideas.



■ Precision Control Tests

In order to confirm the testing precision of the inspection offices, precision control tests are conducted once a year. Each inspection office individually tests the specimens distributed by the Food Safety Research Department and sends back the test results to the Food Safety Research Department. The data on test results sent in from the inspectors nationwide are statistically analyzed and fed back to the inspectors. The tests are useful in confirming the ongoing workmanship of the inspection offices and improving the test procedures.

■ Overseas Development

The overseas plants that manufacture the products imported into Japan are also upgrading the abilities of their inspection offices using similar systems. In China, Qingdao Nissui Food Research and Development Co., Ltd. and in Thailand, the Quality Control Section Thailand of the Quality Assurance Department are leading efforts to provide testing instructions to local plants.

(4) Communication

We stress the importance of listening to the candid comments of the customers, and also believe that providing accurate information to customers is essential. We aim to create superior products based on the voices of the customers in order to enhance customer satisfaction.

○ System for Listening to Customer Comments

The Nissui Customer Services Center is where we can speak directly with the customers who have purchased our products. Currently, we receive comments by phone and via email. We not only receive complaints but also questions, confirmations and commendations. Whatever its content, each comment is a valuable piece of information for us.

Nissui Customer Services Center (Phone number): 0120-837-241

○ Product Development Based on the Voices of the Customers

The “Customer Satisfaction Improvement Subcommittee” is held six times a year to share the comments provided by the customers. There are many cases in which product specifications were changed as a result of the discussions by the subcommittee. We value the perspectives that are unique to the general customer and utilize such perspectives in creating superior products.

○ Labeling to Convey Information

We communicate product information to customers using the product packages. It is focused on providing product information using easy-to-see and easy-to-understand packages.

Particular caution is practiced in the labeling of food allergens. In addition to the collective label listing all raw materials, we clearly label in large print the 27 food allergens including those food allergens which are under recommended labeling.

Additionally, we do not use eggs in its fish sausages and fish paste products. In order for customers with egg-allergies to consume these products with a peace of mind, we communicate this fact by labeling the packages with the “EGG FREE” mark.



Research and Development to Enrich Lives

○ Technology for a Tasty Way to Cut Back on Salt

As society ages, it has become more important than ever to prolong one's healthy life-span, i.e. the period in which one is able to live in a healthy condition. Salt (sodium chloride) not only is an essential nutrient for man but also plays an indispensable role in making foods and beverages "tasty." However, when consumed in excess, it can lead to a host of illnesses including high blood pressure.

This is the reason why Nissui came up with its unique technology to boost the taste of salt. Previously, reducing the salt used in foods and beverages had the effect of compromising the taste. However, with this technology, ingredients that boost the taste of salt are added and as a result, the taste of salt can be fully enjoyed even when the amount used is reduced. It is a technology that allows for the taste of salt to be enjoyed while cutting back on the salt content.

Taste Research for a Better-tasting, Healthier Daily Diet >

○ Research of the Functions of White Fish

Since 2009, Nissui has been taking part in the Cabinet Office's Cross-ministerial Strategic Innovation Promotion Program as a cooperating company and conducting research on the functions of white fish. Research has proven that the protein in Alaska pollock has numerous benefits.

In March 2018, Nissui launched the Alaska Pollock Protein Society, establishing a research framework comprising 12 universities and research institutes, and has been engaged in joint research. Nissui presented the results of five research projects of this Society at the Japanese Society for Amino Acid Sciences held in October 2019.

Related press release (in Japanese) >

■ On the Muscle Augmentation Effects of Alaska pollock Protein

In human clinical trials with women of 65 or older, who are said to lose on average 1.0 to 2.0% of fat-free mass (an index for muscle mass, represents total mass including organs and muscle) a year, as test subjects, by consuming the protein of Alaska pollock every day and leading a normal life without exercising, an increase in fat-free mass was confirmed after consumption of the protein, indicating an increase in muscle.

Muscle Augmentation Effects of Alaska pollock Protein >

○ Research into the Effects of EPA on Exercise

Nissui has been engaged in the research, dissemination and awareness-raising of EPA (eicosapentaenoic acid) by focusing on its effects on exercise, including enhancing endurance. At the National Dietitians Conference (sponsored by the Japan Dietetic Association) held in August 2017, Nissui explained the mechanism in which EPA raises the efficiency of oxygen delivery to the body. Furthermore, beginning with the sponsorship of the Japan Masters Swimming Association in 2013, Nissui has been developing the "SPORTS EPA" brand which supports athletes.

SPORTS EPA (in Japanese) 



■ Verification of Relationship between Blood EPA Level and Intestinal Bacteria

In September 2020, "Nissui x AuB: Daichi Kamino's Condition Improvement Project," aimed at supporting the condition (i.e., change in physical condition) of male marathon runner Daichi Kamino (Note) in terms of eicosapentaenoic acid (EPA) and intestinal bacteria, was launched by Nissui jointly with AuB, Inc., a start-up company engaged in the research of athletes' intestinal bacteria. We are examining the blood EPA level and the status of intestinal bacterial flora such as the types, number and composition of intestinal bacteria of Mr. Kamino, who has been ingesting "SPORTS EPA ULTRA PURE"—Nissui's EPA supplement for athletes containing high-purity EPA—upon our request. By utilizing such data, we will strive to improve Mr. Kamino's condition and pursue research on the relationship between blood EPA level and intestinal bacteria.

The Nissui press release (in Japanese) >

(note) Daichi Kamino: Member of CellSource Co., Ltd. Won the Asian Marathon Championships in 2019.



Daichi Kamino

For the Employee

Top Message



We will promote diversity & inclusion to translate diverse values into innovation and value creation.

Representative Board Member,
President & CEO
Nippon Suisan Kaisha, Ltd.

S. Hamada

The Nissui Group, which has selected "Aim to be a company where diverse human resources play an important role to address the social agenda" as one of its key issues, is aiming at being in a state where, by 2030, it is generating innovation that will lead to value creation by utilizing diverse human resources and providing opportunities for such human resources to demonstrate the fullest potential. While diversity is comprised of various elements, our first step at Nissui will be to promote women's empowerment as a matter of priority.

Given that diversity is an important management issue for a company, we joined the "30% Club Japan" in support of the objective of its activities in 2021, in order to bring about greater gender diversity in our decision-making body. While learning from actions that will help resolve issues, we will promote women's participation in the management of Nissui. Although it may take some time, we believe that the best way is to raise the ratio of female recruits and develop a framework that enables them to play a greater role and thereby increase the ratio of female managers and select officers from within the company, instead of just increasing female outside Directors for the sake of achieving the target.

For the expansion of overseas businesses, it is indispensable to develop global personnel with the ability to build good relationships and yield results with people with diverse values in any complex and uncertain business environment around the world. We will aim to boost the capabilities and draw out the full potential of each and every employee by such means as hiring and training candidates based on a business plan in each business, preparing career paths and training methods for them as global personnel from the time they join Nissui, and getting them involved in exchanges including Group companies outside Japan.

In order to deal with diversifying customers' needs and social issues, we will continue to promote diversity & inclusion into the future, to enable the translation of various values into innovation and value creation that create new businesses.

Work Style Reform

○ Adoption of the Teleworking System

To achieve styles of work that are not constrained by time or place through the use of IT and communications technologies, since FY2019 the Nissui Group has been working to implement a teleworking system. For example, in September 2019, almost all of the staff at the Nissui head office participated in an office-wide teleworking day as part of the effort to get the system to take root. Nissui will continue to make styles of work more flexible by combining ordinary in-office work with working remotely from home or with mobile devices, and to use these work modes to make operations more efficient and improve work-life balances.

With the declaration of a State of Emergency associated with the spread of COVID-19 in the spring of 2020, with some exceptions, such as production work, Nissui made telework the general rule. The transition was accomplished relatively smoothly, and we were able to continue operations while taking steps to protect the health of employees and their families.

Going forward, Nissui will continue its efforts to shift to new modes of work that lead to higher individual productivity and to the sense on the part of all employees that their work is worthwhile.



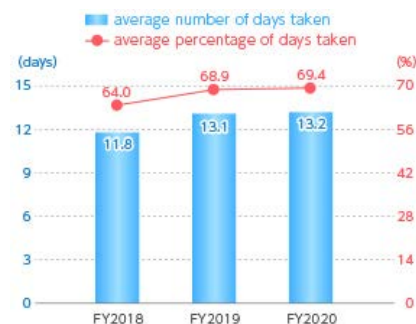
Office-wide Teleworking Day at Nissui's Head Office

○ Promoting the Taking of Paid Leave

As part of efforts to create a comfortable and rewarding work environment, Nissui is implementing initiatives for the systematic taking of paid leave and promoting improvement in employee health. Individuals prepare their own plans for taking annual leave, which enables the sharing of leave taking within each department, facilitates advance adjustment of the work load and assists in managing the progress of leave taking.

Starting from fiscal 2019, Nissui has adopted "Anshin" leave, a new personal sickness leave system where, if the need arises, employees can take paid leave not for the reason of refreshment. This leave system was adopted in conjunction with efforts to further increase the ratio of leave-taking by employees, as the taking of paid leave of 5 days or more has become mandatory, and in response to employees requesting "to keep unused days of annual paid leave in case they must call in sick due to a sudden illness. Nissui hopes to encourage its employees to take paid leave more proactively by improving its leave system.

Number of Days of Paid Leave Taken



As of March of each year
Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

○ Support of Striking a Balance Between Child-raising and Work

■ "Kurumin" Mark Certification

Having carried out its First Phase Action Plan pursuant to the Act on Advancement of Measures to Support Raising Next-Generation Children since 2005, Nissui was recognized as a childcare supporting company by the Minister of Health, Labour and Welfare and acquired the "Kurumin" mark (Note) certification in May 2010. Currently, Nissui is engaged in initiatives aimed at fulfilling its Fourth Phase Action Plan.

Fourth Phase Action Plan (4-year period from April 1, 2017 to March 31, 2021)

	Details	Measures
Objective 1	Raise the rate of employees taking leave for childcare during the plan period to the following levels. (i) Male employees: Leave-taking rate of 7% or higher during the plan period (ii) Female employees: Leave-taking rate of 90% or higher during the plan period	Fiscal 2017 By treating the first five days of childcare leave as paid leave, make it easier for male employees to take childcare leave, aim at raising the leave-taking rate and disseminate company-wide the importance of taking childcare leave.
Objective 2	Expand the scope of "Leave for taking care of sick children" and improve support for balancing work and family for employees who are raising children.	Fiscal 2018 Expand the age of children subject to leave for taking care of sick children from the current "Children prior to entering primary school (Statutory)" to "Children who are in primary school" and provide a safety net for times of crisis.

(note) "Kurumin" mark: Companies and national/local governments are mandated by the Act on Advancement of Measures to Support Raising Next-Generation Children to formulate an action plan to support the healthy birth and growth of children, who will be shaping our society for the next generation. It is a certification mark awarded to companies that have achieved the targets set in their action plans and met certain standards.

■ Promoting the Taking of Childcare Leave

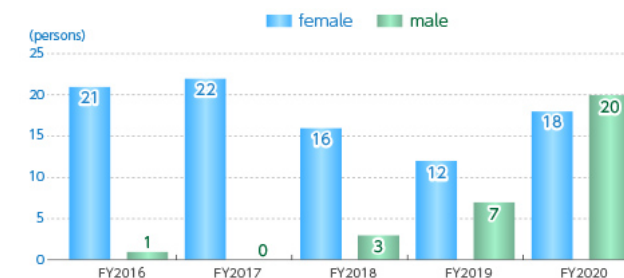
During the 4-year period from April 1, 2017 to March 31, 2021, the target rate for taking leave for childcare has been set at:

- (i) Female employees: 90% or higher
- (ii) Male employees: 7% or higher

Additionally, in order to support the child rearing of male employees, the first five days of childcare leave will be treated as paid leave.

We have launched initiatives for fiscal 2020 aimed at achieving the target rate for taking leave for childcare set at 100% of male employees.

Number of Employees Taking Childcare Leave



As of March of each year
Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Assisting Female Employees on Childcare Leave in Returning to Work

In March 2020, Nissui introduced return-to-work career interviews between employees and their superiors, utilizing the "Interview Sheets for Employees Returning to Work from Maternity and Childcare Leave." Nissui's ongoing support -which is provided not only at the time of returning to work but also over the career resumption period of six to twelve months after returning to work- has been received favorably.

Initiatives by Cité Marine S.A.S.

Cité Marine S.A.S. (France), a member of the Nissui Group, set up a nursery in October 2020, for the purpose of creating an environment that is pleasant to work in even while employees are raising children; 20 children of employees go to the nursery.



Supporting the Balance of Nursing Care and Work

Nissui has a nursing care leave program, in which 10 days of leave per year is allowed to employees with one person in their care, and 20 days per year for employees with two persons or more in their care. Nissui holds nursing care seminar semi annually and has established specialist consultation counters where employees can receive consultation free of charge via phone and email by contracting with agencies specializing in nursing care.

Various Systems to Support Diverse Work Styles

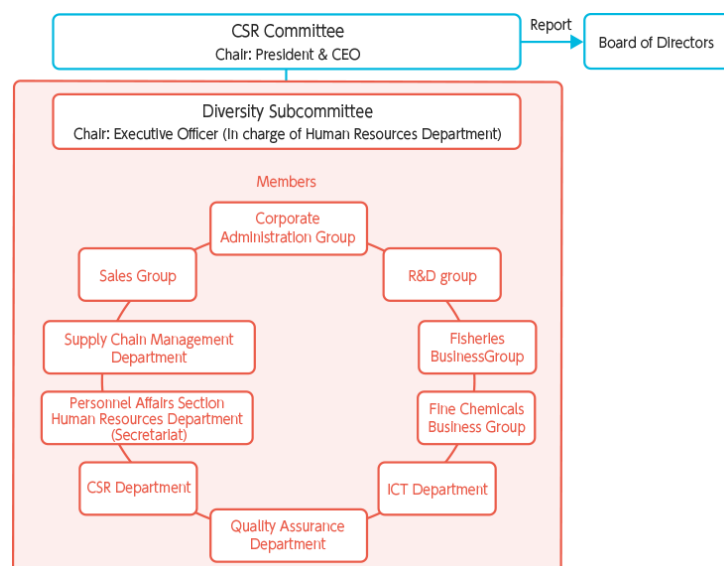
Reason	System	Description
Childcare	Leave for preparing for childbirth Childcare leave	This is a system of leave that can be used by an employee before and after taking maternity leave until the child reaches three years old. Childcare leave can be taken by male employees as well, and is treated as paid leave for up to five days.
Childcare	Leave for childbirth by spouse	An employee can take special paid leave for up to two days in cases where his spouse has given birth to a child.
Childcare	Leave for taking care of sick children	In cases where an employee has to take care of his/her child of primary school age or younger who has suffered injury or illness, or in cases where an employee has to make such child receive a vaccination or undergo health examination, he/she can take leave out of his/her accrued leave for up to five days in the case of one child or up to ten days in the case of two or more children.
Nursing care	Nursing care leave Extended nursing care leave	An employee can take leave out of his/her accrued leave for up to 10 days in the case of one person in his/her care or up to 20 days in the case of two or more persons in his/her care. An employee can take extended nursing care leave for a total of up to one year and six months per eligible family member in his/her care.
Childcare	Shortened-workday system	An employee can use this system for a maximum of seven years in total, including childcare leave, until his/her child completes the third year of primary school. An employee can also use the shortened-flextime system.
Nursing care	Shortened-workday system	An employee can use this system for a maximum of three years per person in his/her care. An employee can also use the shortened-flextime system.
Universal	Flextime system	Applicable to employees other than some employees, such as plant workers.
Universal	Teleworking System	Applicable to all employees other than some employees, such as plant workers. This system can be used on the grounds of making operations more efficient, promoting health and welfare, and striking a balance between work and family. Telework, which means working without attending the workplace, is capped at three times per week.
Universal	"Anshin" Leave (Short-term Paid Leave for Non-occupational Injuries and Diseases)	Each fiscal year, an employee is granted five days of paid leave that can be taken when he/she has suffered short-term non-occupational injury or illness (e.g., cold) and has difficulty coming to work.
Universal	Refreshment leave	An employee is entitled to take leave for five consecutive days when the length of his/her service has reached 10, 20 or 30 years. Such an employee is also paid a grant.

Diversity

The Nissui Group, which has selected "Aim to be a company where diverse human resources play an important role to address the social agenda" as one of its key issues, is aiming at being in a state where, by 2030, it is generating innovation that will lead to value creation by utilizing diverse human resources and providing opportunities for such human resources to demonstrate the fullest potential. Based on the view that the proactive introduction of diversity will stimulate the organization and also translate into business development, we are developing human resources geared to actively tackling global and local social issues through our business activities. Furthermore, we aim to be a company in which diverse human resources can improve themselves by encouraging and learning from each other and play an important role through such efforts.

○ Promotion Framework - The Diversity Subcommittee

We have established the Diversity Subcommittee, which is chaired by an Executive Officer and consists of General Managers and Managers of a wide range of departments, including the Sales Group, Fisheries Business Group, Fine Chemicals Business Group and R&D Group.



○ Gender Diversity in the Company's Decision-making Body

On January 18, 2021, Nissui joined the 30% Club Japan in support of the objective of its activities. The 30% Club Japan believes that a healthy gender balance in a company's decision-making body will not only enhance corporate governance but also facilitate sustained growth, boost international competitiveness, and in turn, help build a sustainable Japanese society. Based on this belief, its goal is to increase the percentage of female directors at the TOPIX top 100 companies, which was 12.9% as of the end of July 2020, to 30% by 2030.

The 30% Club Japan's community "TOPIX Presidents' Association" has started holding discussions on essential issues that hinder women from playing an active role; we will promote the participation of women in management within Nissui while learning from actions that help resolve these issues.



○ Action Plan for Female Participation

Nissui formulated and announced the Second Phase Action Plan in April 2019 to create an employment environment where female employees can take an active part.

Nissui's Action Plan submitted to the Ministry of Health, Labour and Welfare

■ Quantitative Targets for Second Phase Action Plan (Base Year: FY2018)

- Target: Women will account for 30% or more of new recruits (graduates/postgraduates).
- Target: Increase the number of women working in the sales and production divisions by 20% or more.
- Target: Increase female managers by 15% or more.

■ Result

	Target		FY2019	FY2020
New recruits (graduates/postgraduates)	Percentage of women	30% or more	36%	38%
Rectification of bias based on job type	Sales divisions	Increase 20% or more (Base Year: FY2018)	121%	132%
	Production divisions		104%	107%
The number of managers and assistant managers	Managers	Increase 15% or more (Base Year: FY2018)	100%	104%
	Assistant managers		100%	86%

○ Initiatives in fiscal 2020

In 2017, we conducted a gender diversity awareness survey targeting all Nissui employees (approx. 1,200 employees). We are formulating measures separately for each of the three issues that have been identified (i.e., reform of organizational culture, reform of employees' mindset, and striking a balance between career and child-raising) and translating them into activities in concrete terms.

■ Diversity Management Lecture [Reform of Organizational Culture]

We held a diversity promotion lecture targeted at officers and department heads, to give them the opportunity to think once again about the importance of diversity and the need for management premised on diversity.

■ Diversity Lecture [Reform of Organizational Culture]

In succession to the "Female Subordinate Career Development Seminar" for superiors held in fiscal 2018, we conducted a seminar in fiscal 2020 to create opportunities for participants to think about the importance of promoting diversity regardless of whether they have any female subordinates or not and make them gain management skills to maximize their increasingly-diverse subordinates' potential.

■ Workshop for Persons in Charge of Production Division [Reform of Employees' Mindset/Reform of Organizational Culture]

We conducted a total of three workshops targeted at women working in the production division, where the percentage of female employees is as low as in the marketing division. Female members made proposals to Directors, Executive Officers, department heads and their immediate bosses with respect to issues specific to the production division that had been identified through discussions as well as the measures to resolve such issues. In response to the proposals made by the members, the Human Resources Department and the department heads exchanged opinions to materialize the proposals and determined a three-year plan for initiatives. Going forward, we will further promote the development of both human resources and the internal environment through the execution of the plan.

■ Survey on Employees' Awareness [Reform of Employees' Mindset/Reform of Organizational Culture]

We conducted an unconscious bias diagnosis and e-learning course targeted at the President, officers, managers in the departments (i.e., General Managers and Managers) and female employees.

■ Information Exchange Meeting to Strike a Balance Between Work and Child-raising [Striking a Balance between Career and Child-raising]

We held an online information exchange meeting for employees who are juggling between work and child-raising or those seeking to achieve such a workstyle. Employees varying widely in age participated from various departments and were provided with the opportunity to share their concerns, exchange their opinions on such topics as tips on how to juggle between work and child-raising, think about ways to manage work and their daily lives and build a new vertical/horizontal network among employees.

■ Past Initiatives

[Reform of organizational culture (Reform of managers' mindset)]

- Communicated the Message from the President and CEO
- Held an exchange of opinions on Diversity between Takayuki Kawashima, Director of the NPO, Fathering Japan, and five of the Company's executives
- Held the Female Subordinate Career Development Seminar for superiors
- Established the department heads' meeting in the working group for the advancement of women (sales divisions)
- Added non-financial items in the evaluation of managers' targets

[Reform of employees' mindset]

- Held a career workshop with female employees of production divisions of other companies in the same line of business
- Established the Female Staff meeting in the working group for the advancement of women (sales divisions)
- Held "Female Sales Staff Workshop"
- Held "Career Design Seminar" for Female Employees
- Held a role model lecture given by female officers of other companies in the same line of business
- Dispatched female employees to selective development training

[Striking a balance between career and child-raising]

- Introduced a pre-reinstatement sheet and child-raising status sheet, and expanded the scope of eligibility in terms of types of employment
- Created a working mothers' network
- Examined women's empowerment in the sales division/production division
(Interviewed male/female employees in charge of sales who are raising children)

○ Initiatives to Hire People with Disabilities

Under the concept of normalization, Nissui is engaged in initiatives to realize a working environment in which all employees regardless of whether they have or do not have disabilities work together and demonstrate their capabilities. Currently, employees with various “physical,” “intellectual” and “mental” disabilities are taking active part in each work place. Employees with Psychiatric Social Worker qualifications have been assigned to the Human Resources Department, creating an environment in which people with disabilities can work with a peace of mind.

The plants directly operated by Nissui accept students from the local special needs schools for work experience. The program offers students hands-on experience of the joys and rigors of working and subsequently allows them to build an image of what it is like to work. Some participants became interested in Nissui and have actually joined us.

Additionally, Nissui holds periodic seminars for its employees to deepen their understanding of people with disabilities, aiming to create a “pleasant and inclusive working environment.”

Trends in the Employment of People with Disabilities



As of June 1 of each year
Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

○ Senior Employee System

Amid the growing demand for stable employment opportunities for the elderly, Nissui is re-employing employees who are willing to work at Nissui after retirement. Their responsibilities are reviewed at the time of rehiring and at contract renewal by taking into account the skills, aptitude and work experience, among others, and commensurate compensation is also arranged.

Nissui continues to provide an environment where senior citizens with experience and superior skills acquired over the years play an active part.

○ Initiative to Hire Foreign Nationals

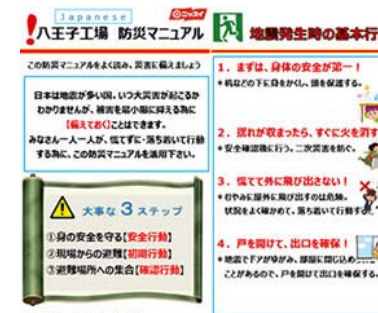
Multi-Language Support of Bulletins

Employees who speak various languages including Spanish work at the Hachioji General Plant, which manufactures foods. Bulletins in a number of languages, mainly English, Spanish, Portuguese and Chinese are prepared and an environment is in place that facilitates work and other aspects of life.

Labor Safety Training and Disaster Prevention Manuals for Foreign Employees

Twice a year at the Hachioji General Plant, outside interpreters are hired and special safety seminars are held including labor safety training and disaster prevention training in three languages (including English, Spanish and Portuguese). The seminars are held during the employees' working hours, for a period of 3 days, 4 to 5 times each day. For a relatively small number of employees who speak languages that are not covered by these seminars, original materials are prepared.

Additionally, disaster prevention manuals are outsourced to translation companies and prepared in multiple languages for foreign employees. The plant prepares its employees for any number of emergencies that could happen in the future by describing the basic actions to be taken in the event of earthquakes and other natural disasters.



Disaster Prevention Manual in Japanese



Disaster Prevention Manual in Myanmar

Training and Development

○ Human Resources Development Measures

Based on the concept of "Independence and Autonomy," which is at the core of Nissui's human resources system, we provide human resources development measures to support each employee in drawing up and realizing his or her career plan.

	Training by employee level	Career training	Correspondence courses	Diversity training	Training by job type
Manager level and above	Training for managers	Training to design one's career is provided for various age groups in order for employees to review their careers at various milestones from joining the company to retirement.	To support personal development, various seminars are provided so that employees can think about and choose what they are lacking or what they should acquire.	Workshops and training from various perspectives are provided to establish a work environment and culture, in which employees mutually respect diversity and maximize their potential.	◆ Marketing planning, sales, and logistics group ◆ R&D group ◆ Production, QA and technology group ◆ Corporate administration group
General employees	Training is conducted to acquire roles/skills required at each level				
	Until the third year Third-year training Second-year training New employee training				

○ Global Personnel Registry System

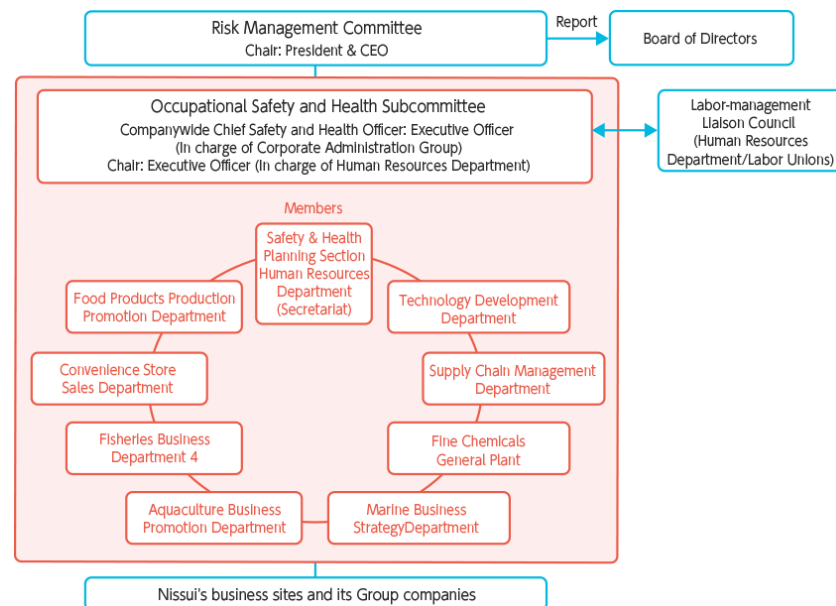
Nissui has been implementing the global personnel registry system since 2016. Under this system, global personnel in Nissui are defined as "personnel who can build good relationships with diverse counterparties and yield results in any complex/uncertain business environment in the world," and candidates for global personnel who will play an active role outside Japan in the future are recruited and trained by accepting applications from the general public or through recommendation.

The minimum set of skills required for prospective global personnel are: (i) the ability to create value; (ii) the ability to adapt to different cultures; and (iii) foreign language ability. The system aims to make the candidates acquire such skills by dispatching them to short-term assignments outside Japan, short-term business training programs outside Japan, etc., to train them into personnel suited for assignments outside Japan.

Labor Safety

○ Promotion Framework - The Occupational Safety and Health Subcommittee

The Nissui Group has designated departments in each segment to oversee the Safety and Health Committees of each business location and established the “Occupational Safety and Health Subcommittee,” with the heads of each overseeing department as members. The subcommittee is held once each quarter and addresses various issues relating to health, safety and labor matters of Nissui, including its Group companies.



○ Labor-Management Relation

Nippon Suisan Kaisha Ltd. (Nissui) has entered into a labor agreement with its labor union (Nissui Adventure Club). In addition to striving to proactively facilitate communication between employees and management for the purpose of realizing a better work environment, Nissui is continuing to work towards building and maintaining healthy labor-management relations. Domestically, Nissui has set up a Safety and Health Committee at each of its business sites, where representatives from the company and the labor union hold regular talks. Nissui listens to employee concerns on matters of safety and health, such as the prevention of on-the-job accidents and hazards to health, and is striving to improve and enhance measures aimed at safety and health through cooperation between labor and management.

○ Initiatives for Labor Safety

The Nissui Group has established the Occupational Safety and Health Subcommittee and manages “labor safety,” “work hours” and “harassment” by division.

■ Mid-Term Plan

In the Mid-Term Plan for 2018 to 2020, Nissui expresses the message of “aiming to create a safe and comfortable work environment in which each employee will be able to demonstrate his or her capabilities in a healthy way, fulfill the role assigned to him or her and work energetically.”

	Details of Initiatives
FY2018	(i) Enhancement of education for new employees as well as middle-aged and older employees (ii) Promotion of on-site voluntary activities (iii) Standardization and development of safety management standards
FY2019	(i) Information sharing among companies and businesses as well as deepening of exchanges (support for managerial position employees to become better skilled through strengthened cooperations within the Nissui Group) (ii) Promotion of further invigorating work for workplace safety activities (strengthen safety management in aquaculture companies and establish a framework to evaluate as well as award to superior examples of initiatives)
FY2020	(i) Making the most of the amount of experience and know-how of the Group (sharing of superior examples and promotion of PDCA improvement cycle) (ii) Invigoration of safety activities (enhancement of activities that help boost motivation and raise crisis awareness)

Additionally, at Nissui’s food production plants safety training programs called “Safety School” are being carried out using machines that allows participants to experience what it feels like to be entangled in conveyor belts and machines to experience confirmation by finger pointing and calling out, to raise the safety awareness of its employees.

Labor safety training for foreign employees is here >



■ Acquisition of ISO45001 Certification by Fine Chemicals General Plant Tsukuba Plant

Fine Chemicals General Plant Tsukuba Plant had decided to adopt occupational health and safety management system ISO45001 for the purpose of enhancing safety and health activities, and in April 2020, kicked off its initiative to acquire ISO45001 certification. Having completed a labor safety and health manual in June, an internal audit and a management review were conducted based on the manual and problems were rectified. Safety and health policies and goals were translated into targets on a department-and-department basis, and new activities were incorporated, such as enhancing measures to reduce areas at risk of "close call" incidents and emergency supplies to prepare against emergencies (e.g., cut wound, bone fracture, heat stroke) and undergoing experiential safety education, in an effort to instill and strengthen the system. In January 2021, the Plant became the first in Nissui to acquire ISO45001 certification. Going forward, we will continue to further improve employees' safety awareness and create a safe work environment, and promote initiatives in pursuit of a plant with zero work-related accidents.

○ Number of main incidents of work-related accidents

	FY2016	FY2017	FY2018	FY2019	FY2020
Number of work-related accidents	30	25	27	26	21
(Number of those that led to time off from work)	9	6	9	14	8

(Note): There continue to be no accidents that have led to deaths.

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

○ Preventing Harassment

■ Code of Ethics Awareness

The Guidelines of Ethical Conduct set out in Nissui's [Code of Ethics](#) states "respect our frank and openhearted communication environment and make an effort to maintain a sound and effective system of internal checks and balances," and to respect fundamental human rights of individuals as well as prohibit all forms of discrimination and harassment. This Code of Ethics is laid out in [the Nissui Principles](#) and distributed to employees to ensure that awareness regarding harassment prevention is raised.

■ Measures Against Harassment

In order to prevent incidents of harassment, harassment study groups (seminars, E-learning, and similar) are being conducted. A Harassment Desk has also been set up for employees to consult, and a structure to handle any problems has been established.

■ Message Delivered by the President

On June 1, 2020, legislation to prevent power harassment (Act on Comprehensive Promotion of Labor Policies) was amended and put into effect. The President sent out a message to all employees within the Nissui Group in Japan, actively calling again for the abolition of harassment in the workplace.

The Nissui Group will continue to carry out various measures to prevent harassment and aim for each employee to be able to make the most of their abilities.

Employee Health

○ Employee Health Declaration

At the Nissui Group, we consider our employees to be our most valuable asset, and we want to see all employees be able to fully demonstrate their abilities. We also aim to improve the quality of life of our employees and their families by ensuring proper workplace conditions and by actively supporting both mental and physical health.

As a company that works with resources from the sea, we offer suggestions for healthy diets, try to maximize the use of functional components derived from seafood, and aim to contribute to the healthy lives of people everywhere, from our employees and their families to customers around the world.

■ Three Approaches to Develop an Environment Where Employees Are Healthy and Can Maximize Their Potential Leading to Increased Productivity

<Supporting the balance between work and personal lives>

Major measures: Childcare and nursing care support, the employee benefits system, adoption of the cafeteria plan "N Café," etc.

<Promoting the health of individuals>

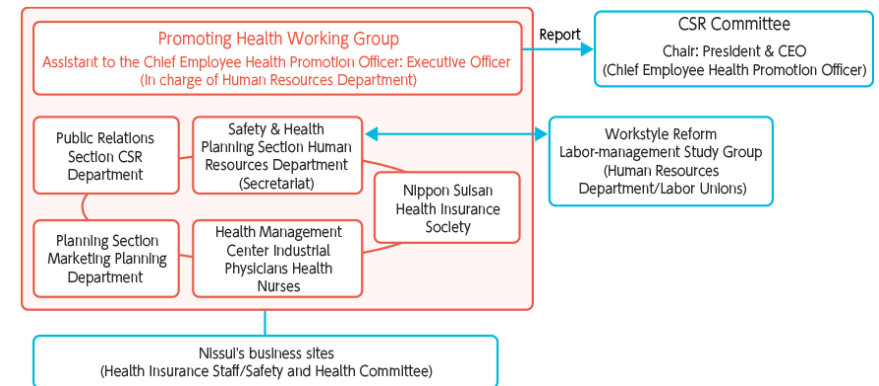
Major measures: Campaign to improve lifestyle habits, increase the ratio of EPA/AA, promoting no smoking and separation of smoking areas, mental health examination, etc.

<Providing a comfortable and rewarding workplace>

Major measures: Eliminating long working hours, promoting the taking of leave, adoption of the teleworking system, etc.

○ Promotion Framework - The Employee Health Working Group

Recognizing the maintenance and promotion of employees' health to be a managerial key issue, Nissui has established the Promoting Health Working Group within the Diversity and Personnel Development Subcommittee. With the cooperation of the Safety & Health Planning Section (Secretariat), Health Management Center (industrial physicians and health nurses), the corporate health insurance society and each department, and by coordinating with the cooperate health insurance staff of each business location, we are engaged in initiatives to ensure the health and work-life balance of its employees and to create a workplace culture that is pleasant and offers a fulfilling place to work.



○ External Recognition

In 2021, Nissui was one of the enterprises selected under the 2021 Health and Productivity Stock Selections Program. It is the third consecutive year being acknowledged after being chosen as the first company in the agriculture, forestry, and fisheries industries to be selected for that in 2019. Under the Health & Productivity Stock Selection program, basically one company from each industry is chosen from among the companies listed on the Tokyo Stock Exchange as a company focusing on employees' health from a management perspective and strategically carrying out efforts toward employee health.

In fiscal 2020, Nissui was recognized for promoting its employees' health by utilizing fish and EPA, which are the main pillars of its business, and for proactively following up on their physical and psychological health amid the COVID-19 pandemic, such as taking stop-smoking measures and holding health improvement seminars.

The Nissui press release (in Japanese) >



Award Plaque

Overview of the Program

Category		Program	Achievement standards
Elimination of under-exercising	1	Sports and exercise	Perform "an exercise that makes you breathe hard for 30 minutes or more (e.g., running, brisk walking)" at least two days per week, excluding muscle training
	2	Muscle training	Perform "muscle training (e.g., squats, sit-ups, push-ups) for 10 minutes or more" at least three days per week
	3	Stretching and calisthenics	Perform "stretching (e.g., shoulders, hips, eyes) for 10 minutes or more" or "Radio Taiso (Radio Exercises)" at least three days per week
Dietary improvement	4	Fish-based meals (EPA intake)	Either "eat a main dish consisting of fish at least once a day" or "consume at least 900mg of EPA+DHA per day" for 40 days or more
	5	Nutritional balance	"Eat at least one meal per day, with each meal consisting of at least one staple food item, one main dish item and one side dish item" and "have breakfast" for 40 days or more
	6	Weight loss	"Lose 2kg in two months" and "record your weight" for 40 days or more
	7	Carbohydrate reduction	Limit carbohydrate consumption to 70g-130g per day for 40 days or more
	8	Salt reduction	Limit amount of intake of salt to 8g or less per day for 40 days or more
Improvement of daily habits	9	Quitting smoking (limited to smokers)	Stop smoking for the entire period
	10	Restriction of alcohol consumption (limited to alcohol consumers)	Switch your drinking habit in the past month to observing "at least three days a week without consuming alcohol" throughout the entire period
	11	Tooth brushing	"Brush your teeth three times per day for 40 days or more" and "undergo dental examination at least once"
	12	Hand-washing and gargling	"Wash your hands and gargle after returning home from outside" each time and on a daily basis
More comfortable lifestyle	13	Leave of absence and getting refreshed	Take leave of absence for six days or more
	14	Good sleep	"Sleep approx. six to eight hours per day" for 40 days or more
	15	Greetings and words of appreciation	"Say good morning/hello/goodbye to your superior and colleagues when starting and finishing work every day" and "say thank you for 40 days or more"

Health Improvement Seminar

In fiscal 2020, health improvement seminars were held four times in total. These seminars were live-streamed online, making it possible even for teleworkers to participate. At a later date, Nissui's functional foods were distributed to the participants.

	Seminar date	Title	Description	Target	Number of participants
No.1	July 10, 2020	Seminar on food	Meals to fine-tune mind and body	Nissui employees (including dispatched employees)	50
No.2	September 10, 2020	Seminar on functionality of fish and products available from Nissui	"Functionality of fish and Nissui's product rollout" (e.g., positive effects of functional foods and effective ways of consuming them)		121
No.3	November 12, 2020	Seminar on exercise "lecture by RIZAP trainer" (lecturer: RIZAP trainer)	• Recheck your physical strength level • How to perform muscle strength training • Implement RIZAP-style training, i.e., "Commit to results" • Dietary approach to efficient muscle building		93
No.4	March 5, 2021	Seminar on health (lecture by an industrial physician)	Improvement of employees' health literacy		126

Healthy Boxed Lunches

Healthy boxed lunches were introduced at Nissui's head office starting in December 2019 on a trial-basis. It was a measure to address one of the company's health issues, a higher obesity rate than the national average, aiming to improve the diet and sodium intake of employees.

The healthy boxed lunches were given the "Smart Meal" seal program approval as a nutritionally balanced meal with healthy consideration given to quantity and sodium content. Due especially to the fact that the head office does not house a company cafeteria, the boxed lunches play a key role in employees' consuming healthy meals that are ideally balanced in nutrition. A lunch seminar was also conducted for employees in particular need to consider dietary improvements for their health, where they received guidance regarding nutritional balance and dietary habits by occupational health nurses. Comments received in post-seminar questionnaires included "it made me more mindful of choices" and "tasty options, I think I can keep this up."



Healthy Boxed Lunches



Lunch Seminar

○ Initiatives to Educate People About the Benefits of Quitting Smoking

To prevent health problem from smoking and passive smoking, Nissui is promoting initiatives to help smokers to stop smoking and to separate the smoking areas at the business locations.

■ Awareness Initiatives Targeting Smokers

We are carrying out a variety of initiatives to encourage smokers to quit. For example, we provide individual instructions by public health nurses at regular physical examination sites, measurements of carbon monoxide levels using “smokerlyzers,” and the distribution of nicotine gum samples. In addition to these, we support efforts to quit smoking by covering half of the treatment costs for employees who have successfully quit smoking through programs offered at hospitals. The President himself declared that he would quit smoking in January 2019 and nearly 30 employees followed suit by taking on the no-smoking challenge.

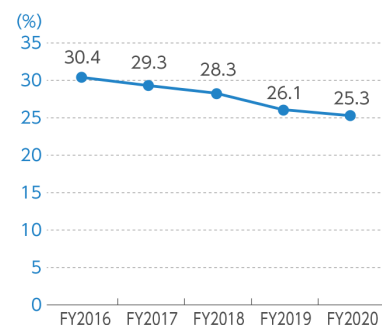
■ Promoting the Separation of Smoking and No-Smoking Spaces

In 2018, the smoking areas of the head offices and branches were shut down, and smoking was banned in all company cars. The other business locations are also promoting the closing and reduction of smoking areas.

■ Towards the Prohibition of Smoking During Working Hours

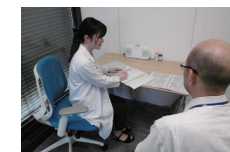
We are stepping up our no-smoking measures with the aim of prohibiting smoking during all working hours 365 days a year by FY2022. Beginning in October 2020, we have made Wednesdays no-smoking days, calling them “No-Whheeze Wednesdays,” which is another way to encourage people to stop smoking during working hours.

Changes in Smoking Rate Over Time



○ Mental Health Support

Nissui is also making efforts to enhance mental health so that employees can engage in their work with a healthy mind. Once a year, Nissui conducts a mental health examination for its employees and based on the results, provides support through the Human Resources Department on an individual or department basis. Additionally, Nissui conducts harassment workshops (group seminars and e-learning) in order to prevent any incidents of harassment, as well as setting up a Harassment Desk, which serves as a contact point for consultations, as a system to deal with this problem.



An Interview with the Health Nurse

○ Health Initiatives by Group Companies

■ Good Health Without Belly (Nissui (Thailand) Co., Ltd.)

Thailand in recent years has seen an increasing trend in the number of overweight and obese people, due to westernized eating habits and the rise in income levels. Concerns over health have been rising as lifestyle-related diseases, including diabetes, have also become more prevalent in conjunction with this increase.

The Nissui Group company, Nissui (Thailand) Co., Ltd., is engaged in manufacturing, mainly in the processing of marine products. The company promoted the “Good Health Without Belly” project so that all employees could work while maintaining a state of health. The project, which targeted employees who tended to be overweight, started in April 2019 and aimed to have these employees lose weight by June. During the project period, nutritionists and nurses were invited and the employees received instruction on suitable weight-loss methods, effective physical exercise, and nutrition. Through this project, the participants acquired sensible weight-loss information and made efforts to achieve a healthy body.



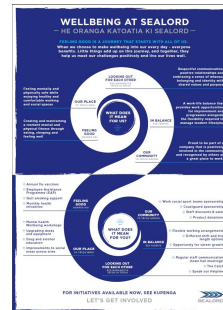
Initiatives Toward Wellbeing (Sealord Group Ltd.)

“Wellbeing” is a concept that embraces the state of good mental and physical health of the company and the employees and has become the center of attention as a means to achieve increased productivity and to ensure psychological safety.

The Nissui Group company, Sealord Group Ltd., which is engaged in fishery and the sales of marine products in New Zealand, commenced wellbeing initiatives for its employees from February 2020. These initiatives were prompted by a company-wide staff engagement survey in 2017, which showed that wellbeing was a significant area of interest. Subsequently, in addition to consultation with people at different levels across the business, surveys and audits by outside specialist organizations were conducted, which resulted in the completion of the Sealord Wellbeing Model. The model focuses on the following five key pillars:

- Looking Out For Each Other
- Our Place
- Feeling Good
- In Balance
- Our Community

The top part of the figure illustrates how important the employees are to the company, and the bottom part lists the current and future measures of Sealord. As a result of these measures, the company has implemented such initiatives as resilience training for employees, assistance focusing on the burden of the vessel crew, and nutritional advice workshops for factories. A wellbeing app for smartphones will also be rolled out to those who are interested.



For the Business Partner

CSR Procurement

○ Preparation of the Nissui Group Basic Procurement Policy

Nissui has formulated the Nissui Group Basic Procurement Policy by summarizing the basic approaches to the procurement of raw materials and products.

■ Nissui Group Basic Procurement Policy

The Nissui Group declares that it will appreciate the bounty of the earth and sea, and create diverse value through following the company's "five genes", carried forward since its foundation, and will try to solve social issues through the business activities covered in our CSR Action Declaration.

Based on that, the Nissui group developed its Nissui Group Basic Procurement Policy in order to meet the expectations of stakeholders, and to contribute to society when purchasing raw materials and products.

The Nissui Group is promoting procurement through relationships built on trust, with suppliers who understand and cooperate with this policy.

(1) Procurement Policy

1. Suppliers and partners shall be selectively chosen, taking quality, cost, delivery timing, and service into consideration.
2. The Nissui Group shall be open to new supplier candidates.
3. Transactions shall be conducted with fair quality and price maintained by getting material safety data sheets and competitive quotes.
4. The Nissui Group shall promote cost reduction in a positive manner on the condition of safety assurances and quality improvement.

(2) Compliance, Procurement Ethics

1. The Nissui Group shall comply with laws and regulations of all relevant countries, including Japanese law and internal company rules.
2. The Nissui Group shall fulfill its contracts faithfully with suppliers and partners.
3. The Nissui Group shall understand the significance of information it obtains through transactions and preserve the confidentiality of such information.
4. The Nissui Group shall build relationships of trust with suppliers and partners through fair, open and transparent procedures.
5. Corrupt or dishonest behavior, including granting and/or receipt of inappropriate benefits, is entirely rejected by the Nissui Group.

(3) Awareness of Environmental Preservation

1. The Nissui Group shall promote purchasing of raw materials and products that take environmental preservation of the Earth and local regions into consideration.
2. The Nissui Group shall seek confirmation that the raw materials and products it purchases have been harvested or produced having regard to principles of sustainability, biodiversity and of preservation of ecosystems.
3. The Nissui Group shall purchase raw materials and products from suppliers that are conscious of cyclical usage of resources and energy.

(4) Respect for Human Rights

1. Suppliers are requested to provide raw materials and products that are not associated with forced labor, child labor or the inhuman treatment of employees.
2. The Nissui Group shall purchase raw materials and products provided by suppliers who ensure that their working environments respect employees' freedom of association and are free from discrimination.
3. The Nissui Group shall purchase raw materials and products produced in safe and clean work environments.

(5) Collaboration with Suppliers and Partners

1. The Nissui Group shall promote close collaboration with suppliers as important business partners.
2. The Nissui Group shall ask suppliers and partners to acknowledge this policy and support and cooperate with the principles set out in this policy.
3. Various proposals by suppliers and partners are examined and seriously considered by the Nissui Group.

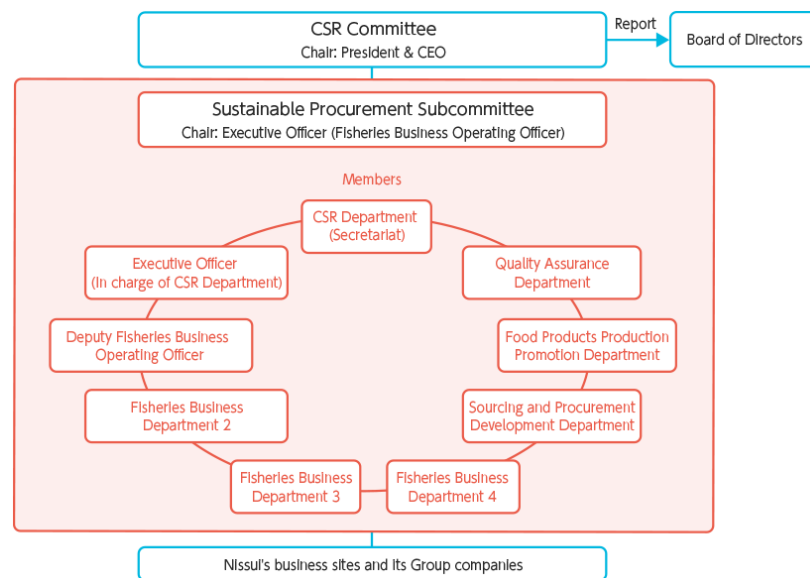
○ CSR Supplier Guideline

Nissui has formulated the CSR Supplier Guidelines in order to achieve sustainable procurement in cooperation with its suppliers and partners. These guidelines are divided into the seven major headings of "Legal Compliance, Procurement Ethics," "Consciousness of Environmental Preservation," "Respects for Human Rights," "Collaboration with Suppliers and Partners," "Ensuring Quality and Safety," "Information Security" and "Contribution to Society."

CSR Supplier Guideline (56.0KB) 

○ Promotion Framework - The Sustainable Procurement Subcommittee

Chair: Executive Officer (Commissioned Fisheries Business Operating Officer). Members: Sourcing and Procurement Development Department, Fisheries Business Department 2,3,4, Food Products Production Promotion Department, Quality Assurance Department, and CSR Department (Secretariat).



○ CSR Procurement Promotion System

Nissui, in accordance with the Nissui Group Basic Procurement Policy and CSR Supplier Guidelines, promotes CSR procurement based on a 3-point checking system, in an effort to eliminate human rights and environmental risks of the suppliers with which the Nissui Group deals. The Nissui Group uses this 3-point checking system to confirm and understand the situation of its suppliers, and in the event that potential risks are detected, works to improve the situation with the supplier. Nissui is aiming to achieve sustainable procurement across its entire supply chain.

Self-Check Sheet of Nissui CSR Purchasing Initiatives

This is a self-check sheet for suppliers that maintain close relationships with the Nissui Group, including relationships based on large transaction amounts and relationships with a high degree of dependence. The self-check sheet asks the supplier to provide the status of its initiatives relating to “Compliance, Procurement Ethics,” “Awareness of Environmental Preservation,” “Respect for Human Rights,” “Ensuring Quality and Safety,” “Information Security” and “Contribution to Society.” The self-check sheet comprises 132 items with many of the questions emphasizing the environment and human rights. Seminars are held for suppliers who are required to conduct this self-check sheet (Sustainable procurement seminar).

Check Sheet of CSR Purchasing Initiatives for New Suppliers

This is a check sheet for potential Nissui suppliers. The check sheet is conducted in an interview format and comprises 17 basic questions on CSR. The check sheet is conducted to confirm the potential supplier’s intentions to work with Nissui and to have the potential supplier express consent to the concept and ideals of Nissui’s CSR procurement.

Check Sheet for Visits

This check sheet applies to all of the more than 650 suppliers, with which Nissui currently has transactions. The items on the check sheet have been narrowed down and only contain nine items relating to “Respect for Human Rights” which is integral to CSR procurement but Nissui employees conduct physical checks of the supplier sites and goods.

○ Sustainable Procurement Seminar

The Sustainable Procurement Seminar is held as a preliminary briefing for suppliers in Japan who will be replying to the “Self-Check Sheet of Nissui CSR Purchasing Initiatives” for the first time. In addition to communicating the CSR initiatives of the Nissui Group including the “Nissui Group Basic Procurement Policy” and the “CSR Supplier Guidelines” and a summary of the “Self-Check Sheet of Nissui CSR Purchasing Initiatives,” the seminar offers lectures on “The CSR Required in the Procurement of Marine Products and Foods” by outside lecturers in order to share the basic concepts of CSR procurement.

In fiscal 2020, a briefing video was produced in place of a seminar and streamed to all suppliers who had been asked to reply to the “Self-Check Sheet of Nissui CSR Purchasing Initiatives.”



Sustainable Procurement Seminar

Excerpt of Matters Communicated in the Seminar (Briefing Video)

- Significance of CSR procurement throughout the entire supply chain
- Importance of environmental activities (reducing environmental impact and environmentally friendly procurement)
- Sharing of human rights issues such as child labor and forced labor

	FY2019	FY2020
Number of suppliers participating in seminar (including number of suppliers outside of Japan)	16	36 (4)

Fiscal-2020-Results-and-Fiscal-2021-Plan

In fiscal 2020, Nissui received replies to the "Self-Check Sheet of Nissui CSR Purchasing Initiatives" from 36 suppliers both in Japan and overseas (New: 23 suppliers, Repeat: 13 suppliers). As well as summarizing the results of the survey into a graph, feedback sheets with comments that focused on the suppliers' understanding and initiatives toward "Respect for Human Rights" and "Awareness of Environmental Preservation" were returned to the suppliers, requesting each supplier to further reinforce their efforts going forward. Furthermore, to confirm the suppliers' intentions behind their replies and their actual situations, Nissui conducted an online interview with six suppliers and advised the suppliers on their respective issues and how to rectify them, and shared examples of other suppliers' good practices with them.

Also, Nissui is in the process of building a Web checking mechanism for suppliers other than suppliers within the scope of the "Self-Check Sheet of Nissui CSR Purchasing Initiatives" at present. Going forward, Nissui plans to finish checking all primary suppliers with whom Nissui already has dealings based on the "Self-Check Sheet of Nissui CSR Purchasing Initiatives" and Web checks by 2025.

	FY2018	FY2019	FY2020
Number of suppliers replying to the Self-Check Sheet of Nissui CSR Purchasing Initiatives (Including repeat respondents)	32 (-)	33 (14)	36 (13)
Number of suppliers replying to the Check Sheet for Visits	Not carried out	5	Not carried out
Number of suppliers replying to the Check Sheet of CSR Purchasing Initiatives for New Suppliers	Not carried out	Not carried out	Not carried out

Procurement of Sustainable Palm Oil

Palm oil is a vegetable oil sourced from the fruit of oil palm (*Elaeis*), which is grown in Indonesia, Malaysia and other tropical regions. In areas where palm oil is produced, various problems have been pointed out, including the deforestation of tropical forests, forest/peat fire and loss of biodiversity associated with plantation development, as well as issues in terms of workers' safety and human rights.

The Nissui Group has been making efforts to procure raw materials in consideration of the environment and human rights, in accordance with the "Nissui Group Basic Procurement Policy" formulated in August 2017. In order to resolve the issues specific to palm oil and promote the procurement of sustainable palm oil, the Nissui Group joined the Roundtable on Sustainable Palm Oil (RSPO) in January 2021.

Having become a member of RSPO, the Nissui Group will endeavor to procure sustainable palm oil.



Gorton's Sustainable Procurement Program: "Gorton's Trusted Catch"

Gorton's Inc. (USA), a member of the Nissui Group, is promising to improve sustainability in the procurement stage in various fields in its business (raw materials, energy, container/packaging materials) under its program "Gorton's Trusted Catch."



Seafood Procurement

As a company engaged in the production of frozen foods using seafood, Gorton's is making efforts to procure sustainable seafood while cooperating with suppliers.

Initiatives in 2020

- Percentage of seafood procured by Gorton's from sustainable resources (MSC, BAP, ASC, FIP (Note 1)) exceeded 99%
- Percentage of farmed seafood procured by Gorton's certified with two or more BAP stars reached 100% (those certified with four BAP stars accounted for 71%)
- Supported Western Bering Sea Pollock FIP
- Supported establishment of Russian Salmon FIP Coalition with competitors
- Conducted Alaska pollock bycatch survey in collaboration with suppliers

2021 Targets

- Execute the plan to support Ecuadorian wild shrimp FIP backed by WWF
- Continue to support Western Bering Sea Pollock FIP. Target is to purchase 500,000 pounds of frozen blocks per year.
- Execute the memorandum of understanding exchanged in the Russian Salmon FIP Coalition and increase the ratio of MSC-certified and FIP-sourced salmon.
- Improve THESIS score (Note 2) by 5% on average (with respect to Walmart, Kroger, Ahold, etc.)
- Formulate best practices concerning Alaska pollock bycatch reduction
- Maintain percentage of farmed seafood procured by Gorton's certified with two or more BAP stars at 100%. Increase the percentage of those certified with four BAP stars to 85% and 95% of all farmed seafood procured by Gorton's by 2022 and 2023, respectively.

(Note 1) FIP: Acronym for Fishery Improvement Project. FIP seeks to improve sustainability based on cooperation among fishery stakeholders. Staged initiatives presented in the "Guidelines for Supporting Fishery Improvement Projects" of the Conservation Alliance for Seafood Solutions are required.

(Note 2) THESIS: Acronym for The Sustainability Insight System. It is a system to collect and analyze information throughout the entire lifecycle of products. It is recommended that suppliers check their own score and ranking and translate them into opportunities for making improvements.

Initiatives by King & Prince Seafood

The Nissui Group company, King & Prince Seafood Corp. ("K&P") manufactures and sells frozen foods, mainly seafood, in the USA. K&P values "Fairness" in its business operations and requires the suppliers involved in the manufacture of its seafood to sign a pledge that they do not engage in unfair labor practices including slavery. As of December 31, 2019, 58 suppliers have signed the pledge. In addition to conducting its own audits on the labor environment, K&P also become a member of SEDEX and continue to promote initiatives that further enhance the reliability of its CSR procurement.

(Note) SEDEX: A non-profit organization in UK that promotes social and environmental concerned business practices. It operates one of the world's largest supply chain management systems and has more than 50,000 member companies and organizations in 150 countries.

Initiatives by NIGICO Co., Ltd.

NIGICO Co., Ltd., (Vietnam) a member of the Nissui Group, has been working on SMETA audit (Note). Having had a preliminary survey conducted by an audit firm in February 2020, which led to the identification of the following issues and problems and the commencement of improvements, NIGICO passed the SMETA audit in November 2020.

- (i) Suspend overtime work and late-night work (ii) Change regular working hours from 10 hours to 8 hours (48 hours per week)
- (iii) Specify Saturday as a regular non-working day (iv) Prescribe care for female employees (pregnant women and infants) in the form of breaks and grants (v) Introduce a salary calculation system (vi) Introduce an annual paid leave system (vii) Introduce a fingerprint authentication system (identification of hours worked) (viii) Set up medical offices separately for male and female employees (ix) Update documents related to labor affairs (x) Reorganize the disaster prevention team (xi) Clearly indicate safety aisles and emergency exits (xii) Put up warning signs in hazardous areas (electricity, high temperatures) (xiii) Improve firefighting facilities (alarm system)

(Note): SMETA audit (Sedex Members Ethical Trade Audit) is an audit scheme formulated for the purpose of improving corporate ethics in global supply chains with the participation of major retail and food companies worldwide.

For the Shareholder and Investor

[Click here for "For the Shareholder and Investor"](#) >

Corporate Citizenship

"Umi & Sakana" Competition

○ Visiting Schools for Classes and Hands-on Learning

The "Umi & Sakana (ocean and fish)" Children's Research and Artwork Competition aims to instill an interest in the sea and fish in a greater number of children. Elementary school children are encouraged to submit research or original artwork on the theme of "the oceans, fish, and us."

With the aim of providing a place to "learn through experience," this competition offers elementary school children a place to learn about "Umi & Sakana (ocean and fish)" and assists them in producing artwork each year by visiting schools for classes, conducting hands-on learning tours and holding other related events.

○ School Visits

In the school visits, Nissui, with the cooperation of organizations such as the Japanese Society of Fisheries Science and the Japan Fisheries Research and Education Agency, has asked researchers and experts in fish and fisheries to visit the elementary schools around Japan to provide specialized information, which could not be acquired in regular classes, in easy-to-understand terms, under the theme of "Let's learn about the wonders of the oceans and fish."

In fiscal 2020, a special class on "sea horse" was publicly released on YouTube in place of school visits, in consideration of the impact of the COVID-19 pandemic.

Video of sea horse 

○ Online hands-on learning

Each year, a hands-on learning event is held on beaches and at research facilities, where assistance is provided for producing artwork to be submitted to the competition.

In 2020, due to the COVID-19 pandemic, hands-on learning was replaced with online hands-on learning, enabling students to participate from home. In August 2020, online hands-on learning sessions were held by using a web conferencing system over a period of four days in total.

In workshops held by the respective lecturers in the fields of "Art," "Science" and "Nature" (totaling nine workshops), 211 elementary school students took part, including those from outside of Japan, e.g., the United States, the Netherlands. Participants were able to gain the precious experience of feeling, thinking and learning about the Earth and fish while being at home.

A video summarizing the contents of hands-on learning is made available for streaming on YouTube as well. 



Nature workshop in progress



Art workshop in progress



Lecturer of art workshop
Ms. Hitomi Fujii (color artist)



○ Winning Entries of the 39th Competition (2020)

The "Umi & Sakana" Children's Research and Artwork Competition asking elementary school children to submit research or original artwork on the theme of "the oceans, fish, and us."

In the 39th Competition held in 2020, as many as 22,675 unique works were submitted from elementary schools from around Japan and the world.

The following are winners in each division.

● Research Division

Ministry of Agriculture, Forestry and Fisheries Minister's Award

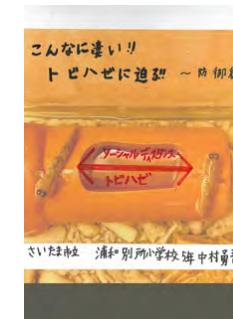
Kanji Hutaishi



PDF (20.5MB) 

Ministry of Education, Culture, Sports, Science and Technology Minister's Award

Yugo Nakamura



PDF (19.3MB) 

Japan Agency for Marine-Earth Science and Technology Chairman's Award

Megu Hutaishi



PDF (6.39MB) 

Japan Fisheries Research and Education Agency Chairman's Award

Ayane Maekawa



PDF (6.16MB) 

Japanese Society of Fisheries Science Chairman's Award

Shuya Iwashita



PDF (34.7MB)

Asahi Shimbun Award

Yuma Matsunaga



PDF (16.3MB)

Artwork Division

Ministry of Agriculture, Forestry and Fisheries Minister's Award

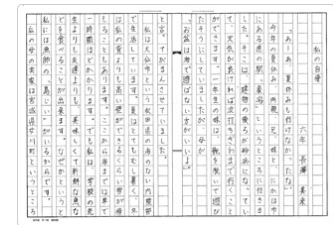
Waka Yamashita



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Ministry of Education, Culture, Sports, Science and Technology Minister's Award

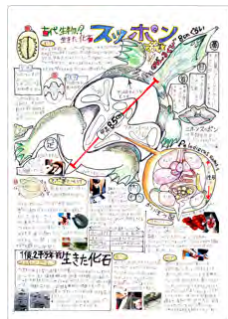
Mirai Nagasawa



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Asahi Gakusei Shimbun Award

Kouta Inanami



PDF (2.76MB)

Nissui Award

Rintaro Hayashi



PDF (21.2MB)

Japan Agency for Marine-Earth Science and Technology Chairman's Award

Haruki Ezaka



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Japan Fisheries Research and Education Agency Chairman's Award

Kotaro Uhara



PDF (5.23MB)

Japanese Society of Fisheries Science Chairman's Award

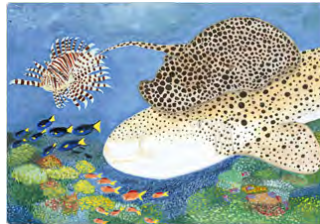
Yota Suzuki



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Asahi Shimbun Award

Karen Aikawa

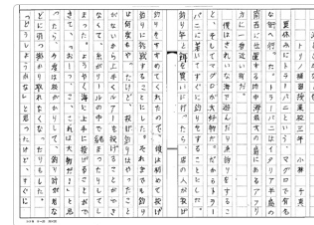


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Special Overseas Award

Special Overseas Award

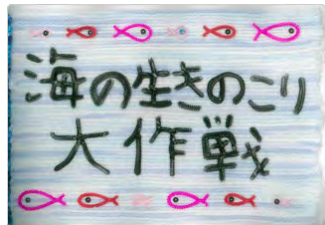
Kazuma Kobayasi



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Asahi Gakusei Shimbun Award

Rinto Sasaki



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Nissui Award

Sosuke Fujiwara

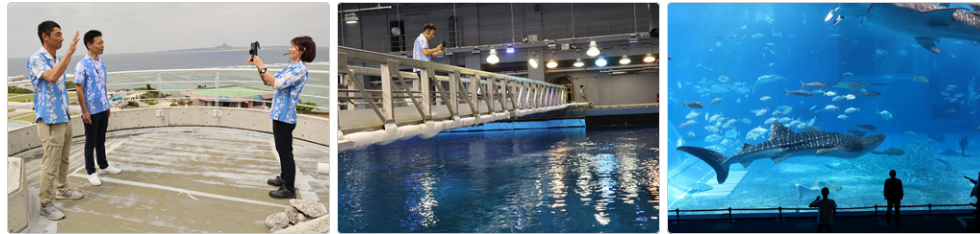


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○ Okinawa Churaumi Aquarium's Backyard Online Tour

On March 13, 2021, the "Okinawa Churaumi Aquarium's Backyard Online Tour" was conducted as a special program exclusive to participants in the 39th "Umi & Sakana" Children's Research and Artwork Competition.

Covering such topics as the biology of the Aquarium's popular whale sharks and children's much-loved deep-sea organisms, three aquarists in charge took part as tour guides, and Mr. Hikaru Kamogawa from Japan GEMS Center participated as a facilitator. While showing around the upper floor of the huge tank of "The Kuroshio Sea," which is accessible only by aquarists, the special spot for observing inside the huge tank, the spare tank and other places one after the other, the chat function was used to play trivia with the children, and a video shot from the Aquarium's backyard was streamed on YouTube.



Nissui Pioneer Exhibition

○ Nissui Pioneer Exhibition

The Past, Present and Future of Nissui, Which Has Created Diverse Value from Marine Resources, Is Here

Since its founding in 1911, Nissui has contributed to society by cooperating with the people around the world and creating diverse value from marine resources.

To mark its 100th anniversary, the Nissui Pioneer Exhibition was established in order to convey this corporate stance as well as our Founding Philosophy to future generations. The exhibition displays the past, present and future of Nissui, which has created innovative value from marine resources.

! Opening of the Nissui Tobata Building, in the Tobata District of the City of Kitakyushu, the Place Where Nissui was Founded

Nissui began with Ichiro Tamura, the founder of Nissui, sending Kosuke Kunishi to England to learn how to build trawlers. In 1911, the Tamura Steamship Fishery Division was established in Shimonoseki. In 1929, it was relocated to Tobata, where its role as a supplier of marine products was consolidated.

The Nissui Tobata Building was built in 1936.

In 2009, the building was given the “Kitakyushu Urban Beautification Award.”

The building is illuminated at night to 8:00 p.m.



Initiatives for Fisheries and Marine Businesses

○ Nippon Survival Training Center

In April 2011, Nissui Marine Industries Co., Ltd., a fully-owned subsidiary of Nissui, established the Nippon Survival Training Center (NSTC), the first private marine survival training complex in the country.

By providing marine survival training in accordance with global standards, the NSTC equips people that work on the seas with the knowledge, skills, and training to make rational decisions and take appropriate action in the event of an accident, thereby contributing to safety and the preservation of life.

As for the training facilities, the NSTC has a training wing in the Tobata district that houses a pool as well as a lifeboat staging area that serve as a marine survival training center, plus a firefighting training facility in the Wakamatsu district.

It is in this pool that trainees are put in realistic situations in which they learn underwater escape, how to properly fit on a life jacket, how to operate a life raft, the proper posture to prevent injury when jumping into the water while wearing a life jacket, and other tactics needed in the event that a helicopter lands in or goes down on water. At the life boat staging facility, trainees learn how to board and deboard life boats that are lowered to the water from the main vessel by wires using a davit system as well as life boats that are dropped freefall into the water.

Additionally, the training pool and equipment are offered to private-sector diving operators to be used in their training. Through these efforts, Nissui is contributing to the improvement of marine recreation safety as well as to the improvement of divers' skills.

Since its founding, Nissui has always been involved in marine-related businesses. As such, ensuring the safety of marine workers in the event of accidents or natural disasters is just as important as job-training for marine personnel. With the aid of the NSTC, Nissui hopes to contribute further to the healthy development of marine industries.



○ Nippon Marine Enterprises, Ltd.,

Nippon Marine Enterprises, Ltd., a Nissui Group company, is commissioned by the Japan Agency for Marine-Earth Science and Technology (JAMSTEC) to operate and manage a range of marine vessels and observation equipment that JAMSTEC owns. It has been meeting the needs for state-of-the-art marine observation, including the operation of "Kaimei" and other wide-area seabed research vessels, the operation and maintenance of the manned research submersible "Shinkai 6500" as well as unmanned exploration vessel vehicles, and the exploration of the ocean crust in areas prone to seismic activity mainly around Japan. Recently, Nippon Marine Enterprises, Ltd., has been participating, as a member of Team KUROSHIO, a team representing Japan, in the international competition, Shell Ocean Discovery XPRIZE, which aims to innovate sea floor exploration technology using unmanned exploration vehicles. In this competition, teams compete in sea floor mapping using technology that go beyond any existing technology. Nippon Marine Enterprises, Ltd., is offering AUV (Autonomous Underwater Vehicle) operating technology while at the same time playing a major role in processing seafloor topography data collected by the AUV.

Nippon Marine Enterprises, Ltd., has been leveraging the knowledge and technology of the sea, which it has cultivated since its founding, to contribute to the challenges of understanding the sea, earth and life in an integrated manner, as a group of engineers that supports state-of-the-art research activities.



Oceanographic Research Vessel MIRAI
Image courtesy of JAMSTEC



Deep Sea Cruising AUV URASHIM
Image courtesy of JAMSTEC



Deep Submergence Research Vehicle SHINKAI
6500
Image courtesy of JAMSTEC

Initiatives for Popularizing Fish Consumption

○ Initiatives for Popularizing Fish Consumption

■ The Fish Masters' "Eat Fish Project"

The "Eat Fish Project" was started in May 2013 to promote seafood consumption by the Nissui Group company, Yamatsu Suisan Co., Ltd. As part of this project, "Fish Masters" from Yamatsu Suisan have been visiting local elementary schools mainly in Niigata Prefecture. In fiscal 2020, four sessions were held, in which children were given a lecture, gained hands-on experience and ate horse mackerel sourced from Tottori Prefecture. In the lecture, children learned about the environment surrounding fish, when fish comes into season, the logistics involving fish (catching → production → sale → development → regional revitalization), and gained hands-on experience in stripping off the skin of horse mackerel. The participating children listened to the lecture with an eager look.



The Children Ate Grilled Fish and Learned Where Each Bone Was Found

■ Coho Salmon Meeting

Yumigahama Suisan Co., Ltd. of the Nissui Group, in cooperation with Sakaiminato-shi, Tottori Prefecture, has been holding "Coho Salmon Meetings" every year as part of food education activities to increase the interest in local foodstuff since 2013. Previously, Yumigahama Suisan had visited nursery schools and held picture-card shows to read out each step involved in delivering Sakaiminato Salmon to the dining table, from the egg stage. In fiscal 2020, however, the shows were held by teachers at each nursery school at Yumigahama Suisan's request. The children enjoyed learning about the farming of coho salmon through picture-card shows and videos, and were full of smiles as they enjoyed the flavor of coho salmon served as part of their school meal.



The Children Listened to the Picture-story Shows

■ Visiting Schools to Give Classes to Popularize Fish Consumption and PR Activities

The Nissui group company, Hiroshimasuisan Co., Ltd., is engaged in numerous activities to communicate the good taste and the positive effects of fish as well as the fun of cooking. In fiscal 2020, some staff from Hiroshimasuisan visited schools and local governments 8 times to give lectures on the cooking methods of fish including cleaning fish, while also communicating the positive effects of fish and the role of the market. In addition, it has been reporting on seasonal fish and the cooking methods of fish on the media including TV and the radio.



The Scene from the Market Festival

Initiatives for End Hunger

○ “Table for Two” Activities at Hachioji General Plant

Since March 2018, Hachioji General Plant has been running its Table For Two campaign. In the campaign, when employees purchase certain set meals or foods, a 20 yen donation is made, which, through an NPO organization, is then used to provide school meals to children in developing countries. At the Hachioji General Plant, we offer a Table For Two menu once a week, designating a fish dish rich in healthy EPA and DHA.

In 2020, in observance of World Food Day on October 16, in addition to offering Table for Two menu options, we put on slide shows about the problems of leftover food (food waste) and hunger. In the Table For Two menu offered on the day, posho - a school meal dish in Uganda—was served in a small bowl, making the employees think about the aid-receiving children eating the dish. Having modified its recipe by using beans simmered in tomato sauce as the topping for mashed potatoes, posho turned out to be highly popular among the employees.

In addition, a Table For Two vending machine has also been installed which allows the user to make a donation with every purchase of a beverage, providing plant employees with the opportunity to easily make social contributions. In fiscal 2020, a total of 110,340 yen was given as donations.



○ Support for the Problem of Child Poverty (City of Tsukuba)

On January 29, 2019, the Fine Chemicals General Plant Tsukuba Plant donated 216 Nissui's tinned products nearing their best-by dates out of its emergency stockpiles to the City of Tsukuba Children Welfare Office. These products were donated to the six *Minna-no-Shokudo* in the City of Tsukuba (Tsukuba's children's food kitchens) and were used to support the children living in the City of Tsukuba facing economic difficulties.

The Tsukuba Plant also agreed to cooperate with the “Tsukuba *Kodomo-no-Aoihane-Kikin*,” which was established by Tsukuba City as a new system to support the future of the children and set up donation boxes. In fiscal 2020, a total of 30,000 yen was donated, covering school meal expenses for approximately 100 children. Going forward the Tsukuba Plant will continue to support the local children by cooperating with the City of Tsukuba, and aim to resolve the problem of poverty in the City of Tsukuba.



Factory Tour and Workplace Experience

○ Children Enjoy Tours of Plants

We hope that becoming familiar from childhood with how foods are made will encourage an interest in *monozukuri* (manufacturing). We also hope that children will learn the importance of diet and become more fond of eating fish. With these hopes, we have opened our four food manufacturing plants –Hachioji General Plant, Himeji General Plant, Anjo Plant and Tobata Plant – to local elementary school children for factory visits to learn about food. In FY2019, the four plants welcomed approximately 2,200 visitors. Hachioji General Plant also provides hands-on food manufacturing experiences for local children and parents.



Tour of Anjo Plant

○ Experiencing the Thrill of Studying Fish

Saiki City, Oita Prefecture, where [the Oita Marine Biological Technology Center](#) is located, has always had a thriving fishery industry. The Oita Marine Biological Technology Center, which specializes in aquaculture, has been established in such an area, and in order to better acquaint the community with this research facility, it accepts elementary school children on educational field trips and offers workplace experience to junior high school students. The program has been designed so that it will motivate children to take an interest in fishery and aquaculture, in the hopes that future researchers will be born from those who take part.

■ Field Trips for Elementary School Children

On November 28, 2019, the Oita Marine Biological Technology Center welcomed seven third-graders from Matsuura Elementary School, Saiki City, and conducted a program for the children to get to know the research being conducted on fish. After hearing a presentation on the Center and aquaculture research, the children observed the test fish being bred at the Center, as well as experiencing fish feeding and looking at the plankton used for the feed under microscopes. The children asked many questions on fish feeding and the feed and seemed to be very interested in fish research. Afterward, the children sent in many letters as feedback.



■ Workplace Experience for Junior High School Students

On August 1, 2019, the Oita Marine Biological Technology Center conducted a workplace experience program as part of an exchange sponsored by the Oita Prefecture Junior High School Cultural Association. 25 students from around ten schools from Beppu City, Oita City, and Saiki City participated. In addition to taking a tour around the Center and looking through microscopes, the students experienced sampling lab work in which they measured and dissected the young yellowtail. The program was a huge success with the students asking a lot of questions and surprising even the Center's researchers with their enthusiasm for conducting the lab work.



○ “Seafood University” Program (King & Prince Seafood Corp.)

The Nissui Group company, King & Prince Seafood Corp. (USA, “K&P”) has been holding 2-day programs called “Seafood University.” The program communicates an overview of K&P, the products of K&P, selling tips, and initiatives for sustainability through the plant tour and the shrimp boat educational cruise.

Employees, suppliers and customers of K&P take part in this activity, which began in 1976, and more than 4,400 people, to date, have “graduated” from the “Seafood University.” This provides an opportunity to communicate K&P's initiatives by involving the stakeholders, and has been recognized by the participants as being “an outstanding training program, standing out from other manufacturers who do similar training.”



Sports Support

○ Co-sponsorship of Rugby Teams of New Zealand

Nissui has been an official sponsor of the “All Blacks,” the national rugby team of New Zealand, through the New Zealand Rugby Union (NZRU) since 1988 and has co-sponsored the New Zealand Universities Rugby Foot Ball Council since 2003.

Nissui has a long, close relationship with New Zealand; we have operated a trawl fishery off the New Zealand coast and manufactured canned foods made from mutton produced in New Zealand. Moreover, Nissui has transferred advanced trawl fishery technologies through business affiliations with local companies and has established joint ventures throughout the years. Nissui's continued co-sponsorship with rugby has served to deepen the friendship and goodwill that have grown from this collaboration and has contributed to the promotion of rugby as a sport.

Nissui will continue co-sponsoring the All Blacks and rugby, doing what we can to help the rugby spirit of “fairness” and “One for all, All for One” permeate into society.



“Nissui Tokyo 2009 Bledisloe Cup,” the legendary game between the New Zealand national team and the Australian national team held at the National Stadium in Tokyo.

○ Support of the Japan Masters Swimming Association

Nissui has been developing the SPORTS EPA brand, which utilizes EPA (eicosapentaenoic acid) in the sports field, and has continued to support the Japan Masters Swimming Association. Swimming requires endurance and overcoming the lack of oxygen, which swimmers experience during swimming competitions, is a major issue. However, swimmers can expect to improve their exercise efficiency and reduce the level of fatigue by taking EPA. Nissui supports the swim meets sponsored by the Japan Masters Swimming Association and encourages all swimmers so that they can perform to the best of their abilities until the finish line.



The Japan Masters Swimming Association (in Japanese): <http://www.masters-swim.or.jp/> 

○ Cooperation Agreement on Food and Sports Signed with Tomi City, Nagano Prefecture

On September 16, 2020, Nissui and Tomi City, Nagano Prefecture, entered into a comprehensive agreement of cooperation concerning food and sports. The purpose of this agreement is to help the development of food and promotion of sports in Tomi City, and contribute to the formation of a rich local community. Utilizing Nissui's expertise in food, including marine product-derived functional ingredients such as fast muscle protein and EPA, we are committed to contributing to the health of many people by collaborating with Tomi City to give out information and carry out awareness campaigns.



Related press release (in Japanese) [▶](#)

■ Offering Menu Items at Nissui Yunomaru Athletes Restaurant

Adjacent to GMO Athletes Park Yunomaru, a high-altitude training facility in Tomi City, we have established “Nissui Yunomaru Athletes Restaurant,” where we are giving dietary support to athletes as its naming rights partner. We utilize Nissui products from which athletes can ingest fast muscle protein and EPA and combine them with local food ingredients to offer tasty and physically healthy menu options designed with nutritional balance in mind. Going forward, in addition to supporting athletes, we are considering opening the Restaurant to the general public as well.



○ Sponsorship Activities for AVISPA FUKUOKA

Hakata Marukita Suisan Co., Ltd., a Nissui Group company, has been engaged in activities to sponsor AVISPA FUKUOKA, a soccer team in Fukuoka Prefecture, since 2015. Following discussions held with AVISPA FUKUOKA aimed at carrying out activities that are more community-oriented, Hakata Marukita Suisan started supporting soccer classes held by AVISPA FUKUOKA in 2019. In 2020, AVISPA FUKUOKA's school coach directly coached 50 members of a soccer school in Nishi-ku, Fukuoka City, consisting of elementary school children from first grade to third grade. The day was blessed with fine weather, and the children -many of whom in age groups that normally do not get the opportunity to practice on a natural grass soccer pitch- had a great time playing soccer.



Regional Contribution Activities

○ Measures against Regional Disasters (Hachioji Area)

■ Participation in the Kitanomachi Emergency Drill

On October 27, 2019, the Hachioji General Plant participated in the emergency drill conducted by Kitanomachi, Hachioji. The Plant displayed and distributed papers that summarized the maps of the local evacuation areas and the flooding hazard maps, as well as introducing and distributing Nissui's fish sausages as part of emergency stockpiles.

In 2019, the Asa River, which flows through Kitanomachi, reached flooding levels, due to a large typhoon making landfall, which has prompted many participants to take a look at the papers, especially the flooding hazard map. The Plant was also able to communicate to the residents of the area that fish sausage could be kept for approximately four months at room temperature and could be used as a source of high-quality protein in emergencies.



■ Providing Well Water During Emergencies

There is a deep well on the premises where the Hachioji General Plant, and the Group companies, Chilly Co., Ltd. and the Hachioji Office of Carry Net Co., Ltd. are located. The water from the well, under strict daily water quality supervision, is being used in the plants and the offices. The Hachioji General Plant, in preparation for water supply stoppages due to various causes including natural disasters, has made an arrangement to offer this well water as drinking water, by entering into the "Disaster Control Measure-related Agreement" with the City of Hachioji. This arrangement is part of Nissui's regional contribution activities borne from the desire to be of service to the people living in the same community in emergency situations as well as in ordinary times.



○ Operation of an Antenna Shop to Bring Safe and Reliable Salmon to Local Residents

The Nissui Group company, Salmons Antártica S.A. (SA), is engaged in the business of farming, processing, and selling salmon in Chile. While salmon aquaculture is a thriving business on Isla de Chiloé, in the Los Lagos Region, where SA is headquartered, the high-quality salmon products are almost all exported overseas, and generally on the Isla de Chiloé, the local resident can only get their hands on the substandard products or products whose sources are questionable.

In 2013, the year in which SA commemorated the 25th anniversary of becoming a member of the Nissui Group, it opened an antenna shop in Castro, the center of the Isla de Chiloé, to sell its safe and reliable salmon products. The antenna shop became extremely popular resulting in strong sales and providing the opportunity for the local residents to get to know the high-quality products of SA. In response to its popularity in Castro, SA decided to open a second shop in Santiago, the capital of Chile in November 2019. By opening a shop in Santiago, SA has been able to bring its salmon products to an even greater number of people.

SA, a pioneer in salmon farming in Chile, has been selling the FIVE STAR brand products to its customers around the world but going forward it also hopes to become a company that is loved by its local residents.



○ Activities toward the Development of the Next-Generation Children

■ Donation to the "Sakaiminato Unabara Fisheries Foundation" (Kyowasuisan Kabushiki Kaisha)

The Nissui group company, Kyowasuisan Kabushiki Kaisha, which is located in Sakaiminato City, Tottori Prefecture, has been making donations to the fisheries scholarship of the "Sakaiminato Unabara Fisheries Foundation" since 1985. Scholarship recipients are selected from out of high school students who are planning to receive fisheries education in Tottori Prefecture or hoping to find fisheries-related work. Kyowasuisan hopes to support the young people who will lead the fisheries of the future while also promoting fisheries education at home in Tottori Prefecture and aiming to further develop the local fisheries industry.



■ Student Scholarships (UniSea, Inc.)

UniSea, Inc. (USA), a member of the Nissui Group, grants scholarships to students with ties to UniSea (i.e., UniSea is the employer of the student or his/her parent(s), grandparent(s), etc.). The scholarship amount is decided according to the scores given with respect to a number of items such as essays and future research plans submitted by the applicants. In 2020, 13 scholarships were granted.

■ Participation in the MTT (My Town Teacher) Project (Nippon Marine Enterprises, Ltd.)

Yokosuka City, Kanagawa Prefecture where the Nissui Group company, Nippon Marine Enterprises, Ltd., is located, is promoting a career education project called "MTT." This project consists of adults working in Yokosuka City providing career education, as an M (My) T (Town) T (Teacher), at the local junior high schools, and communicating such messages as "What it means to work" and "What are the joys and hardships of working." Nippon Marine Enterprises has been participating in this project since 2011 and as of January 2020, a total of 47 employees have cooperated in providing career education as MTTs.

Offering Salmon as Teaching Materials to the Local High Schools (Yumigahama Suisan Kaisha, Ltd.)

The Nissui Group company, Yumigahama Suisan Kaisha, Ltd., which is located in Sakaiminato City, Tottori Prefecture, is engaged in the farming and processing of salmon and other marine products. Each year, the Food and Business Course of the Sakaiminato *Sogo Gijutsu* High School (Sakaiminato Comprehensive Technology High School) offers a practical training course on the processing of *Aramakijake* (salt-cured salmon). This training course is a traditional course at the high school with a history of over 70 years. Yumigahama Suisan offers the coho salmon (Sakaiminato Salmon), which it farms at Miho Bay on the shore of Sakaiminato City, as teaching materials for this training course. In November 2019, the training course was held five times and a total of 1,200 *Aramakijake* were processed. And in December the processed *Aramakijake* was used in the practical training course to market the fish to the general public. This training course provides an opportunity for high school students who will be the leaders of tomorrow to learn about the processing and marketing of marine products as well as becoming familiar with local foodstuff.



Photo Credit: The Nihonkai Shimbun Co., Ltd. (Posted on November 28, 2019)

Participation in Educational Program "Idea Meetings" of Expo 2025, Osaka, Kansai, Japan

In December 2020, as a company working on Sustainable Development Goals (SDGs), Nissui participated in the "Idea Meetings," which are part of the educational program of Expo 2025, Osaka, Kansai, Japan (Note). A total of 13 companies with branch offices in Osaka cooperated in the Meetings, including Nissui. The Idea Meetings serve as a place where opinions are exchanged between schools and companies that are working on SDGs and involve giving advice on ideas that children have come up with through classes in the educational program and showcasing corporate initiatives aimed at achieving SDGs. Following the Idea Meetings, children from nine junior high schools in Osaka Prefecture gave a presentation on their ideas at the "Junior EXPO" (an event where they announced "Ideas for Every One of Our Lives" that they had come up with through classes) in the Osaka Prefectural Education Center on February 27.



Overview of Nissui's Participation

Date of Presentation	Name of the Junior high school	Description	
		Students' Presentation	Nissui's Presentation
December 10, 2020	Kaizuka municipal - Dai-yon Junior high school	Based on a lecture given by a Nissui employee, teams consisting of six students each gave a presentation on SDG targets regarding issues that they would like to resolve as well as their ideas to achieve them. In response, feedback was provided on a team-by-team basis.	Children were provided with an explanation of Nissui's corporate profile and the SDGs it is working on.
December 15, 2020	Hirakata municipal Higashikori Junior high school		

(Note) Educational program of Expo 2025, Osaka, Kansai, Japan:

Outline: This program is implemented for the purpose of making children, who will be forging our future, participate in initiatives toward Expo 2025, Osaka, Kansai, Japan before its launch through classes given by using teaching materials edited by the Japan Association for the 2025 World Exposition to learn about SDGs and discover local and social issues by themselves, and in the process, make them come up with ideas for the Expo's theme "Designing Future Society for Our Lives" and heighten their curiosity and interest so that they will actually want to go to the Expo venue in 2025.

Program organizer: Japan Association for the 2025 World Exposition

Implemented with the cooperation of: Osaka Prefectural Education Agency, Osaka Prefectural Board of Education, and other municipal Boards of Education in Osaka Prefecture

The Global Fisheries Scholarship Program

Since 2002, we have been contributing to the development of New Zealand's fishery industry by inviting youths from the indigenous Maori population to in-house trainings in Japan. One or two trainees are received each year for one-year training in fisheries, aquaculture, processing, marketing and distribution at Nissui Group business locations in Japan. The training program also focuses on understanding Japanese culture and consumer's needs as well as Japanese language study. After completing training, they make use of what they learned in fisheries and other related industries in New Zealand.



○ Supporting the Indigenous People of the Region (Salmones Antártica S.A.)

The feed plant of the Nissui Group company, Salmones Antártica S.A. ("SA"), is located in Los Ángeles in the State of Bio-Bio. Many indigenous people live in the Trapa Trapa Region near the Andes mountain range in the same State. The village of Ralco in this region is home to over 70 such households where the people in winter are completely isolated from the rest of the world for months due to the snow. SA donates food to these households, as a way of supporting the livelihood of the people faced with mobility difficulties. SA is involved in an activity to support and protect the indigenous people.



○ Awarded the 2019 Business Partner of the Year Award (King & Prince Seafood Corp.)

The Nissui overseas group company, King & Prince Seafood Corp. (K&P) manufactures and sells frozen foods in the USA. On December 9, 2019, K&P was awarded the 2019 Business Partner of the Year Award at the 12th Business & Education Summit (Note) held in Gainesville, Georgia.

K&P, which is located in Brunswick, Georgia, has long been engaged in support activities for the local charter school, Golden Isles College and Career Academy (GICCA). K&P was given the award in recognition of its various commitments toward the school, including holding guest lectures by employees, providing counseling sessions to students, participating in the school's strategic plans, recruitment of graduates, in addition to providing financial support. K&P also accepts GICCA students for hands-on training and the students expressed their satisfaction with the program with such comments as, "I've been able to work closely with the people in the shop," and "It will also help me because I've never had a job experience."

For K&P, activities to support GICCA represent not only a way to invest in the future through human resources development but also to contribute to the regional community by protecting the local, high-quality educational institutions.

(Note) The Business & Education Summit: The summit which is sponsored by Georgia Lt. Governor Geoff Duncan and awards companies, educational institutions, and students that have contributed to the expansion of career education and the development of the labor force in the state of Georgia.



○ Community-based Activities

The Nissui Group is engaged in community-based social contribution activities and environmental preservation activities in countries all over the world. In fiscal 2020, we conducted 97 activities overall.

Activities Conducted in Fiscal 2020 by Nissui's Business Locations

Name of business location	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
Head Office	Supported vaccines by recycling plastic bottle caps (1,181,640caps, for about 1,430vaccines)	Every year	○	○	
Himeji General Plant	Supported vaccines by recycling plastic bottle caps (56,520caps, for about 65vaccines)	Every year	○	○	

Activities Conducted in Fiscal 2020 by Nissui Group Companies in Japan

Name of the company	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
Nippon Marine Enterprises, Ltd.	Handled community seminars, lectures and newsletters (7 in total)	Every year			○
Kaneko Sangyo Co., Ltd.	Accepted "workplace interview" conducted as part of a local junior high school's field trip	June 29, 2020			○
Kunihiro Inc.	Supported vaccines by recycling plastic bottle caps (67,852caps, for about 79 vaccines)	Every year	○	○	
Nissui Marine Industries Co., Ltd.	Supported vaccines and wheelchairs by recycling plastic bottle caps, pull-tabs and used stamps (plastic bottle caps 7,800g, pull-tabs 1,270g, used stamps 260g)	Every year	○	○	
Tomiso Co., Ltd.	Supported vaccines by recycling plastic bottle caps (3,870caps, for about 5vaccines)	From October 2020	○	○	

Activities Conducted in Fiscal 2020 by Nissui Group Companies Outside Japan

Country	Name of the company	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
USA	UniSea, Inc.	Participated in a "community clean-up" hosted by the City of Unalaska Department of Parks, Culture and Recreation and picked up trash (12 employees participated)	June 3, 2020 to June 10, 2020	○		
Thailand	Nissui (Thailand) Co., Ltd	Held the "CSR Family Day" bazaar. Employees brought and sold their agricultural produce, clothing items, etc. and thereby increased their income and donated the proceeds to the needy and charitable organizations. (300 employees participated)	February 20, 2020	○	○	
Thailand	Nissui (Thailand) Co., Ltd	Conducted a course on vehicle maintenance techniques, traffic rules and driving skills combined with demonstrations in consideration of the safety of employees and local residents (50 employees participated)	February 20, 2020	○		
Thailand	Nissui (Thailand) Co., Ltd	Conducted safety drills as well as practical safety education "Safety in School" to teach basic knowledge for accident prevention, targeted at local children (80 persons, including both teachers and students, participated)	September 28, 2020			○

Other Activities

○ Support of the Yumeiku Work Support Project

Nissui is supporting the Yumeiku Work Support Project, the work support project for people with intellectual disabilities, being promoted by THE SAN-IN GODO BANK, LTD. and Shimane Prefecture. Through the Yumeiku Work Support Project, Nissui supports the work of people with disabilities by using their drawings in the designs of novelties.

the Yumeiku Work Support (in Japanese)

<http://you-make.jp/> 



○ Sponsorship of Marathon to Raise Breast Cancer Awareness (Cité Marine S.A.S.)

In 2019, Cité Marine S.A.S. (France), a member of the Nissui Group, became a sponsor of "La Lorientaise," a marathon event aimed at raising awareness of breast cancer. In the marathon, 11,000 women clad in pink T-shirts participated. Participation fees and sponsorship money are donated to a local league for eliminating breast cancer.

<https://lalorientaise.oepslorient.org/> 



○ Donation to the Scholarship Foundation for Orphans from Marine Accidents

Nissui, with the cooperation of its executives and employees, the (NAC) Nippon Suisan Labor Union and through the social gathering of maritime employees, donates to the Scholarship Foundation for Orphans from Marine Accidents each year since its foundation in 1970.

Governance

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Governance

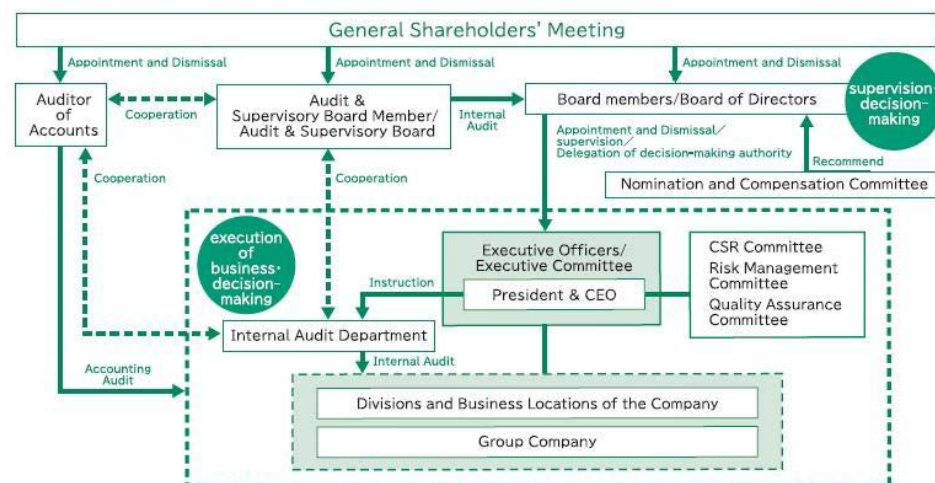
Corporate Governance

○ Basic approach to Corporate Governance

With a view to improving the profitability and the capital efficiency of Nissui and its Group companies, as well as to promoting initiatives toward corporate social responsibility to encourage sustainable growth and the medium- to long-term enhancement of corporate value, the Board of Directors will demonstrate the major direction in corporate strategies and other matters and will place greater emphasis on supervising functions while retaining important decision-making functions. The decision-making functions have been empowered to the Executive Officers (and Executive Committee) headed by the President & CEO, to speed up the decision-making process and to further separate supervising and execution. Furthermore, in addition to the above management supervising by the Board of Directors, Nissui has adopted the governance structure of a company with an audit & supervisory board, based on its belief in the effectiveness of an audit system over management comprising four Audit & Supervisory Board members including Outside Audit & Supervisory Board Members who are independent of management.

○ Diagram: System of Corporate Governance

Diagram: System of Corporate Governance



Board of Directors, Board Members

Board Members' terms are set to be one year with the objective of improving transparency and strengthening the management supervisory function, and Outside Board Members independent of management executives are appointed. Currently, the Board of Directors consists of eight Board Members including three Outside Board Members, and hold a meeting, at least once a month, in principle, to decide important matters and supervise the status of business execution.

Executive Committee, Executive Officer

An executive officer system was adopted (on June 25, 2009) to carry out even more flexible and efficient business operations. The Executive Committee consists of Executive Officers who have been appointed by the Board of Directors, and hold a meeting, at least once a month, in principle, to make timely and appropriate decisions and share information regarding major business execution upon sufficient and multifaceted deliberations, in an effort to promote the sustainable growth and enhancement of corporate value of Nissui and its Group companies.

Nomination and Compensation Committee

Nissui has established the "Nomination and Compensation Committee" (on June 27, 2018) as a voluntary advisory body to the Board of Directors. The Nomination and Compensation Committee consists of three Outside Board Members and two Representative Board Members, with an Outside Board Member serving as Chairperson. The Nomination Committee deliberates and reports to the Board of Directors on matters such as the appointment and dismissal of candidates for officers including those for the President & CEO and succession plans, while the Compensation Committee similarly deliberates and reports on matters such as the policy for determining executive compensation, the details of the compensation system and compensation levels. Based on such reports, the Board of Directors make decisions on executive appointments and compensation.

Audit & Supervisory Board, Audit & Supervisory Board Member

Nissui appoints Audit & Supervisory Board Members who have the expertise required for auditing such knowledge as financing and accounting as well as extensive knowledge in a wide range of fields. The Audit & Supervisory Board consists of four Audit & Supervisory Board members including three Outside Audit & Supervisory Board Members who are independent of management. Each Audit & Supervisory Board Member attends the Board of Directors meetings and audits the execution of duties by the Board Members and attends the Executive Committee, when necessary.

Independence_Criteria_of_Outside_Executives (104KB)

○ Internal Control System

Basic Policy for Internal Control System >

Risk Management

The Nissui Group, whose mission is to produce various food products, pharmaceutical ingredients, etc. from resources including marine products and supply them to people around the world, is striving to continue stable production and sales in order to fulfill such duty. In order to further solidify its business activities, we have established the "Risk Management Policy," and the Risk Management Committee is building and implementing a risk management system aimed at fulfilling the vision sought under the Policy. Furthermore, risks with a significant impact are identified as priority risks by the Risk Management Committee and addressed by setting up a dedicated subcommittee.

○ Risk Management Policy

Nissui and its Group's basic policy for risk management is to endeavor to prevent risks that may hinder business activities from arising, and in the event of an emergency, minimize the occurrence of losses by giving top priority to human life, give consideration to society such as providing aid to disaster victims, and make best efforts to preserve our management resources and continue our businesses and thereby maintain and improve corporate value.

○ Promotion Framework - The Risk Management Committee

The Risk Management Committee, chaired by the President & CEO and comprising all Executive Officers, is convened four times a year. The Risk Management Committee strives to build, maintain and improve the risk management system of the Nissui Group based on the risk management rules. The Executive Officer (in charge of risk management) periodically reports its activities to the Board of Directors.



Please see below for initiatives by each Subcommittee to Manage Priority Risks.

For the Ethics Subcommittee and the Occupational Safety and Health Subcommittee, please see "Compliance" and "Labor Safety," respectively.

Information Security

Compliance

Labor Safety

Post-disaster BCP

○ The Vision Targeted in 2030

- Comprehensive risk management is effectively incorporated in accordance with the plan-do-check-action (PDCA) cycle with respect to operational risks and hazard risks of the Nissui Group in Japan.
- A standardized policy for risk management is shared among Group companies outside Japan, and initiatives are conducted in accordance with the PDCA cycle at such companies.

○ Results of Initiatives

■ FY2020

- Activities were carried out by setting "information security," "compliance," "occupational safety and health" and "post-disaster BCP" as priority risks (quality assurance risks and environmental risks were addressed by the Quality Assurance Committee and the CSR Committee, respectively).
- Group companies in Japan managed the progress of risk management on a semiannual basis.
- Initiatives were carried out by setting the following as themes commonly shared among the departments of Nippon Suisan Kaisha, Ltd. (Nissui): (i) "Workstyle reform method" (management of working hours and establishment of targets for leave of absence taken); and (ii) Prevention of harassment in departments.
- As risk management education at Nippon Suisan Kaisha, Ltd. (Nissui), (i) a briefing session on risk management was held for each department, and (ii) a read-through session on the Nissui Principles (Note) targeted at all employees and a survey on their level of understanding of the Nissui Principles were conducted.

(Note): The Nissui Principles state the Founding Principles, Our Vision, Declaration on Action of CSR, Employee Health Declaration, Code of Ethics, Quality Assurance Code, Environment Code, Nissui Group Basic Procurement Policy, Basic Policy on Information Security, and the method of using the points of contact for whistleblowing.

Information Security

The Nissui Group retains the personal information of customers in its mail-order/e-commerce business, etc. It is not only our corporate responsibility but also indispensable for the sustained growth of the Nissui Group to prevent the leakage/loss of such personal information and important information on management, business, research, etc. Having established the "Information Security Subcommittee" under the Risk Management Committee, we are executing information security management in a thoroughgoing manner by putting regulations and rules in place, including the "Basic Policy on Information Security," enhancing the system administration framework and periodically conducting education and training for employees.

○ Basic Policy on Information Security

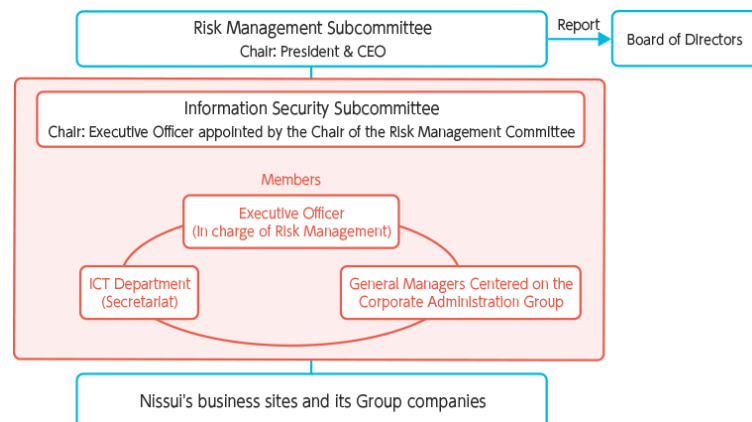
Basic Policy on Information Security ➤

○ Privacy & Policy

Privacy & Policy ➤

○ Promotion Framework - The Information Security Subcommittee

The Information Security Subcommittee, which is aimed at enhancing the information security level of Nissui and its Group companies in Japan, is convened four times a year. The Subcommittee is chaired by an Executive Officer designated by the President & CEO and its members consist of the Executive Officer (in charge of risk management) and the respective heads of departments centering on the Corporate Administration Group. Its main activities involve the formulation and progress management of various measures to make the Basic Policy on Information Security function effectively, as well as the execution of procedures to deal with information security risks that have newly arisen.



○ Initiatives to Enhance Information Security

■ Initiatives Targeted at Nippon Suisan Kaisha, Ltd. (Nissui)

With respect to all employees, we make the information security rules widely known and conduct information security education and training at least once a year. Also, a security audit is conducted periodically—i.e., once a year—at business locations where important information is retained.

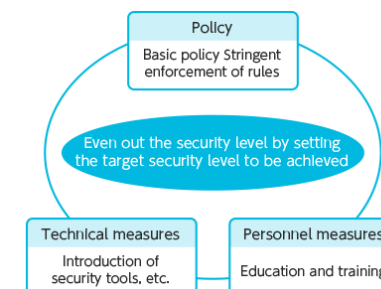
Category of Initiatives	Description of Initiatives	Coverage	Frequency
Education	Implement learning and tests in e-learning format	All employees of Nippon Suisan Kaisha, Ltd. (Nissui)	At least once a year
Education	Hold a pseudo-attack email drill	Same as above	At least once a year
Audit	Conduct a security audit at business locations where important information is retained	Business locations where customers' personal information, research information, etc. is retained	Once a year

■ Initiatives Targeted at Group Companies in Japan

Standards to be achieved had been set in three fields—i.e., policy formulation, technical measures and personnel measures—for the purpose of evening out the security level across the Group in Japan, and 26 out of 37 Group companies in Japan achieved these standards as of March 31, 2021.

■ Conference of IT Divisions of the Nissui Group in Japan

For the purpose of deliberating the direction of promoting the adoption of information technology (IT) in the Group in the medium- to long-term, a conference targeted at the respective persons in charge of IT divisions in the Group is held each year. At the conference, participants exchange opinions on IT in general, including such topics as information security measures, utilization of cutting-edge technologies, and consideration of system adoption. In terms of information security, participants share the latest trends in threats and the status of information security measures taken at each Group company, identify information security issues that should be tackled by the Group in the medium- to long-term and bring their views together with respect to the countermeasures.



Compliance

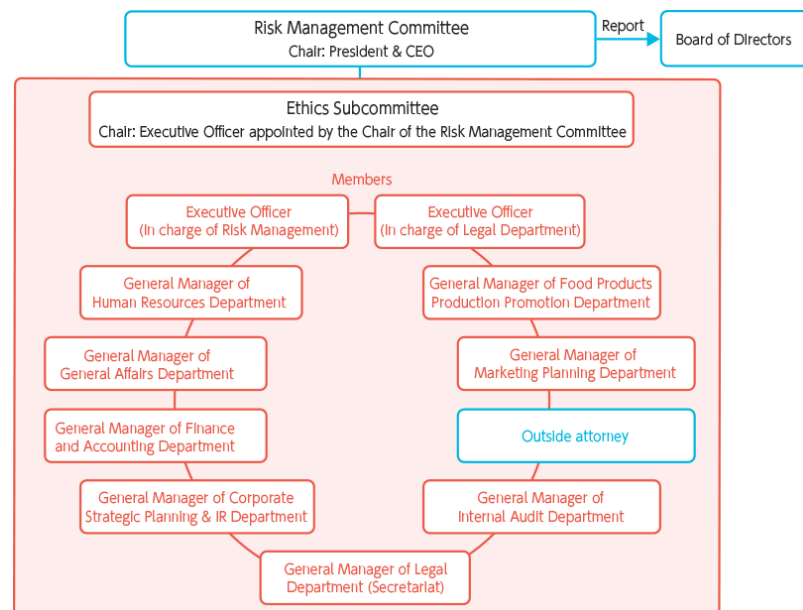
The Nissui Group is working to enforce compliance in a thoroughgoing manner including complying with laws and regulations in/outside Japan as well as various internal rules pursuant to the Code of Ethics, in order to meet the expectations of all of its stakeholders such as customers, employees, business partners and shareholders and fulfill its corporate responsibility. Having established the "Ethics Subcommittee" under the Risk Management Committee, we are endeavoring to implement measures for the early detection, rectification and recurrence prevention of compliance issues and striving to raise employees' awareness of compliance. We are also engaged in initiatives to develop and enhance the compliance structure of the Nissui Group as a whole, not just Nippon Suisan Kaisha, Ltd. (Nissui).

Code of Ethics

Code of Ethics ➤

Promotion Framework - The Ethics Subcommittee

The Ethics Subcommittee is convened once every two months (i.e., six times a year) for the purpose of enhancing compliance in Nissui as well as its Group companies in Japan. In addition, emergency meetings are held in a timely fashion as necessary. The Subcommittee is chaired by an Executive Officer designated by the President & CEO and its members consist of the Executive Officer (in charge of risk management), the Executive Officer (in charge of the Legal Department), the General Manager of the Human Resources Department, the General Manager of the General Affairs Department, the General Manager of the Legal Department, the General Manager of the Finance and Accounting Department, the General Manager of the Corporate Strategic Planning & IR Department, the General Manager of the Internal Audit Department, the General Manager of the Marketing Planning Department, the General Manager of the Food Products Production Promotion Department and an outside attorney. The participation of an outside attorney ensures that the Subcommittee acts as a third party.



Initiatives to Identify Compliance Issues

Overview of Whistleblowing System

We have a whistleblowing system in place, enabling employees of Nissui and its Group companies in Japan to directly notify the Ethics Subcommittee of questionable acts in terms of compliance, etc. We have established points of contact for whistleblowing both internally (i.e., the Legal Department serving as the secretariat of the Ethics Subcommittee) and externally (i.e., outside specialist), and have a mechanism whereby the Audit & Supervisory Board Members are also contacted simultaneously. Whistleblowing notices are given directly by such means as telephone, Web and email, and may be made anonymously.

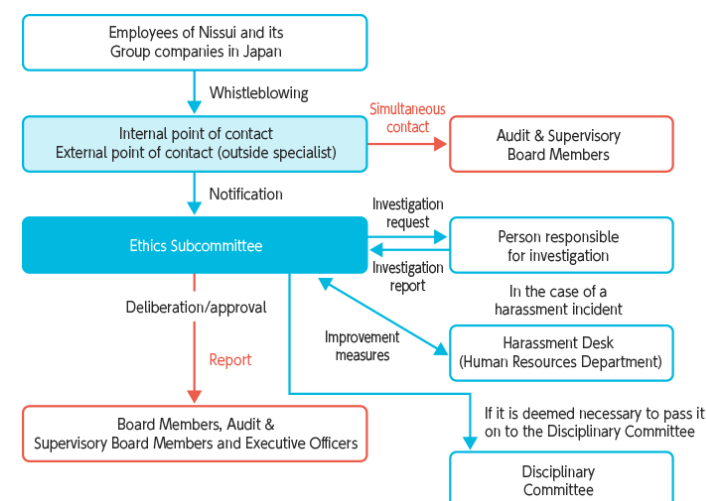
In the event that a whistleblowing notice has been given, the Ethics Subcommittee conducts an investigation by selecting a person responsible for the investigation while giving consideration to ensure that the whistleblower will not be put at a disadvantage, and examines the findings of the investigation and improvement measures within the Subcommittee.

When conducting an investigation, there is a clear policy "not to look for the whistleblower," and the protection of confidentiality and the prohibition of disadvantageous treatment of the whistleblower are stringently enforced and even expressly stipulated in the whistleblowing rules. Of note, even if a notice given to the external point of contact for whistleblowing was not anonymous, there is a system in place to report it to Nissui anonymously upon the whistleblower's request. For harassment incidents, multiple points of contact have been established, and such incidents are handled by the Harassment Desk (Human Resources Department). The Harassment Desk also collaborates in conducting investigations into notices given via the points of contact for whistleblowing. In regards to the minutes of the Ethics Subcommittee including the nature of and response to notices, we have a system in place for the minutes to be reported to and made available for perusal by Directors, Audit & Supervisory Board Members and Executive Officers. Also, the officer in charge makes a report regarding important whistleblowing-related matters to the Board of Directors.

The operation of the whistleblowing system is not only described on Nissui's internal portal site and the Nissui Principles (Note) handed out to all employees, but also in the "Nissui Group Ethics Card" distributed to Group companies in Japan, to make it widely known among employees.

(Note): Please see "Read-through Session on the Code of Ethics" below.

Whistleblowing Response Flow



Usage Status of Whistleblowing System

	FY2018	FY2019	FY2020
Total of Nippon Suisan Kaisha, Ltd. (Nissui)	4	5	11
Including harassment/interpersonal relations	3	1	11
Including labor problems	0	1	0
Other	1	3	0
Total of Group companies	11	13	14
Including harassment/interpersonal relations	2	9	12
Including labor problems	6	2	0
Other	3	2	2
Sum total	15	18	25

If a single case involves multiple categories, such as harassment and labor problems, it is counted based on the matter deemed most serious as a problem.

Questionnaire Survey on Employees' Compliance

Once every year, we conduct a compliance questionnaire survey covering employees for the purpose of getting a grasp of company-wide compliance trends, identifying compliance problems in the bud in each organization and making use of the findings to improve the workplace environment in the early stages. The questionnaire survey conducted in October 2020 covered 2,438 employees (including temporary employees (Note)) of Nippon Suisan Kaisha, Ltd. (Nissui), of whom 2,073 employees responded, resulting in a response rate of 85%.

(Note) Temporary employees: Temporary employees including directly-hired contract employees and part-timers.

Questionnaire Survey on Business Partners' Compliance

Once every year, we identify transactions that may put Nissui in a particularly dominant position and conduct a compliance questionnaire survey covering business partners involved in such transactions for the purpose of getting a grasp of whether or not Nissui has engaged in acts of abuse/misconduct (such as violations of the Antimonopoly Act/Subcontract Act) by exploiting its dominant position against its business partners.

The questionnaire survey conducted in November 2020 covered 179 companies, of which 145 companies responded, resulting in a response rate of 81%.

Initiatives to Raise Awareness of Compliance

Compliance Training

Every year, we conduct compliance training in the form of a mandatory course for new recruits and mid-career hires. For all employees, compliance training is conducted by narrowing down the themes on an irregular basis each time an issue has arisen.



Read-through Session on the Code of Ethics

Employees carry a handbook titled the "Nissui Principles," which state the corporate philosophies, management policies, etc. This handbook states Nissui's "Code of Ethics"; employees reconfirm the Code by taking turns reading it out in their respective departments once a year during the risk management month.



Initiatives to Develop and Enhance Compliance Framework in the Entire Group

In order to reduce compliance risks in the Nissui Group as a whole, Group companies are required to develop and enhance their respective compliance frameworks.

In fiscal 2018, the "Group Compliance Promotion Conference" was held in the form of a convention by dividing Group companies in Japan into five groups. The Conference involved checking the basic compliance framework and activity status of each Group company and exchanging opinions on them.

On top of this, since fiscal 2020, a workshop has been held on a company-by-company basis to encourage Group companies to build a compliance framework of a higher standard, such as enhancing the due process in responding to notices.

Efforts are being made to develop and enhance the due process by exchanging opinions on such matters as issues in responding to notices, response flow and future activity plans with the respective chairpersons of the ethics committees of Group companies, as well as the respective persons responsible for and persons in charge of the secretariats of such ethics committees.

Post-disaster BCP

Forecasts in recent years have indicated that there is a high possibility of a huge earthquake occurring—e.g., epicentral earthquake in Tokyo, Nankai Trough Mega Earthquake. In addition, climate change caused by global warming tends to increase the frequency and severity of typhoons and other natural disasters. The Nissui Group has established the "Post-disaster BCP (Business Continuity Planning) Subcommittee" under the Risk Management Committee and is reinforcing its structure to deal with ever-increasing uncertainties.

○ Basic Policy for Post-disaster BCP

In the Nissui Group, we will promote our business continuity plan in accordance with the following policy in order to continue providing necessary assistance, services, etc., for our employees, customers and stakeholders even in the event of a major disaster by giving top priority to human life.

1. Basic Principles

- (i) The Nissui Group will make utmost efforts to ensure the safety of human life and prevent secondary disasters with respect to its employees and their families as well as relevant parties.
- (ii) The Nissui Group will pursue early recovery and continuation of operations in accordance with its predetermined business continuity plan by specifically treating the maintenance of supply chains as a key operation in order to fulfill its social responsibility.
- (iii) The Nissui Group will make efforts to reconstruct local communities in cooperation and collaboration with regions, including providing relief supplies to local governments and residents in disaster-affected areas.

2. Response in the Event of a Disaster

If a disaster is expected to occur or has occurred, the Nissui Group will set up a local disaster response office at the expected/actual disaster location and establish a disaster management headquarters at Nissui's head office (or a backup location if its head office cannot be used) as the Group's central function, and promptly collect information and take action by collaborating with those at the site and Group companies.

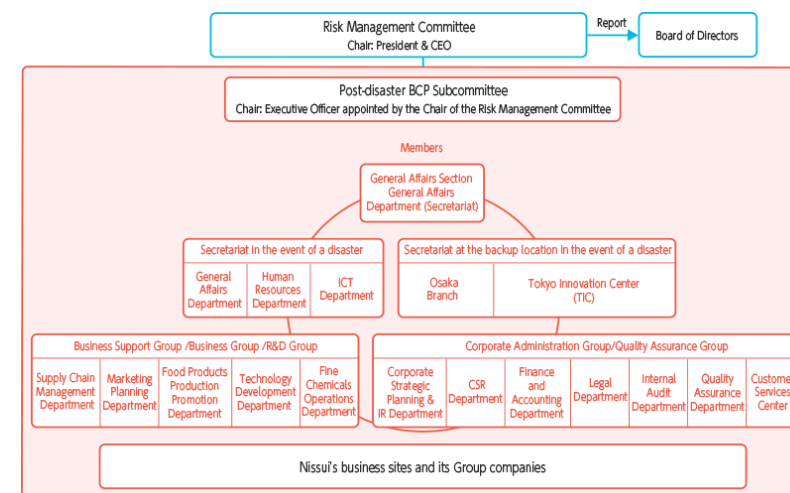
3. Implementation of Education and Training

In order to facilitate activities as an organization in the event of a disaster, the Nissui Group will periodically conduct education and training, and also perform inspections and make improvements aimed at developing its structure, and thereby boost its ability to continue business.

Enactment Date: April 2020

○ Promotion Framework - The Post-disaster BCP Subcommittee

The Post-disaster BCP Subcommittee, which is aimed at developing a post-disaster BCP framework for Nissui and its Group companies in Japan, is convened four times a year and is chaired by an Executive Officer appointed by the President & CEO. Furthermore, our preparations for disasters involve distributing the "Disaster Countermeasures Pocket Manual"—which outlines the standards for initial actions when a natural disaster such as an earthquake has occurred—to Nissui and its Group companies in Japan and confirming them periodically in drills, etc.



○ Vision for 2025

■ State in which BCM (Business Continuity Management) is Thoroughly Implemented

(i) Raising the level of initial response capabilities

State in which each individual can take action according to his/her role in concrete terms with respect to initial response in the event of a disaster, leading to the further enhancement of Nissui Group's ability to continue business (plan-do-check-action (PDCA) cycle based on repetition drill and BCP review).

- Raising the individual's level: Strictly enforce basic action
- Raising the organization's level: Strictly enforce action according to its role, boost response speed, etc.

(ii) Raising the level of BCP "local recovery strategy" at each business location

State in which BCP at each business location that was put in place is inspected and reviewed on an ongoing basis, and on top of this, improvements are made and the level is raised successfully.

(iii) Developing BCP "business location substitution strategy"

A state in which a structure that takes disaster risks into consideration has been successfully built in the main businesses.

○ Education and Training based on a Disaster Scenario

■ E-learning Course for Disaster Prevention Education

An e-learning course targeted at all employees of Nippon Suisan Kaisha, Ltd. (Nissui) is conducted once a year, for the purpose of raising their awareness of disaster prevention and checking their initial responses in the event of a disaster. In the e-learning course conducted in August 2020, the study content was designed with the following in mind to improve employees' ability to respond in the event of a disaster and raise their awareness of disaster prevention: (i) make employees gain general knowledge of disaster prevention and daily preparedness, etc.; (ii) make them understand and check initial actions to be taken in the event of a disaster, and (iii) make the "Basic Policy for Post-disaster BCP" widely known among all employees. The course was taken by 98.3% of all employees. Also, we followed up on employees who had not taken the e-learning course by sending study materials.

■ Checking of and Drill on Method of Using Safety Confirmation System

A safety confirmation system is a mechanism by which a company promptly identifies whether or not its employees and their families are safe primarily based on a scenario in which a huge earthquake with a maximum seismic intensity of "5 Upper" or higher on Japan Meteorological Agency's Seismic Intensity Scale has occurred. Once a year, employees check that their contact details and other information registered in the system are up to date and engage in a reporting drill according to the actual flow. Since introducing this system, we have been able to confirm the safety of employees and their families in a short period of time when an earthquake has actually occurred, thanks to the system functioning effectively.

■ Drill at Disaster Management Headquarters

We conduct a drill at the disaster management headquarters once a year, mainly to prepare against the occurrence of a massive earthquake. In order to launch the disaster management headquarters and make it function promptly in the event of an emergency, we update the flow of tasks—such as checking the disaster situation regarding office buildings and facilities, preparing for recovery, and collecting and passing on information—and reconfirm the reporting lines, among others.

Description of Initiatives	Coverage	Frequency
Implementation of an e-learning course for disaster prevention education (Education for raising awareness of disaster prevention and checking initial response in the event of a disaster)	All employees of Nippon Suisan Kaisha, Ltd. (Nissui)	Once a year
Checking of and drill on method of using safety confirmation system	Same as above	Same as above
Drill at the disaster management headquarters	Members of the disaster management headquarters, etc.	Once a year



Drill in progress: Reporting on the disaster situation



Drill in progress: General meeting at the disaster management headquarters

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Library

ESG Data Book

Environmental Data

Organizations covered in the environmental data

The environmental data in Japan represents the totals of Nippon Suisan Kaisha, Ltd. (Nissui) and its group companies in Japan (including five unconsolidated affiliate companies in Japan). The environmental data outside Japan represents the totals of the major nine group companies outside Japan.

CO2 Emissions

			Base year					
			FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Total CO2 emissions (t-CO2)		274,880	277,081	273,782	280,467	282,127	277,930
	Breakdown of CO2 emissions (t -CO2)	Purchased electricity	139,785	136,954	135,284	135,775	127,696	123,558
		Heavy fuel oil A	73,503	71,151	68,403	72,643	80,727	83,336
		City gas	36,143	39,613	41,225	44,022	44,827	43,182
		LPG	11,274	11,326	11,933	11,800	12,051	11,727
		Gas oil	7,529	7,633	7,382	7,532	7,915	7,802
		Natural gas	1,772	4,820	4,455	4,394	4,069	3,981
		Kerosene	3,012	3,705	3,391	2,787	3,517	3,236
		Gasoline	1,862	1,879	1,710	1,514	1,325	1,109
	Emissions per unit	Emissions per unit of production volume (kg-CO2/t)	421.5	399.5	387.3	377.4	360.1	355.2
		Emissions per unit of activity volume (kg-CO2/t)	9.2	8.5	7.8	7.5	6.5	6.4
		Emissions per unit of feeding volume (kg-CO2/t)	77.3	75.3	71.1	63.9	60.9	71.5
		Emissions per unit of days at sea (kg-CO2/day)	24,045.7	22,895.6	20,372.4	23,530.7	21,717.2	23,500.0
		Emissions per unit of man-hour (kg-CO2/thousand person-hour)	4,139.5	3,185.1	2,959.5	2,614.8	1,985.0	2,222.9
		Emissions per unit of total floor area (kg-CO2/㎡)	5.9	6.1	5.9	6.0	5.8	5.5
Emissions per unit of travel distance (kg-CO2/thousand km)		809.8	826.4	834.5	840.5	849.7	835.0	
Compared to the base year (per unit)		-	95.0%	90.4%	90.8%	85.8%	86.6%	
Reference Production volume (tons)		426,011	447,416	466,298	486,288	515,951	507,370	

Outside Japan	Total CO2 emissions (t-CO2) (Note)		133,267	131,122	135,928	136,207	111,664	108,552
		Asia	14,676	15,018	15,089	15,066	13,006	11,307
		Europe	13,677	11,808	17,199	16,763	10,682	11,761
		North America	61,836	59,929	58,161	59,895	42,506	46,490
		South America	43,078	44,367	45,479	44,483	45,470	38,994
	Reference Production volume (tons)		386,303	375,171	374,385	397,525	422,045	415,753

(Note): Since 2019, CO₂ emissions from electricity use among Nissui’s group companies outside Japan are calculated based on average CO₂ emissions factors by countries published by the IEA (International Energy Agency).

Energy Use

Japan		FY2018	FY2019	FY2020
Crude oil equivalent (thousand kL)		132.2	136.5	135.1
	Purchased electricity (thousand kWh)	273,882	276,175	271,894
	Heavy fuel oil A (kL)	26,809	29,793	30,755
	City gas (thousand ㎡)	19,618	19,976	19,243
	LPG (t)	3,935	4,019	3,911
	Gas oil (kL)	2,914	3,062	3,018
	Natural gas (t)	1,626	1,506	1,473
	Kerosene (kL)	1,119	1,413	1,300
	Gasoline (kL)	652	571	478

Solar Power Generation

		FY2020
Japan	Power generated (thousand kWh)	180
	CO ₂ emissions reduced (t-CO ₂)	78
Outside Japan	Power generated (thousand kWh)	958
	CO ₂ emissions reduced (t-CO ₂)	557

Water Use

			Base year					
			FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Total water use (thousand m³)		4,577	4,623	4,632	4,955	4,922	4,658
	Use per unit (Note 1)	Use per unit of production volume (m³/t)	10.3	9.9	9.5	9.7	9.1	8.8
	Breakdown of water use (thousand m³)	City water	1,436	1,472	1,521	1,571	1,460	346
		Well water	2,007	2,059	1,992	2,144	2,209	2,097
		Industrial water	1,135	1,092	1,119	1,239	1,253	1,215
	Compared to the base year (per unit) (Note 2)		-	96.2%	92.6%	94.9%	89.2%	85.7%
	Reference Production volume (tons)		426,011	447,416	466,298	486,288	515,951	507,370
Outside Japan	Total water use (thousand m³)		6,758	6,536	5,921	5,831	6,484	6,881
		Asia	680	671	666	633	668	450
		Europe	179	219	234	253	553	593
		North America	5,648	5,394	4,740	4,729	4,998	5,587
		South America	251	252	281	216	265	251
	Reference Production volume (tons)		386,303	375,171	374,385	397,525	422,045	415,753

(Note 1): Based on water use per production plant (water use per unit of production volume) accounting for 95.5% of water use in fiscal 2020.

(Note 2): In calculating per unit, the active volume from cold storage warehouses, etc. is included in addition to production volume.

Water Discharge

		Water discharge (thousand m³)
Japan	FY2018	235.0
	FY2019	226.2
	FY2020	257.1

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)
Details of the data: Production wastewater from production plants running off into public waterways.

Quality of Discharged Water

		COD (t)	BOD (t)	T-N (t)	T-P (t)
Japan	FY2018	2.1	1.9	0.8	0.3
	FY2019	1.5	0.8	0.6	0.1
	FY2020	1.6	0.9	0.4	0.2

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)
Details of the data: Production wastewater from production plants running off into public waterways.

Waste Generated

			Base year					
			FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Total waste generated (tons)		40,282	42,563	51,192	47,077	44,733	42,503
	Generation per unit (Note 1)	Generation per unit of production volume (kg/t)	86.7	86.3	100.7	88.5	77.9	74.1
		Recycled waste (tons) (Note 2)	36,269	38,517	47,922	44,646	42,985	40,694
		Recycling waste rate (Note 2)	92.0%	92.4%	96.0%	97.1%	98.0%	98.0%
		Non-recycled waste (tons) (Note 2)	3,143	3,178	2,005	1,357	857	841
	Compared to the base year (per unit) (Note 3)		-	100.6%	116.1%	102.4%	92.3%	90.7%
	Reference Production volume (tons) (Note 3)		426,011	447,416	466,298	486,288	515,951	507,370

(Note 1): Based on waste generated per production plant (waste generated per unit of production volume) accounting for 88.5% of waste generated in fiscal 2020.

(Note 2): Recycled waste, recycling waste rate and non-recycled waste are calculated after domestic waste has been removed. Recycling waste includes thermal recycling.

(Note 3): In calculating per unit, the active volume from cold storage warehouses, etc. is included in addition to production volume.

Plastic Containers and Packaging

Japan		FY2018	FY2019	FY2020
	Reduced weight of plastic containers and packaging for products sold by Nissui (kg)	4,896	15,630	33,465

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Air

		NOx (tons)	SOx (tons)	Soot and dust (tons)
Japan	FY2018	14.0	0.0	0.1
	FY2019	11.9	0.0	0.1
	FY2020	7.9	0.0	0.1

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)
Details of the data: Emissions from boilers with a heating surface area of 10m² or more, or with a combustion capacity of 50 liters/hour or more that are designated as facilities that generate soot and smoke, pursuant to the Air Pollution Control Act.

Ozone-depleting Substances

		HCFC(HFC) leakage level (t-CO2)
Japan	FY2018	-
	FY2019	2,671.2
	FY2020	2,981.0

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

○ Personnel/Labor Data

Organizations covered by personnel data

Personnel data reports on Nippon Suisan Kaisha, Ltd. and its 65 in/outside Japan consolidated subsidiaries (As of March 31, 2021).

*Definition of terms

Employees:Senior-level employees, non-senior-level employees and fixed-term employees, who are directly hired by a company

Temporary employees:Temporary employees including directly-hired contract employees and temporary employees such as part timers

Executives:Board Members, Audit & Supervisory Board Members and Executive Officers

Managers:Persons with subordinates, or persons in equivalent levels without subordinates, excluding Executives

┃ Number of Employees (persons)

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Nissui Group in Japan, total		11,883	-	-	11,917	-	-	11,751	-	-	11,292	-	-
	Employees	4,640	-	-	4,796	-	-	4,869	-	-	4,884	-	-
	Temporary employees	7,243	-	-	7,121	-	-	6,882	-	-	6,408	-	-
Nippon Suisan Kaisha, Ltd.		2,280	-	-	2,352	-	-	2,385	-	-	2,484	-	-
	Employees	1,147	915	232	1,203	955	248	1,233	975	258	1,247	977	270
	Temporary employees	1,133	-	-	1,149	-	-	1,152	-	-	1,237	-	-
Consolidated subsidiaries		9,603	-	-	9,565	-	-	9,366	-	-	8,808	-	-
	Employees	3,493	-	-	3,593	-	-	3,636	-	-	3,637	-	-
	Temporary employees	6,110	-	-	5,972	-	-	5,730	-	-	5,171	-	-
Nissui Group Outside Japan, total		6,401	-	-	6,679	-	-	6,892	-	-	6,576	-	-
	Employees	4,352	-	-	4,269	-	-	4,378	-	-	4,547	-	-
	Temporary employees	2,049	-	-	2,410	-	-	2,514	-	-	2,029	-	-
Asia		1,605	-	-	1,498	-	-	1,323	-	-	1,240	-	-
	Employees	614	-	-	547	-	-	441	-	-	489	-	-
	Temporary employees	991	-	-	951	-	-	882	-	-	751	-	-
Europe		1,841	-	-	1,902	-	-	1,992	-	-	1,986	-	-
	Employees	1,529	-	-	1,527	-	-	1,682	-	-	1,816	-	-
	Temporary employees	312	-	-	375	-	-	310	-	-	170	-	-
Employees		1,727	-	-	1,988	-	-	2,138	-	-	1,919	-	-
	Employees	1,175	-	-	1,198	-	-	1,196	-	-	1,188	-	-
	Temporary employees	552	-	-	790	-	-	942	-	-	731	-	-
South America		1,228	-	-	1,291	-	-	1,439	-	-	1,431	-	-
	Employees	1,034	-	-	997	-	-	1,059	-	-	1,054	-	-
	Temporary employees	194	-	-	294	-	-	380	-	-	377	-	-

┃ Executives and Managers (persons)

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Nippon Suisan Kaisha, Ltd.	Executives	23	22	1	25	24	1	24	23	1	30	28	2
	Managers	434	410	24	426	399	27	420	394	26	414	389	25
	Managers in the Departments	166	157	9	169	160	9	174	163	11	174	163	11

┃ Number of Persons Hired

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of Persons Hired (persons)	Nippon Suisan Kaisha, Ltd.	56	38	18	68	51	17	49	34	15	47	33	14
	New graduates	41	30	11	48	34	14	39	28	11	34	24	10
	Mid-career hires	15	9	6	20	17	3	10	6	4	13	9	4
	Group companies in Japan	-	-	-	-	-	-	-	-	-	-	-	-
Reference: Retention rate of new graduates (3 years after employment)	Nippon Suisan Kaisha, Ltd.	100%	100%	100%	95%	97%	92%	88%	86%	91%	90%	90%	91%

┃ Retirees/Turnover (persons)

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retirees	Nippon Suisan Kaisha, Ltd.	49	43	6	33	26	7	41	33	8	46	39	7
	Personal reasons	16	11	5	16	11	5	26	20	6	18	15	3
	Company reasons (transfers)	14	14	0	1	1	0	3	3	0	3	3	0
	Others	2	1	1	1	1	0	3	3	0	2	2	0
	Retirement	17	17	0	15	13	2	9	7	2	23	19	4
	Group companies in Japan	-	-	-	-	-	-	-	-	-	-	-	-
Turnover	Nippon Suisan Kaisha, Ltd.	-	-	-	-	-	-	-	-	-	-	-	-
Rehires	Nippon Suisan Kaisha, Ltd.	-	-	-	-	-	-	-	-	-	-	-	-

Number of People with Disabilities

		As of June 1, 2017			As of June 1, 2018			As of June 1, 2019			As of June 1, 2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Nippon Suisan Kaisha, Ltd.	Employees with disabilities (persons)	49.5	-	-	52.5	-	-	54.5	-	-	54.0	-	-
	Ratio	2.09%	-	-	2.20%	-	-	2.26%	-	-	2.20%	-	-

Status of Employees

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Average age (years of age)	Nippon Suisan Kaisha, Ltd.	42.4	42.6	41.6	42.5	42.7	41.6	42.6	42.9	41.5	42.7	43.0	41.5
	Group companies in Japan	-	-	-	-	-	-	-	-	-	-	-	-
Average years of service (years)	Nippon Suisan Kaisha, Ltd.	16.6	16.7	16.2	16.5	16.7	15.9	16.7	16.9	15.8	16.9	17.2	15.8
	Group companies in Japan	-	-	-	-	-	-	-	-	-	-	-	-
Average yearly salary (thousands of yen)	Nippon Suisan Kaisha, Ltd.	8,333.80	-	-	8,020.50	-	-	7,994.57	-	-	8,005.06	-	-

Working Hours and Status of Use of Childcare Leave and Other Programs (Only Nippon Suisan Kaisha, Ltd.)

		FY2017			FY2018			FY2019			FY2020		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Working hours (per employee)	Total working hours (hours/year)	1,934.6	-	-	1,940.2	-	-	1,926.3	-	-	1,912.4	-	-
	Average overtime hours (hours/month)	17.1	-	-	19.3	-	-	19.3	-	-	15.7	-	-
	Average number of days of paid leave taken (days)	11.3	-	-	11.8	-	-	13.1	-	-	13.2	-	-
	Rate of paid leave taken	58.90%	-	-	64.04%	-	-	68.95%	-	-	69.43%	-	-
Childcare leave program	Childcare leave (persons)	22	0	22	19	3	16	19	7	12	38	20	18
	Rate of childcare leave taken	-	-	100%	-	-	100%	-	-	100%	-	60.6%	100%
	Rate of workers returning to work	100%	-	100%	94.70%	100%	93.80%	100%	100%	100%	100%	100%	100%
Other programs	Nursing care leave (persons)	0	-	-	0	-	-	0	-	-	0	-	-

Stakeholder Dialogue

Try to solve issues together with our stakeholders
This is the essence of the Nissui Group CSR activities.



The Nissui Group, aiming to solve key issues, has been engaged in numerous external communications with stakeholders and promoting activities while reminding ourselves to not become complacent.

○ Stakeholder Dialogue

■ Online Dialogue (FY2020)



Date

June 20, 2020

Theme

Diversity and Employee Health: Keystones of Business Management Strategies

Expert



Kaori Sasaki
CEO of ewoman, Inc.
CEO of UNICUL International, Inc.
Chair of International Conference for Women in Business

Opinions from the expert

Please see the following link for the details.
Sustainability Report 2020 (14.9MB) [PDF](#)

■ Featured Dialogue



Date

June 30, 2019

Theme

The Merits of a Global Partnership

Expert



Martin Exel
Seafood Business for Ocean Stewardship
(SeaBOS)
Managing Director

Opinions from the expert

Please see the following link for the details
Sustainability Report 2019 "Featured Dialogue" (954KB) [PDF](#)

■ The 4th Stakeholder Dialogue



Date

August 1, 2018

Theme

Concerning the survey results of the marine resources handled by the Nissui Group, as well as sustainable procurement and combating IUU fishing

Experts



Aiko Yamauchi
Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan (WWF Japan)



Yoshioki Oozeki, Ph.D.
Senior Adviser
Japan Fisheries Research and Education Agency

Opinions from the experts

Concerning the Survey Results of Marine Resources Handled by the Nissui Group

- You've put together some fantastic data...going to all that trouble is rare, even globally.
- Close to 40% of the marine resources Nissui procured were marine eco-labeled -certified. This is also meaningful for the operator as a way of validating one's own activities.

Concerning Sustainable Procurement and Combating IUU Fishing

- Creating a sustainable procurement mechanism that includes suppliers will also be effective in combating IUU fishing.
- Maintaining communications with suppliers will be a way for the company to avoid risk.

The 3rd Stakeholder Dialogue



Date

September 5, 2017

Theme

Sustainability of marine resources and sustainable procurement

Experts



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan (WWF Japan)



Keiichi Ushijima

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Opinions from the experts

- How to evaluate the impact of issues on future operations and share it with employees in the process of determining key issues.
- The question is what kind of leadership Japanese companies can show in the area of global marine resource management.
- There are cases of forced labor and child labor being involved in the procurement supply chain without the company's knowledge. Human rights violations will be a future management risk.
- Capacity building of supporting the improvement of a supplier's capabilities helps cultivate a lasting relationship.

The 2nd Stakeholder Dialogue



Date

September 6, 2016

Theme

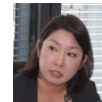
Key Issues of the Nissui Group

Experts



Makiko Akabane

Director, Japan
CSR Asia
Advisor
Japan NGO Center for International
Cooperation (JANIC)



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan (WWF Japan)



Yukiko Furuya

President
Consumer Conference for Sustainability (CCFS)
Standing Advisor
Nippon Association of Consumer Specialists

Opinions from the experts

- A global marine products company requires the perspectives of (1) conservation of the ecosystem, (2) the lives of fishermen and factory workers, (3) humane work styles (e.g. labor conditions) and (4) governance.
- In terms of food education and food loss, it is crucial to maintain a stance of the company solving issues together with the consumer, e.g. by making proposals that take into account the impact of consumer behavior.
- A global perspective is essential when dealing with hunger and food pillaging because of its security aspects.
- Measures are required such as articulating the relationship with SDGs.

I The 1st Stakeholder Dialogue



Date

February 12, 2016

Theme

“Nissui Group’s business management and CSR”

The type of CSR that the Nissui Group needs to reinforce

Experts



Eiichiro Adachi

Counselor

Head of ESG Research Center

The Japan Research Institute, Limited



Aiko Yamauchi

Leader

Oceans and Seafood Group

Conservation Division

The World Wide Fund for Nature, Japan (WWF Japan)



Yukiko Furuya

President

Consumer Conference for Sustainability (CCFS)

Standing Advisor

Nippon Association of Consumer Specialists

Opinions from the experts

- Product development requires not only the perspective of marketing but also solving social issues.
- “Labor” and the “Environment” are universal issues for the world’s seafood processing industry.
- Initiatives toward the resources should satisfy present needs while anticipating future needs.
- The direction which the organization is to take should be articulated (The stance toward initiatives will be called into question).
- The negative impact generated by the business must be disclosed and solutions should be considered.
- Verify the process of monitoring progress together with the stakeholders.

Comparative Table with GRI Standards

The following table describes data and information related to the items of the GRI standards from the viewpoint of convenience for readers, it doesn't indicate in accordance with the GRI standards.

Disclosures		Information
Organizational profile		
102-1	Name of the organization	Company Overview ▶
102-2	Activities, brands, products, and services	The Nissui Group's Businesses ▶
102-3	Location of headquarters	Company Overview ▶
102-4	Location of operations	Global Network (Japan) ▶ Global Network (Overseas) ▶
102-5	Ownership and legal form	Company Overview ▶
102-6	Markets served	The Nissui Group's Businesses ▶
102-7	Scale of the organization	Annual Securities Report (Japanese) ▶
102-8	Information on employees and other workers	Personnel/Labor Data ▶
102-9	Supply chain	The Nissui Group's Businesses ▶ CSR Procurement ▶ Approach to and Systems to Ensure Safety and Security ▶ Initiatives to Ensure Safety and Security ▶ Marine Products Business ▶ Food Products Business ▶ Fine Chemicals Business ▶ General Distribution Business ▶
102-11	Precautionary Principle or approach	Quality Assurance System ▶ Environmental Management ▶ Reducing Environmental Impact ▶ Biodiversity Preservation ▶ Risk Management ▶ The Survey of Procured Marine Resources Sustainability ▶ CSR Procurement ▶

Disclosures		Information
102-12	External initiatives	External Recognition ▶ Support for SeaBOS ▶ The First Japanese Company to be a Funding Partner of the GSSI ▶ Participation in Japan Project of WRI's "10x20x30" Food Loss and Waste Initiative ▶ Participation in and cooperation with outside organizations (CLOMA) ▶ The Nissui Group Human Rights Policy ▶ Procurement of Sustainable Palm Oil ▶ Gender Diversity in the Company's Decision-making Body ▶
102-13	Membership of associations	Support for SeaBOS ▶
Strategy		
102-14	Statement from senior decision-maker	Sustainability> Message from the President ▶ Message from the President and CEO ▶
102-15	Key impacts, risks, and opportunities	Annual Securities Report (Japanese) ▶ Determination of key issues ▶ Human Rights ▶ Business Risks ▶ Risk Management ▶ Information Security ▶ Compliance ▶ Labor Safety ▶ Post-disaster BCP ▶
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Company Profile ▶ Declaration on Action of CSR ▶
102-17	Mechanisms for advice and concerns about ethics	Basic policy for Internal Control ▶ Corporate Governance ▶ Compliance ▶

Disclosures		Information
Governance		
102-18	Governance structure	Corporate Governance ▶
102-19	Delegating authority	Corporate Governance ▶ CSR Promotion System ▶
102-20	Executive-level responsibility for economic, environmental, and social topics	CSR Promotion System ▶
102-21	Consulting stakeholders on economic, environmental, and social topics	Approach to and Systems to Ensure Safety and Security ▶ CSR Promotion System ▶
102-22	Composition of the highest governance body and its committees	Annual Securities Report (Japanese) PDF Company Overview & Executive Team ▶ Corporate Governance Report (Japanese) PDF NOTICE OF THE 106th ORDINARY GENERAL SHAREHOLDERS' MEETING PDF NOTICE OF RESOLUTIONS (Japanese) PDF
102-23	Chair of the highest governance body	Corporate Governance Report (Japanese) PDF NOTICE OF THE 106th ORDINARY GENERAL SHAREHOLDERS' MEETING PDF NOTICE OF RESOLUTIONS (Japanese) PDF
102-24	Nominating and selecting the highest governance body	Corporate Governance Report (Japanese) PDF NOTICE OF THE 106th ORDINARY GENERAL SHAREHOLDERS' MEETING PDF NOTICE OF RESOLUTIONS (Japanese) PDF
102-25	Conflicts of interest	Corporate Governance Report (Japanese) PDF Annual Securities Report (Japanese) PDF
102-27	Collective knowledge of highest governance body	Corporate Governance Report (Japanese) PDF
102-28	Evaluating the highest governance body's performance	Corporate Governance Report (Japanese) PDF
102-29	Identifying and managing economic, environmental, and social impacts	Determination of Key Issues ▶ Stakeholder Dialogue ▶ Risk Management ▶
102-33	Communicating critical concerns	Risk Management ▶ Initiatives to Identify Compliance Issues ▶ Corporate Governance Report (Japanese) PDF

Disclosures		Information
102-34	Nature and total number of critical concerns	Initiatives to Identify Compliance Issues ▶
102-35	Remuneration policies	Annual Securities Report (Japanese) PDF Corporate Governance ▶
102-36	Process for determining remuneration	Annual Securities Report (Japanese) PDF Corporate Governance ▶
102-37	Stakeholders' involvement in remuneration	Annual Securities Report (Japanese) PDF
Stakeholder engagement		
102-40	List of stakeholder groups	The Nissui Group's CSR Initiatives ▶ Stakeholder Communication ▶
102-42	Identifying and selecting stakeholders	Stakeholder Communication ▶
102-43	Approach to stakeholder engagement	Stakeholder Communication ▶ For the Customer ▶ For the Employee ▶ For the Business Partner ▶ Corporate Citizenship ▶
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Securities Report (Japanese) PDF
102-46	Defining report content and topic Boundaries	Determination of Key Issues ▶
102-47	List of material topics	Determination of Key Issues ▶ The Vision Targeted in 2030 ▶
102-50	Reporting period	Editorial Policy ▶
102-51	Date of most recent report	Editorial Policy ▶
102-52	Reporting cycle	Editorial Policy ▶
102-53	Contact point for questions regarding the report	Editorial Policy ▶
102-55	GRI content index	This table

Disclosures		Information
Management approach		
103-1	Explanation of the material topic and its Boundary	Determination of Key Issues ➤
103-2	The management approach and its components	Determination of Key Issues ➤ Stakeholder Dialogue ➤ Sustainability Report 2020 (Digest Version) 
Economic Performance		
201-1	Direct economic value generated and distributed	Annual Securities Report (Japanese) 
201-3	Defined benefit plan obligations and other retirement plans	Annual Securities Report (Japanese) 
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Regional Contribution Activities ➤
203-2	Significant indirect economic impacts	Participation in the Salmon/Trout Aquaculture Commercialization Test in Iwate Prefecture ➤
Energy		
302-1	Energy consumption within the organization	Environmental Data ➤
Water and effluents		
303-1	Interactions with water as a shared resource	Environmental Data ➤
303-2	Management of water discharge-related impacts	Environmental Data ➤
303-3	Water withdrawal	Environmental Data ➤
303-4	Water discharge	Environmental Data ➤
303-5	Water consumption	Environmental Data ➤

Disclosures		Information
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Participation in “Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)” ➤ Preservation Activities of Utsunuki Green Zone ➤
304-2	Significant impacts of activities, products, and services on biodiversity	Survey of Procured Marine Resources Sustainability ➤
304-3	Habitats protected or restored	Participation in “Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)” ➤ Preservation Activities of Utsunuki Green Zone ➤
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Preservation ➤
Emissions		
305-1	Direct (Scope 1) GHG emissions	Environmental Data ➤
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data ➤
305-4	GHG emissions intensity	Environmental Data ➤
305-5	Reduction of GHG emissions	Reducing Environmental Impact ➤ Environmental Data ➤
305-6	Emissions of ozone-depleting substances (ODS)	Reducing Environmental Impact ➤ Environmental Data ➤
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data ➤
Effluents and Waste		
306-1	Water Discharge by Quality and Destination	Environmental Data ➤
306-2	Waste by type and disposal method	Environmental Data ➤

Disclosures		Information
306-2	Waste by type and disposal method	Environmental Data >
Employment		
401-1	New employee hires and employee turnover	Personnel/Labor Data >
401-3	Parental leave	Personnel/Labor Data >
Occupational Health and Safety		
403-1	Occupational health and safety management system	Labor Safety >
403-4	Worker participation, consultation, and communication on occupational health and safety	Labor Safety >
403-5	Worker training on occupational health and safety	Labor Safety >
403-6	Promotion of worker health	Employee Health >
403-9	Work-related injuries	Labor Safety >
403-10	Work-related ill health	Labor Safety >
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development >
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Corporate Governance Report (Japanese)  Annual Securities Report (Japanese)  Corporate Governance >
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights >

Disclosures		Information
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights >
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights >
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Regional Contribution Activities >
Supplier Social Assessment		
414-2	Negative social impacts in the supply chain and actions taken	CSR Procurement >
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Containers and Packaging/Waste > Taste Research for a Better-tasting, Healthier Daily Diet >
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no applicable incidents in FY2020 (Coverage: Nippon Suisan Kaisha, Ltd.).

External Recognition

○ Index/External Recognition

FY2020

Index

	Name	Company name	Details	
Index	SNAM Sustainability Index	Nippon Suisan Kaisha, Ltd.	This is an index created by Sampo Japan Nipponkoa Asset Management Co., Ltd. (SNAM). The SNAM Sustainability Index is a proprietary evaluation system that leverages the experience and insight of Sampo Risk Management Inc. (Environmental surveys) and Integrex Inc. (Social and governance surveys).	

External Recognition of Initiatives

	Name	Company name	Details	
Social	2021 Health & Productivity Stock Selection	Nippon Suisan Kaisha, Ltd.	The Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) have been jointly selecting exceptional TSE-listed enterprises engaged in health and productivity management in which enterprises focus on and strategically carry out efforts regarding their employees' health from a management perspective as brands under the Health & Productivity Stock Selection program. Basically one company from each industry is chosen from among the companies focusing on employees' health from a management perspective and strategically carrying out efforts toward employee health. Nippon Suisan Kaisha, Ltd. was selected for the third consecutive year in the agriculture, forestry and fisheries industries.	
Social	Kurumin Mark Certification	Nippon Suisan Kaisha, Ltd.	Pursuant to the Act on Advancement of Measures to Support Raising Next-Generation Children, companies and the national and the local governments are required to formulate action plans to support the healthy development of next-generation children. The "Kurumin" mark certification is awarded by the Minister of Health, Labour and Welfare to companies that have achieved the targets set forth in the action plan and that have met certain standards. Nippon Suisan Kaisha, Ltd. has been certified by the Minister of Health, Labour and Welfare as a company making efforts to support childcare since May 2010.	



The Nissui Group upholds preservation of biodiversity for its Environmental Code.

The cover design shows ocean world and creatures dwelling there that are the foundation of the Nissui Group's operations. It expresses our determination to maintain a bountiful and sustainable ocean, and bequeath to future generations.

Nippon Suisan Kaisha, Ltd.

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