






	Important Issues	SDGs Development Goals	Key Practical Items	Status of the Key Initiatives in Fiscal 2024
E (Environment)	Initiatives to preserve the environment We are committed to promoting environmentally friendly products and services and to actively pursue energy and waste reduction.		Monitoring and reduction of energy usage/CO ₂ emissions	While comprehending and monitoring the energy usage by each group company's factory and office, we worked for the reduction by implementing energy-saving measures, such as the improvement of facilities. We also worked to reduce CO ₂ emissions by promoting modal shift.
			Introduction of energy-saving equipment	We introduced energy-saving transformers for the high voltage substations and proceeded with the complete shift to the use of LEDs for lighting facilities, and some of our subsidiaries introduced electric and hybrid vehicles as company vehicles.
			Introduction of photovoltaic power generation	We continued operating the photovoltaic power generation systems introduced in two locations within the premises of the headquarters (the rooftop of the AB mill building in the flour milling plant and the rooftop of the development center in the headquarters), and secured the amount of power generation, which was 54,367 kWh. In addition, the electricity generated by these systems is stored in the power storage facility, and we built the mechanism to be able to use it in the event of a disaster.
			Introduction of the groundwater filtration system	To be able to maintain and secure water supply in the event of a disaster, we continued the water supply lifeline with two sources of a groundwater filtration system and prefectural water and stably operated them.
			Pretreatment and segregated management of drainage and drain oil	By continuing the monthly inspections by the external specialized vendor, in addition to the daily inspections within the company, we confirm that there is no abnormality in the facilities and processing/management conditions as needed.
			Promotion of the reduction and recycling of various waste materials	We put effort into the promotion of the reduction of generation and recycling of used packaging materials, residual organic solvents, waste powder, sample powder for testing, and production losses. At the chilled food manufacturing subsidiary, they worked to suppress the generation of non-conforming products by improving the production processes and thoroughly implementing various types of education and training.
			Acquisition of the RSPO certificate for Rheopearl products	Regarding the <i>RSPO</i> certification system for sustainable procurement of palm oil, which is the raw material for Rheopearl, we had a renewal audit and continued the acquisition of the certificate.
S (Society)	Stable Supply of Products and Securing of Quality/Safety To provide safe and high-quality products to customers, we comply with the relevant laws, such as the Food Sanitation Act, strive for securing of safety and quality in manufacturing and developing products, and provide more value-added products.		Thorough safety and health management/quality management and daily facility maintenance	Each factory regularly inspected the metal detector and magnet, conducted the allergen tests at the time of switching production items, and took initiatives toward the securing of safety. Furthermore, to sophisticate the food safety management system, we went through the renewal screening of and continued the certification of FSSC 22000.
			Thorough quality management after shipping products	We put effort into the appropriate inventory management, eradication of delayed deliveries and delivery errors, and compliance with the cargo handling procedures at the time of transporting/delivering products. At the same time, we conducted hygiene inspections at the stock points all over Japan and commission manufacturers of our products, took corrective measures as needed, and continued the initiatives to thoroughly implement appropriate management of the products shipped.
			Development/sale of the health-oriented food products and environment-friendly food products	We deployed the initiatives aimed at entering into the health-oriented food market by utilizing grain materials and processing technologies. In particular, we started selling “Gran Quintet” and whole Job’s tears flour including the outer husk, and developed and proposed texture improvement preparations for plant-based foods (PBF), such as plant-based milk. We also put effort into promoting the effective use of environment-friendly plant-derived raw materials.
			Countermeasures for the suspension of the product shipment by building the BCP	To avoid business stagnation when an emergency occurs in the worst case of a natural disaster, the flour milling department continued operating the emergency power generator and rechargeable batteries introduced as the response to bulk shipment of products during power outages.
			Acquisition of the halal certificate for the products	We underwent renewal audits and maintained halal certification at both the milling factory and the cosmetic material factory.
	Creating the Pleasant Working Environment We comply with the labor-related laws and regulations, strive for the maintenance of the safe and pleasant workplace environment, and practice the respect for human rights and fair treatment.		Employees’ health management/safety and health management, as well as the improvement of the environment for female employees to pleasantly work	By properly operating maternity leave/childcare leave, the shortened working-hour system, and other systems from the users’ perspective and practicing the General Employer Action Plan to concurrently pursue work and childrearing, we worked on the encouragement of taking childcare leave by male employees (two employees against three employees in the plan) and the reduction of the overtime working hours and actively proceeded with the creation of the workplace environment for the improvement of the work-life balance and the promotion of women’s active participation.
			Active utilization of senior human resources	We changed from the reemployment system after retirement to the job-type reemployment and continued improving the working conditions and working environment so that senior human resources can effectively demonstrate their knowledge and skills.
			The Certified Health & Productivity Management Outstanding Organization	We have been focusing on the improvement of various systems for employees’ health promotion, were certified as the Health & Productivity Management Outstanding Organization supervised by the Ministry of Economy, Trade and Industry in fiscal 2018, and since then, we have been certified every year.
			Initiatives for the promotion of creating new technologies	While improving the employee incentives by subsidizing patent applications and the reward system, we promote the creation of new products and technologies, as well as the patent search/application work as needed.
	Social/Local Contribution Activities We are aware of our social responsibility as a good corporate citizen and harmonize with and contribute to the development of society.		Support for humanitarian aid NPOs and community funds	We continued to invest in World Vision Japan, a specified nonprofit corporation, and the Himawari High-Tech Venture Development Foundation, a public interest incorporated foundation. In addition, each of our subsidiaries provided support, such as giving relief supplies and making donations, to food bank organizations, international cooperation NGOs, disaster relief efforts, and forest conservation projects.
			Branding of wheat and rice produced in Chiba Prefecture Promotion of the initiatives for local production for local consumption	We proceeded with the commercialization of and sales activities for flour Fusanomugi, which is 100% wheat produced in Chiba Prefecture, and worked on the commercialization of and sales activities for the rice-related products, such as MaiWheat rice flour utilizing the grain raw material produced in Chiba Prefecture as well as Adlay seed (Job’s tears)-related products.
			Active creation of local employment	We have been selected as the <i>Regional Leading Company for the Future</i> , which is promoted by the Ministry of Economy, Trade and Industry, and have been striving to fulfill our functions, such as the transmission of new added value from the region and active employment of regional human resources.
G (Corporate Governance)	Internal Control / Corporate Governance We comply with various rules, such as the laws and regulations, articles of incorporation, and company rules, respect for the social rules, and conduct corporate activities with social common sense.		Compliance with the laws, regulations, and ordinances concerning our business	We regularly held the Compliance Committee, Risk Management Committee, and Legal Compliance Management Subcommittee and practiced/deployed the initiatives based on each Committee’s fiscal year plan. In addition, each of our subsidiaries has been putting effort into complying with the relevant laws, regulations, and ordinances by the same committee structure.
			Fair, equal, and honest transactions with each business partners	Under the company rules, such as the various rules concerning purchasing and sale, the code of conduct, the action guidelines, and the compliance rules, we strived for the thorough implementation of fair, equal, and honest transactions.
			Strict management of various information and thorough implementation of the prevention of leakage	We thoroughly disseminated the company rules concerning various information and strived for the enhancement and thorough implementation of various information management by regularly updating the personal data handling ledger and the list of management documents and implementing education and training for system security.
			Regular implementation of the internal audit	Based on the Internal Audit Regulations, we implemented internal audits of each department and committee in the headquarters in a planned manner, as well as our group companies and confirmed the execution status of the prioritized operations and the status of the compliance with the laws, regulations, and rules, and the appropriateness of each committee’s activity status. Regarding the items of improvement instructions indicated to the audited departments by audit, we promptly and accurately proceeded with the organization and improvement responses.