

# Sustainability

Enhancement of enterprise value over the long term  
-Aiming to gain the trust from society in  
a sustainable manner-



▶ Featured: Prevention of infectious diseases



▶ Featured: Cow healthcare management

## ▶ The Meiji Group's Approach to CSR

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## Meiji Group Policy

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# A Discussion between the President and an Outside Expert



Akiyama: Society's views on socially responsible investment and investments in Environment, Social and Governance (ESG) have changed over the past 10 years.

Investors have a common view of becoming too important to ignore social aspect including environment when they assess company. Investors are coming have the common view that CSR and environmental activities cannot be ignored when assessing a company. Japanese investors are interested in ESG investment because Government Pension Investment Fund signed Principles for Responsible Investment which United Nations support in 2015.

In Japan, the focus on ESG grew when the Government Pension Investment Fund cosigned the Principles for Responsible Investment supported by the United Nations in 2015.

Matsuo: In the long-term, companies that fail to consider social aspects will be eliminated from consideration.

Akiyama: I think that long-term investment investments will expand as a whole but short-term investment investments will remain. The company have to show the visions to raise long-term company's value by initiative of ESG.

Companies will be expected to demonstrate their vision for increasing long-term corporate value through ESG initiatives. Companies able to meet the expectations of ESG investments are those capable of implementing the following three steps. The first step is what is important as an agenda offor ESG. The second step is that we, can we develop inovation which innovation that can solveachieve the agenda of ESG? The third step is, we have to explain what it means. The third step is we have to explain what it means.

In 2016, the This is because Meiji Group celebrated its 100th anniversary. This repeatedachievement is the result of the Meiji Group repeatedly making innovations to tackle all kinds of issues.

Matsuo: That is right. After World War II, we launched Japan's first infant formula and developed antibiotics which contributed treatment of tuberculosis lean days. I think that mainstay businesses isare close to resolve agendaresolving the agendas of ESG. I feel strongly that it has only been 100 years. I would like to telldiscuss our long-term vision inwith the perspective of the next 100 years. We prepared the Meiji Group 2026 Vision (outline) as a first step. We established an overseas sales ratio isof 20% or more as one of the targets in the Meiji Group 2026 vision. In Japan, domestic market is decreasingcontracting, because the population is decreasing. We are improving our unique strengths and offer our products'the value of our products to overseas markets. We strengthen our engagement in the health and preventative domain and propose new health value in Japan and around the world as new challenges in the health value domain. We contribute the extension of

healthy lifespan by R&D and innovation in step with the quicklyrapid aging of the population. That is the issue of not only the company but also country.

Akiyama: In terms of population ageing, Japan is a super-advanced nation. If we can contribute to the extension of healthy lifespan in Japan, we can contribute overseas.

Meiji's unique strength is strengths are developing food and the pharmaceutical businesses. Eating improveimproves health and medicine is applied to prevention and treatment. Those should be cooperatedlinked.

#### Profile

Wone Akiyama

Graduated from Keio University Faculty of Economics.

After work at a foreign securities firm, in 1999 Akiyama worked for the US subsidiary of an independent securities firm. In June 2001, Akiyama established Integrex Inc., which promotes SRI and CSR, where she serves as representative director.



Meiji Group initiatives related to resolving ESG issues

Akiyama: Tell us about current initiatives related to resolving ESG issues.

Sanuki: Each era requires different drugs.

Matsuo: With procurement, for example, we are conducting Meiji Cocoa Support (MCS) activities, which support cacao farmers in Africa and Latin America. We will procure high-quality cocoa beans and provide customers with the delicious chocolate. Our efforts to help increase production include providing farmers with opportunities to learn about cultivation technology, insect-pest control, and establishing seedlingseedling-supply centers. In addition, we assist in raising farmers' standard of living by digging wells for communities and donating desks and chairs to elementary schools. Sustainable procurement is not possible without the development of the entire region.

Akiyama: MCS contributes to stable procurement by contributing to the region. It is a wonderful initiative that is a win-win for both the cacao farmers and the Meiji Group. Also, a perspective of protecting the environment is critical to sustainable procurement.

Matsuo: Through MSC, we continue the support that promote initiatives such as agroforestry that do not place a burden on the environment. At the same time, considering the future impact on climate change, I believe we should consider beginning support in Asia and other regions.

Akiyama: We also need new ideas.

Matsuo: We also need to address population ageing by focusing on new challenges in the health value domain. Related to food and pharmaceuticals you mentioned as our strengths, over the next 10 years I want us to challenge ourselves to the three themes of gut flora, the gut-brain connection, and antiaging. I also want to focus on R&D related to infectious disease prevention and treatment.

Akiyama: This is an important issue. The products just mentioned – infant formula, chocolate, confectioneries, antiaging, and pharmaceuticals – are Meiji Group products that affect customers, from children to the elderly, throughout their entire lives.

Matsuo: Exactly. Our customers represent a broad range of age groups. Our products are with our customers throughout their lives so we are always aware that any negative incidents will lead to a loss of trust. We will continue earning the trust of our customers.

Akiyama: Trust is the foundation of a company's existence. The Meiji Group strongly reinforces food safety and fundamental compliance. However, as the company grows in scope, ensuring the sharing of our Group philosophy among employees becomes an issue. If we conduct overseas business, it's important.

Matsuo: Because one of our vision targets is to increase our overseas sales ratio, overseas employees are increasing in Meiji Group. Diversity is important issue to realizing this. It is important for each employee to approach their work with sense of having a mission as a Meiji Group employee.



Akiyama: In Japan, there tends to be a misunderstanding that “there must be diversity.” However, that is not the case. We want employees who embrace and support the company’s fundamental values and Group philosophy. Beyond that, it is important to embrace diverse thinking and workstyles towards realizing our philosophy. Overseas, avoid forcing the Japanese way of doing things, and respect local culture, religion, and customs. It is important that we share our Group philosophy and foster the development of people who love working for the Meiji Group.

Elevating “meiji” into a brand that is recognized internationally  
Employees’ commitment to ensuring safety, reliability, and quality is essential.

Matsuo: Lastly, I please talk about your expectations of us.

Akiyama: As was discussed earlier, contributions to the prevention and treatment of infectious diseases are a critical global issue. We have great expectations for your company. To increase fans, I want you to disseminate stories about your products and the value you provide. There are many consumers who like Meiji Group products. However, people do not know how products are made and the stories behind these products. I think you can increase fans by attaching stories to your products to convey details about MCS and other such activities and philosophies embraced by the Meiji Group. Listening to you, I realized that the Meiji Group is challenging itself to numerous endeavors. I hope that Meiji becomes a brand that is not only known in Japan, but also widely known international so that when someone sees the Meiji logo, they immediately recognize it as the Meiji brand.

Matsuo: Our plant tour and food education activities provide experiential learning and convey such stories. However, this is only to a limited audience. Moving forward, I will incorporate this opinion into future information dissemination. We will continue applying the strengths of the Meiji Group toward contributing to the physical and mental health of customers around the world. Thank you for your time today.

# Featured: Cow healthcare management

Approach based on veterinary drugs and feed



The Meiji Group provides various products and services to dairy and livestock farmers. This role is undertaken by Meiji Seika Pharma Co.,Ltd., which operates a veterinary drug business, and Meiji Feed Co., Ltd., a manufacturer specializing in cattle feed. Partnering to generate synergy and make meaningful contributions – This was the motivation that launched this collaborative effort in the Kyushu Region.



Kazuhiko Hirose  
Animal Health Dept.  
Agricultural and Veterinary Division  
Meiji Seika Pharma Co., Ltd.



Hirofumi Matsugasako  
Corporate Development Dept.  
Meiji Feed Co., Ltd.

Meiji Seika Pharma Co., Ltd.  
Veterinary drug knowledge



Meiji Feed Co., Ltd.  
Feed and nutrition knowledge

## Why did you start working together from Kyushu?

Hirose: The starting point was a seminar held in 2011. We got to know each other and quickly were able to establish a system for collaborating. Members of both companies visit customers together and hold joint seminars. Staff contact each other and share information.

Matsugasako: Our collaborative development of cow feed is example of synergy. This mixed feed contains chelate minerals, which helps milking cows and calves better absorb essential



nutrients and minerals. It is popular among our customers. Moreover, Meiji Feed Co., Ltd. obtained a distribution license for veterinary drugs to offer products related to barn sanitation and disinfectant products. Meiji Feed Co., Ltd. can advise customers based on the knowledge of Meiji Seika Pharma Co., Ltd.

Hirose: Local staff proposed measures to prevent flies in farms. It is gaining popularity among our customers. We propose fly repellents to our customers to prevent the growth of cattle flies and *Musca domestica*, which can cause stress to cows. Our sales staff conducts seminars to support our customers. The staff of both companies unite to create a unified support structure.

## What benefits do you find in working together?

Hirose: The main target of Meiji Seika Pharma Co., Ltd. is pig farmers. We could not increase in sales on the cattle market, because business to dairy and livestock farmers was minor. We were able to expand our business domain significantly by working with Meiji Feed Co., Ltd., who specialize in cow feed. Meiji Seika Pharma Co., Ltd. can provide support related to veterinary drug and Meiji Feed Co., Ltd. can provide support related to feed and nutrition. Regardless of the issue, the Meiji Group can solve any customer problem immediately. Customers rely on us more.

Matsugasako: Meiji Feed Co., Ltd. can expand trade with corporate cow farmers, which was minor target previously. Mutually contributing to our respective sales is an advantage for Meiji Group. Our business depends on customer growth. It is satisfying to hear that customer production and operations are going well.

## What are your future plans?

Matsugasako: We started this initiative from the Kyusyu area. Customers in other areas have the same problems as those in the Kyusyu area. We want to expand to all areas in Japan. Employees who experienced the synergy in Kyusyu are implementing similar initiatives at the locations of their new assignments.

Hirose: We can improve the taste of fresh dairy and the value of Meiji brand products by supporting the care of animals and solving customer problems. Our synergy is our unique strength which other companies cannot emulate. We want to expand to all areas of Japan.

### Voices from our partner

#### The Meiji Group supports the health of our cows.



Mr. Tetsushi Kikunaga (left)  
Mr. Tetsuro Kikunaga (right)

We manage a two-generation farm and breed seventy cows. The labor-intensive nature of dairy farming is a concern but our greatest desire is to raise healthy cows. Cow health management is important because the physical condition of the cows influences the quality and quantity of raw milk. Meiji Group representatives come to see the conditions of our cows and provide advice on feed production and cow comfort. As the temperature rises, flies are a problem because they cause stress to cows. Accurate advice on preventing flies and regarding sanitary control are useful for improving the dairy farming environment. We hope the Meiji Group will continue supporting cow growth and improvements to dairy farming environments. We challenge ourselves to the sustainable production of good quality raw milk.



Linkage with SDGs



# Featured:Prevention of infectious diseases

Approach from medical care and sanitary practices



For many years, the Meiji Group has tackled the prevention of infectious disease to promote medicine and healthy living. Meiji Seika Pharma Co., Ltd. develops and distributes topical antiseptic agents. On the other hand, Meiji Co., Ltd. sells medicinal mouthwashes and vulnerary as OTC drugs. In 1961, the Meiji Group developed povidone iodine formulation for the first time in Japan.

Povidone iodine formulation achieves high antimicrobial activity and virucidal activity with low dermal irritation. The Meiji Group has developed a topical solution for cleaning surgical sites, a scrub for washing hands, and medicinal mouthwashes that are used in clinical practice. In a time when mouth-washing in the home was not common, the Meiji Group helped promote mouth-washing through communication with customers.

Since fiscal 2016, we have conducted seminars on hand and mouth-washing for primary school children as part of our food awareness campaign. We popularized the common practice of gargling for primary school children through our food awareness campaign.

## Contribute to people's health through the comprehensive prevention of infectious diseases



The main feature of our povidone iodine is high-quality. The Meiji Group uses proprietary, high purity ingredients. We produce a topical solution for sterilization in a tightly controlled environment. In 2016, we began offering high quality drugs at low prices as generic drugs produced under the same tightly controlled environment as brand-name drugs. Some 56 years have passed since the development of povidone iodine. We have clinical data and broad knowledge.

Our strength is our ability to offer accurate information as soon as it is required by medical institutions. Recently, we sent information to medical institutions about preventing infections acquired in hospitals. In fiscal 2016, we held 875 seminars.

The Meiji Group has developed povidone iodine through cooperation between our R&D, production, quality control, and sales. We conduct joint meetings joined by staff from some twenty departments.

We can create new product value by sharing information on status and approaches. The Meiji Group strives to contribute to comfortable and healthy lives through the comprehensive prevention of infectious diseases.

## Our educational activities related to mouth-washing support the healthy growth of children

The Meiji Group supports the healthy growth of children by educating on sanitary practices of hand and mouth-washing. We conduct seminars on hand and mouth-washing through our food and nutrition education activities across the country. It is important to learn for children hand and mouth-washing as part of developing self-dependence. Staff who teach hand and mouth-washing learn how to make primary school students interested in mouth-washing.

Staff asks students how far they think bacteria spreads when they sneeze and then measures the distance to which bacteria spreads. Students experience gargling for fifteen seconds.



Hearing from teachers after the seminar that students line up at the hand and mouth-washing station before lunch gives seminar staff a self of satisfaction. We distribute calendars and seals to promote gargling at home. To prevent infectious diseases, we hope that children will continue practice hand and mouth-washing at school and home, and live a healthy life.

### Voice from teachers and schools

#### Appreciation of fun interactive classes



Yoshio Morimoto  
Sky School Support Network Center,  
Specified Non-profit Corporation  
President

Sky School Support Network Center, a Specified Non-profit Corporation, offers schools fun interactive classes conducted by companies and volunteers to give children the fortitude to live.

We have conducted Fun Milk Classes at many schools since the Meiji Group began offering Fun Milk Classes six years ago.

Children practice and study fun hand and mouth-washing to prevent infectious diseases.

I appreciate very much that the Meiji Group offers important classes for children to promote a healthy school life.

### Voice from Medical Institute

#### Hope continual educational activity



Hiroyuki Kunishima M.D., Ph.D. Professor  
Department of Infectious Disease  
St. Marianna University School of Medicine

I provide medical care at a hospital and teach infectious diseases at medical school.

In the past, I have experienced the influenza pandemic and the Great East Japan Earthquake in the Tohoku Region. Since cooperating with government to prevent infectious disease, I have been focused on research in preventing infectious diseases and regional cooperation.

We have established a framework of using topical antiseptics to prevent infections acquired in hospitals. Measures for social welfare facilities are not yet complete. Regional cooperation and teaching strategies for the prevention of infection to children are important. I hope that the Meiji Group will continue its unique educational activities.

Meiji Seika Pharma Co., Ltd.

Knowledge regarding the prevention of infectious diseases  
accumulated in medical institutions over the years



Meiji Feed Co., Ltd.

Educational activities to support daily healthy lifestyles

#### History of Meiji medicinal mouthwash



Meiji Group obtained authorization to expand  
povidone iodine formulation in 1961.  
Moreover, we developed an OTC drug and  
launched gargle medicinal mouthwash in  
1983.



Linkage with SDGs

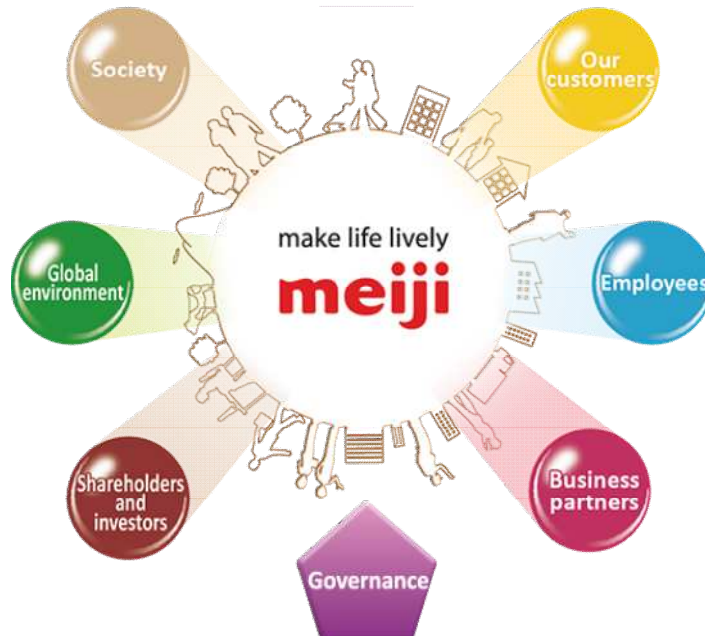
# The Meiji Group's Approach to CSR

## Our target profile — a corporate group essential to and trusted by its stakeholders

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The basis of "the Meiji Group's Approach to CSR" is to fulfill corporate social responsibility (CSR) by putting the Group Philosophy into practice on a day-to-day basis in mainstay businesses and by remaining a corporate group society needs.

Each Meiji Group employee will advance activities based on the Corporate Behavior Charter to meet stakeholders' expectations and continue fulfilling social responsibilities.



### Our Customers

Our customers demand healthy and reliable products. We stay closely in tune with our customers' feelings, providing safe, high-quality products and services that contribute to our customers' qualities of life.

### Society

Tastiness, Enjoyment, Health, and Reassurance. As a responsible corporate citizen we believe in delivering value and enriching society. As part of our mission, we understand the value of communicating with society and respecting human rights.

### Global Environment

We are fully aware that our business operations depend upon the bounty of nature. We strive to conserve resources, protect the environment, and contribute to a more sustainable society.

### Shareholders and Investors

We engage in sound and transparent business management. We communicate with shareholders and investors, and disclose information in a timely and appropriate manner.

## Employees

We respect the diversity and individuality of employees and strive to develop safe and comfortable workplace environments. We believe in a creative and vibrant corporate culture that values dynamic communication.

## Business Partners

Mutual trust is essential to business. We emphasize fair, transparent, and free competition. Furthermore, we communicate openly with our business partners to ensure that procurement and transactions are friendly to the environment and society.

# CSR Management Framework

The Meiji Group's CSR management framework addresses governance and company stakeholders in six categories—customers, employees, shareholders and investors, business partners, the global environment, and society. This framework guides the discussions and initiatives advanced by our Group CSR Committee.

## Group CSR System

The Meiji Group CSR Committee comprises senior officers from Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. It also includes CSR affiliates from each company. The committee is chaired by the president of Meiji Holdings, and vice-chaired by the presidents of Meiji and Meiji Seika Pharma. The committee promotes CSR management for the entire Group.

The committee is tasked with preparing the Group's basic CSR policies, monitoring the progress of activities at individual companies, and providing guidance and support in regards to relevant issues. The committee meets three times a year. The committee's discussions are based on the Meiji Group's System of Principles and Stakeholder Policy, and reflect ISO 26000 international standards for corporate social responsibility. A CSR Secretariat has also been established underneath the Group CSR Committee. The secretariat holds monthly meetings that aim to improve CSR through the sharing of information. The secretariat consists of CSR staffs from each department at Meiji Holdings as well as from the two major operating companies.

The Meiji Group CSR Committee's discussions are based on Sustainable Development Goals, which include issues such as climate change and sustainable procurement. The CSR secretariat holds monthly meetings that aim to improve CSR through the sharing of information. The CSR secretariat informs the board of directors about the group CSR activities twice a year.



# CSR Management Plan

## 2017 Group CSR Medium-Term Management Plan

The Meiji Group promotes activities based on the 2017 Group CSR Medium-Term Management Plan, which was prepared by the Group CSR Committee.

In the fiscal year ending March 2018, the final year of the plan, individual employees will implement action plans established at each worksite to improve the CSR activities.

2017 Group CSR Medium-Term Management Plan	Activities planned for the fiscal year ending March 2017	
Theme	Theme	Summary
Increase communication with stakeholders	[Employees]	■ Revise support rules for childrearing and staff rules and regulations
	promote women's active participation	■ Enhance the follow-up system for employees returning to work after maternity or childcare leave
	[Business partners]	
	Initiatives for sustainable procurement	■ Survey of domestic primary suppliers
	[Shareholders and investors]	■ Enhance information related to the environment, society, and governance in the annual report
	Disseminate non-financial information widely	■ Response to ESG survey
	[Global environment]	■ Established the Meiji Group Environment Committee in April 2016
	Protect the environment, Groupwide	■ Promote environmental activities by monitoring data at our plants around the world
Establish and expand foundations for CSR activities	[Society]	■ Reinforce the Meiji Group Policy on Human Rights among employees through training for new employees and training for managers
	Respect for human rights	
		■ Established the Meiji Group Policy on Human Rights in April 2016
		■ Established the Meiji Group Procurement Policy in April 2016
		■ Established the Meiji Group Policy on Occupational Health and Safety in April 2017

### Establishment of the Meiji Group Policy on Human Rights

The Meiji Group established the Meiji Group Policy on Human Rights in April 2016. We believe it is important to show a clear corporate stance on human rights to grow our businesses globally.



Therefore, based on this policy, we will respect the basic human rights of all stakeholders and make intensive efforts to mobilize suppliers and other parties involved in supply chains.

#### Establishment of the Meiji Group Procurement Policy

We established the Meiji Group Procurement Policy in April 2016. We understand the need to consider such social responsibilities as human rights and the environment in relation to procurement. Based on this policy, we will build cooperative, trusting relationships with business partners and achieve socially responsible procurement.

#### Establishment of the Meiji Group Policy on Occupational Health and Safety

The Meiji Group established the Meiji Group Policy on Occupational Health and Safety in April 2017. We ensure workplace safety and are committed to helping maintain and improve employees' health. We provide safe, comfortable workplace environments to all employees and others working at the Meiji Group.

#### Initiatives planned for the fiscal year ending March 2018

In the fiscal year ending March 2018, the Meiji Group will promote activities based on initiatives the Group CSR Committee established for five types of stakeholders. We will select the materiality since the fiscal year ending March 2019 based on external experts feedback.

Theme	Initiatives planned for the fiscal year ending March 2018
[Business partners]	■ Develop action plans based on assessment of procurement of critical raw materials
Initiatives for sustainable procurement	■ Continuous survey of domestic primary suppliers
[Shareholders and investors]	■ Expand response to ESG survey
Disseminate non-financial information widely	■ Participate in Environmental Reporting Platform Development Pilot Project of Ministry of the Environment
[Global environment]	■ Establish Group environment targets
Protect the environment, Groupwide	■ Develop action plans based on assessment of water risk ■ Develop initiatives based on assessment of biodiversity
[Society]	■ Expand into our domestic group companies
Respect for human rights	■ Reinforce policies among employees through training
[Society]	■ Continuous support for areas struck by disaster
support for areas struck by disaster	

## VOICE

The 2030 agenda was established for both the Sustainable Development Goals and the Paris Climate Agreement which the United Nations adopted in 2015. The long-term vision and idea are important for the initiatives of CSR. We will establish the Meiji Group CSR long-term vision. This long-term vision is an important policy towards improving CSR activities. We will establish this long-term vision based on not only internal feedback but also feedback from external experts.

We will develop action plans in the 2020 Group CSR medium-term management plan.



**Jun Furuta**

Meiji Holdings Co., Ltd.

Member of the Board and Executive Officer

General Manager, PR & IR Department

# CSR Promotion

## External Dialogues and Educational Activities

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### Holding Workshops with Experts

The Group CSR Committee holds workshops with outside professionals. We invited Mr. Hiroshi Tomita, the manager of Cre-en Inc., to a workshop in July 2017. Mr. Tomita gave a seminar about applying Sustainable Development Goals towards business.



Hiroshi Tomita's seminar

### Informing Employees

The Meiji Group strives to keep employees informed about our CSR system and activities. Each edition of our in-house company magazine includes important CSR information for our employees, such as recent CSR activity news and special features on relevant topics.

# With Customers

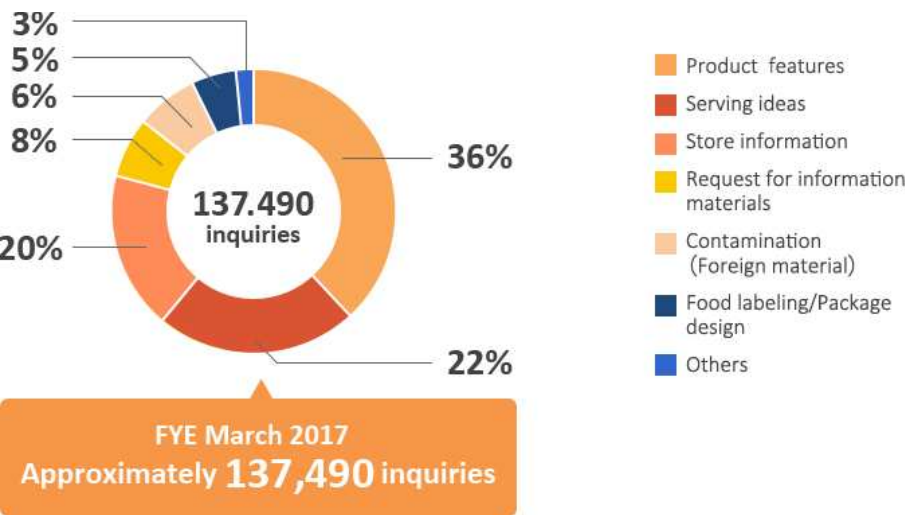
## Communicating with Our Customers

### Food Segment

#### Customer Service Center

Our Customer Service Center strives to ensure customer trust and satisfaction through prompt, honest, fair and appropriate service. The center receives a wide range of inquiries regarding products and services. We use this customer feedback to develop new products and services, and improve existing ones.

Inquiries to the Customer Service Center by Subject (FYE March 2017)

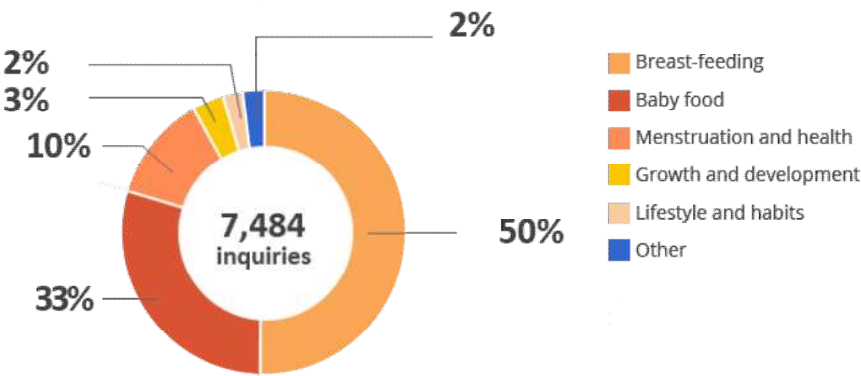


#### Counselling Office for New Mothers

Meiji's Counselling Office for New Mothers was established approximately 40 years ago. The counseling office offers valuable advice for new mothers, family members and other persons engaged in childcare.



Breakdown of Inquiries to the Counselling Office for New Mothers by Subject (FYE March 2017)



## Reflecting Customer Feedback to Improve Products

### Improve Meiji Mei Balance Mini Cup based on Customer Feedback

You cannot drink the entire amount because the straw is not long enough to reach the bottom of the cup.



[The cap (the straw hole)]

We changed the straw insertion hole to make it possible to drink all of the product in the package.

[Straw]

We improved the straw so that it extends.

## Customer Satisfaction Survey

We conduct an annual postcard questionnaire. The questionnaire postcards are sent to customers who have made inquiries to our Customer Service Center. Questions focus on satisfaction with the customer service and follow-up response received. Based on the questionnaire results, we implement improvements to ensure greater levels of customer satisfaction. For example, contacting the center is now more convenient, responses are more polite and attentive, and the time until responses has been shortened.

In stores, you do not know the bitterness level because it is not indicated on the outside box.

Adequate labeling is for customers simple to understand

The Meiji Group abides by the regulation and label products which is for customers simple to understand. The Meiji Group confirms the label on products adequate.



Red color: Trademark Act

Green color: food labeling system, food labeling standards

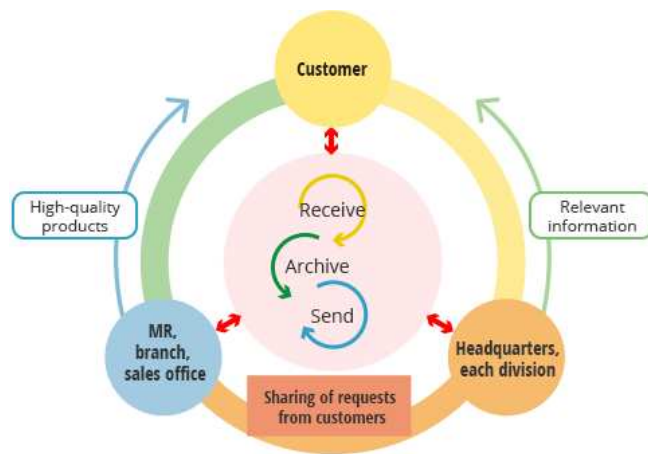
Orange color: fair competition code (drinking milk)

Aqua: Product Liability Act

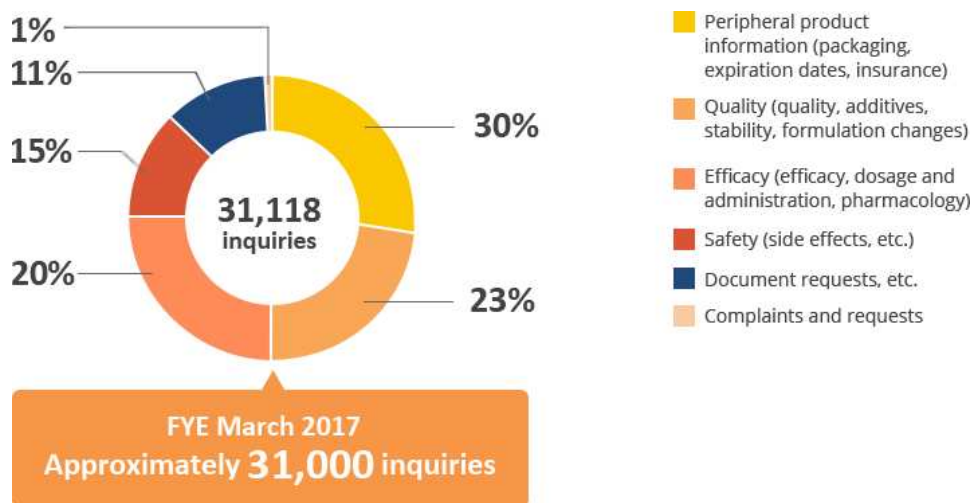
## Pharmaceuticals Segment

We develop the system for using customer feedback in the Drug Information Center. We provide attentive and high-quality responses to healthcare professionals, patients, their families and caregivers.

System for using customer feed back



Breakdown of Prescription Pharmaceutical Inquiries by Subject (FYE March 2017)



# With Society

As a member of society, the Meiji Group incorporates a variety of CSR initiatives in our corporate behavior charter. Our food and nutrition education activities and plant tours are well-established favorites among each area's customers. We also contribute to society by developing special infant formulas and drugs for rare diseases, and by providing support for areas struck by disasters.

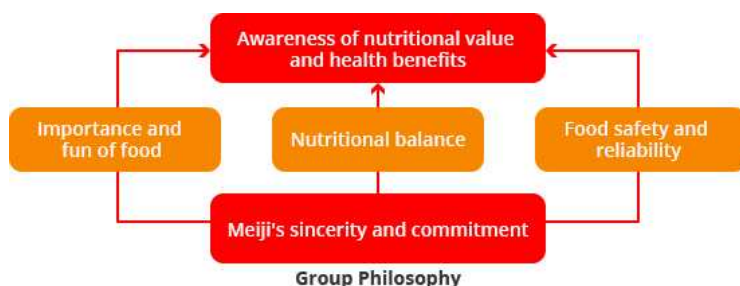
## The Meiji Group Policy on Human Rights

We reinforce initiative by encouraging our employees and the supply chain based on the Meiji Group Policy on Human Rights. 375 employees had participated in human rights awareness training for new employees and managers by the end of fiscal 2016.

[The Meiji Group Policy on Human Rights \(PDF:14KB\)](#)

## Food and Nutrition Education Activities

Our education activities focus on three areas of priority: the value and enjoyment of food, nutritional balance, and food-related safety and reassurance. We create opportunities for our customers to learn about and enjoy food, and to better understand the nutritional value and health benefits of different foods.



Food and nutrition education staff in seven regions throughout Japan visit local elementary and junior high schools to provide on-site classes. We also proactively engage in food and nutrition seminars for adults that are tied to the local communities. In the fiscal year ended March 2017, we enhanced activities by holding "exercise, food and nutrition classes" and "gargle and hand-wash classes" in addition to "fun milk classes" and "chocolate and cocoa classes".



Fun milk classes



Chocolate and cocoa classes



Healthy food and nutrition seminars for adults

## Olympic and Paralympic Games Education Program

In the fiscal year ended March 2017, we also engaged in an Olympic and Paralympic Games education program.

Through experiences and lectures, participants learn the importance of sports and how physical training for sports contributes to improved health over the course of our entire lives.





### Food and Nutrition Education Activities FYE March2017

Approximately **2,900** classes and seminars

Approximately **138,000** participants

### Plant Tours

Meiji Co., Ltd.'s plants include visitor centers that carry out educational plant tours. Visitors can observe production processes firsthand while learning about our commitment to food safety and reliability. The centers also conduct fun and interactive classes. about 170,000 people visited seven Meiji plants, nationwide, in FYE March 2017.

### participants in plant study tours FYE March2017

Approximately **170,000**



We can learn a production of almond chocolate process.



Large display Camembert Cheese mold

### Social Contribution through Pharmaceuticals for Rare Diseases and Special Formulas

#### Rare Diseases Drug for Dravet's Syndrome Treatment, DIACOMIT®

Dravet's syndrome is an intractable form of epilepsy occurring in infancy. The disease develops in one infant in every 40,000. The syndrome is a severe disease that has a major impact on patients and their families because it causes seizures, delays physical and mental development, and has a high mortality rate.

As there was no effective drug for Dravet's syndrome treatment available, Meiji Seika Pharma launched DIACOMIT® Dry Syrup (oral suspension) and DIACOMIT® Capsule in 2012. We makes efforts to provide accurate and quick information of effectiveness and safety to healthcare professionals in order to dose adequate to patients. Patients, their families, healthcare practitioners, and the government have high expectations for DIACOMIT® and express their gratitude to us.

## Voices

### Meiji Group's contribution for children with intractable diseases



Yushi Inoue, M.D.  
Director of Hospital  
Shizuoka Institute of Epilepsy  
and Neurological Disorders  
National Hospital Organization

A drug for the rare disease Dravet's syndrome, DIACOMIT has been prescribed to approximately 500 children since launch in 2012. Covering all cases, we have collected high-quality post-marketing surveillance, a rarity for many drugs. Enlightenment tools have been developed to enable information provision that benefits illness understanding and treatment. Recently, I have the impression that it has become less difficult to manage the severe seizures associated with this illness, which may be attributable to the popularity of DIACOMIT. Special formulas are vital to the lives of children with intractable diseases. We are grateful that the company is responded to social needs by continuing to offer these products.

### Initiative of diffusing Photodynamic Therapy (PDT) LASERPHYRIN® for Injection

Photodynamic therapy (PDT) is a topical treatment that entails the injection of a photosensitizing agent and the use of low-power laser light to irradiate lesions. The photosensitizing agent has a high affinity with tumors, and the laser light causes tumor tissue degeneration or necrosis. PDT is a treatment method that does not affect normal tissue and mitigates patients' physical burden. We are promoting the combination of PDT LASERPHYRIN® for Injection and the laser equipment of PD laser and PD laser BT.

Photodynamic therapy (PDT) LASERPHYRIN® for Injection was approved for indications for early lung cancer and malignant brain tumor treatment. Moreover it was approved for indications for recurrent/residual esophageal cancer in 2015. There was no established standard therapy and there was bad prognosis for this recurrent/residual esophageal cancer. To diffuse PDT and provide stable supplies of both the drug and the laser equipment, we will continue contributing to medicine.



PD laser

### Special Infant Formula Helps Save Babies' Lives

We manufacture and sell special infant formulas for babies with a variety of metabolic disorders. Often, babies are born with congenital metabolism disorders (also known as "inborn metabolism errors"). These babies require special nutritional management using special formulas suited to their particular disorder. Meiji is committed to the production and supply of these special formulas. We manufacture and supply 20 types of special formula for a variety of metabolic disorders. These include officially registered formulas as well as formulas designed for treatment of non-congenital metabolic disorders. As a leading manufacturer of infant formulas, it is our responsibility to ensure the healthy development of babies. We will continue to utilize the technologies and expertise amassed through creation of Meiji products to better fulfill this mission.



Our lineup of special formulas (registered special formulas)

## Support for the next generation

### Supporting Nutrition through Sports

Through food and nutrition, we provide a foundation for using sports to support healthy development, build strong bodies, and develop strong minds. At nationwide nutrition seminars, we disseminate information on sports nutrition, including information to promote an understanding of preferable food choices and the proper use of supplements. We also partner with associations and federations to provide nutritional support towards developing future top athletes. Through sports

nutrition, we will continue to support the next generation of promising, talented, and versatile young athletes and their coaches.

**Sports Nutrition seminar**  
**FYE March 2017**  
**Approximately 2,050 seminars**  
**Approximately 97,000 participants**

\* Sports Nutrition seminar: Seminars utilizing information gained through nutrition support provided to junior athletes, student athletes, and runners.

### Ethical considerations in animal testing

The Meiji Group research and development is conducted in compliance with relevant laws, policies of the relevant ministries and agencies, and internal rules for product quality, efficacy and safety. When implementing animal testing, we create plans that focus on animal protection and welfare. Experiments are based on the 3Rs principle of reduction: using fewer animals; replacement: seeking experiments that do not use animals; and refinement: mitigating animal suffering. We conduct animal testing after receiving approval from a laboratory animal ethics committee. The Food segment receives accreditation from the Japanese Society for Laboratory Animal Resources. The Pharmaceutical segment receives accreditation from the Japan Health Sciences Foundation.

### **Participation in Local Cleanup Activities and Events**

We are aware of our responsibilities as a good corporate citizen. Therefore, we regularly clean up and maintain the areas surrounding our facilities. Also, we actively participate in municipal authorities' activities and events aimed at beautifying local environments.



# With Business Partners

The Meiji Group established the Meiji Group Procurement Policy. Through this policy, we build collaborative, trusting relationships with suppliers and ensure all of our procurement activities fulfill our social responsibilities.

📄 Establishment of Meiji Group supply policy (PDF:15KB)

## Sustainable palm oil

In March 2016, Meiji Co., Ltd. joined the Roundtable on Sustainable Palm Oil (RSPO). We are aiming to shift to certified palm oil by 2023.

## Initiatives for sustainable procurement of critical raw materials Dairy business

### Current state and issues facing the Japanese dairy business

Dairy farmers in Japan are ageing and their numbers are decreasing. Dairy farming is hard work and there is a lack of successors.

Drinking milk is an excellent food that provides a convenient source of good quality protein and calcium. However, the diversification of drinking beverages is leading to a decline in the consumption of drinking milk.



### Drinking milk and dairy products created through cooperation with dairy farmers

Raw milk, the raw material used to make drinking milk, is milked from healthy cows. The quantity and quality of raw milk is greatly influenced by temperature, humidity and feed. Our dairy managers work closely with local farmers and agricultural cooperatives to ensure we have stable access to high-quality raw milk. Hygiene is critical to the production of good-quality raw milk.

### Conveying the value of drinking milk to our customers ~Drinking milk value enhancement campaign~

In 2009, the Meiji Group launched our drinking milk value enhancement campaign to increase fans of drinking milk.

We work with dairy farmers to develop dairy farms and produce raw milk that our customers find appealing. We convey the troubles and stories behind these efforts.

As part of this campaign, we promoted activities based on unique policies, including establishing a system for maintaining hygienic operations and facilities. We also established a system that awards accreditation to farms meeting goal criteria and producing high-quality milk. As of the end of March 2017, we have awarded accreditation to 251 farmers. In FY2017, we are planning to expand this support to 683 farmers. Through these activities, we will increase the number of farms producing high-quality milk. By communicating our commitment and these unique efforts to consumers, we will help increase the value of drinking milk.

## Initiatives for sustainable procurement of critical raw materials ~Chocolate business~

### Current state and issues facing the chocolate business

Recent years have seen an increasing focus on chocolate with a high cocoa content. The stable procurement of high quality cocoa beans is important to making good chocolate. However, some predict cocoa bean production will fail to meet demand due to the global increase in chocolate consumption. Cocoa farmers face difficult operating environments. Problems include trees aging, difficulty obtaining seedlings and fertilizer, a lack of information

Also, some cacao-producing countries do not have sufficient social infrastructure.

## Meiji Cocoa Support

Since 2006, the Meiji Group has supported the sustainable production of cacao beans by working to improve the operating environments of cacao farmers. Our cacao managers visit cultivation sites to speak directly with cacao farmers and confirm local needs before determining a support plan. For example, we conduct seminars on cultivation technology and insect-pest control, and supply seedlings to increase yield in Ghana.

Additionally, we are supporting community and infrastructure development by building wells, donating school supplies, and supporting environment-friendly farming practices. We teach our own fermentation technology to promote the production of high quality cacao beans, which in turn can increase the incomes of farmers in Latin America. However, the support we can provide on our own is limited. Therefore, since 2006 we have been affiliated with the World Cocoa Foundation (WCF), an NPO that supports cocoa farmers to ensure sustainable cocoa bean production. The organization has its head office in Washington, D.C. in U.S.A. WCF is the largest NPO in the industry and boasts more than 100 member companies. We are producing sustainable cacao beans by expanding to Africa, Latin America, and Asia.



### Special art lessons at cacao farm

## Future activities

One of our new activities was the opening of the Meiji Demonstration Farm in Ghana. By having farmers increase their yields by applying the content of these seminars, we hope that experiencing and witnessing these improvements will lead to increased motivation for investing in farming. In Latin America, in addition to distributing seedlings and providing rental agricultural equipment, we also are planning to provide educational support, including donations of school equipment and school stationery for students.



COCOA DEMONSTRATION FARM meiji

## Topics

## Attendance at 32th farmers' day

Once a year, Ghana conducts national farmers' day to honor the best produce farmers, including cacao, coffee, and shea nut farmers. We attended the 32th farmers' day in 2016 as one of the sponsor companies. We awarded a promising young cacao farmer selected by Ministry of Food and Agriculture with a prize of a tricycle and Meiji Milk Chocolate. The tricycle has a cart attached to the back and is used for carrying a load. We expect the tricycle will be very useful for cacao farming.



Meiji staff presenting a prize to the best cacao farmer



# For the Environment

We are fully aware that our business operations depend upon the bounty of nature. We strive to conserve resources, protect the environment, and contribute to a more sustainable society.

## Environmental Management

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The Meiji Group is committed to reducing the environmental impact of its business activities. Business operations are carried out in accordance with our Environmental Philosophy and Environmental Policy, which aim for harmony with the environment.

### Environmental Philosophy

We, the Meiji Group, in recognition of the fact that our business operations originate from the bounty of nature, will contribute to the creation of a sustainable society. To this end, we intend to harmonize our business activities with the global environment and manage the Group in a way that protects the environment.

### Environmental Policy

To make the Meiji Group's Philosophy and Environmental Philosophy a reality, we adhere to the following environmental policy in carrying out our business activities.

#### Compliance with laws and regulations

1. We will strictly comply with laws, regulations, ordinances, agreements with stakeholders, and industry standards relating to the environment, as well as our Group's environmental standards, both in Japan and abroad.

#### Continuous improvement of environmental conservation activities

2. We will effectively operate and work to continuously improve our environmental management systems.

#### Reduction of environmental impact

3. We will endeavor to reduce the environmental impact of our products throughout their overall lifecycle, from design to disposal, and all of our business activities through improved productivity and the reduced consumption of resources and energy.

#### Biodiversity Conservation

4. We will conserve biodiversity by protecting ecosystems based on a global perspective in all our business activities.

#### Fostering an eco-friendly mindset

5. We will endeavor to foster employees who respect nature and take the initiative in thinking and acting in ways that are eco-friendly, and realize our Environmental Philosophy.

#### Coexistence and communication with society

6. We will strive to coexist with society by dialoguing with society and participating in environmental activities. Furthermore, we intend to properly disclose environmental information and communicate with society.

#### Third-Party Certification

Eight Meiji Co., Ltd. Group companies acquired Eco-Action 21 certification.

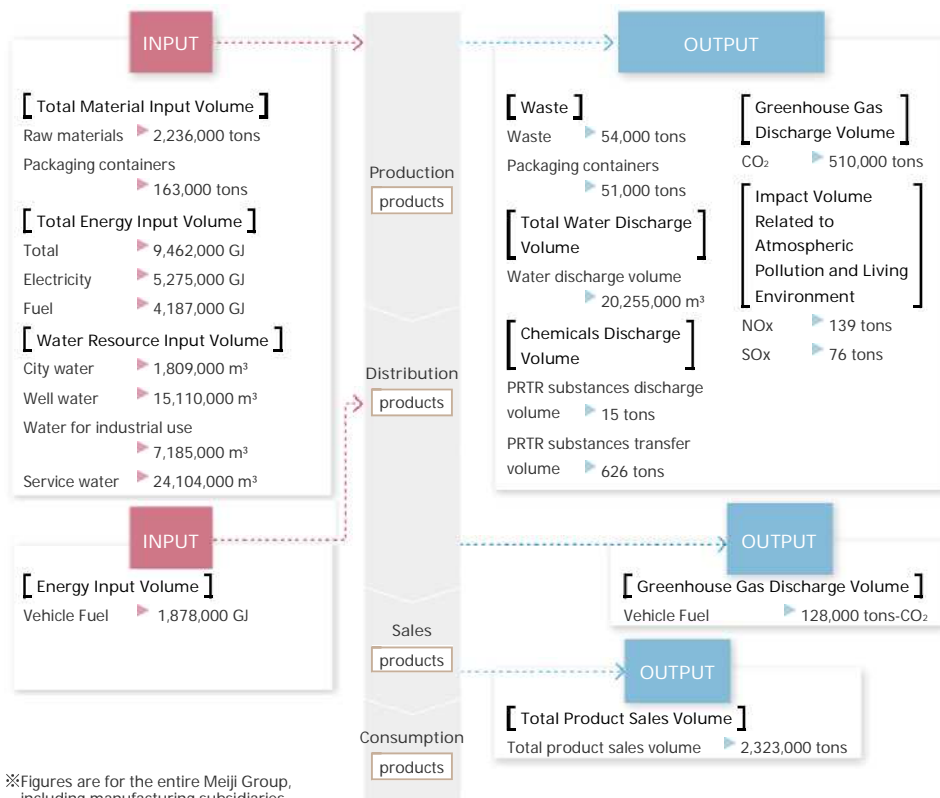
FYE March 2018 – Meiji Co., Ltd. Group companies are considering transitioning to ISO14001 multisite certification.

#### Environmental Management

Meiji and Meiji Seika Pharma conduct environmental management through environmental committees comprising representatives of related departments. Established in 2016, the Meiji Group Environment Committee monitors the progress of each company's environmental measures and reports to the Group CSR Committee.

Plants and research laboratories of the Meiji Group

## Material Balance (Fiscal Year Ended March 2017)



## Biodiversity Conservation

As the Meiji Group depends upon the bounty of nature, it undertakes various environmental conservation activities.

Meiji concluded an agreement on the conservation of wild birds with the Wild Bird Society of Japan. Based on this accord, we jointly established a bird sanctuary in the Nemuro Nature Conservation Area, which we own, in Nemuro-shi, Hokkaido. In the conservation area, our employees volunteer to protect the environment. In addition, the area is used for the environmental education of local residents.



## Environmental Communication

Meiji Seika Pharma's Gifu Plant provides environmental education for elementary school children. We explain our environmental conservation measures and give plant study tours of our environmental facilities.





Elementary school students tour  
environmental-related facilities

# Climate Change Action

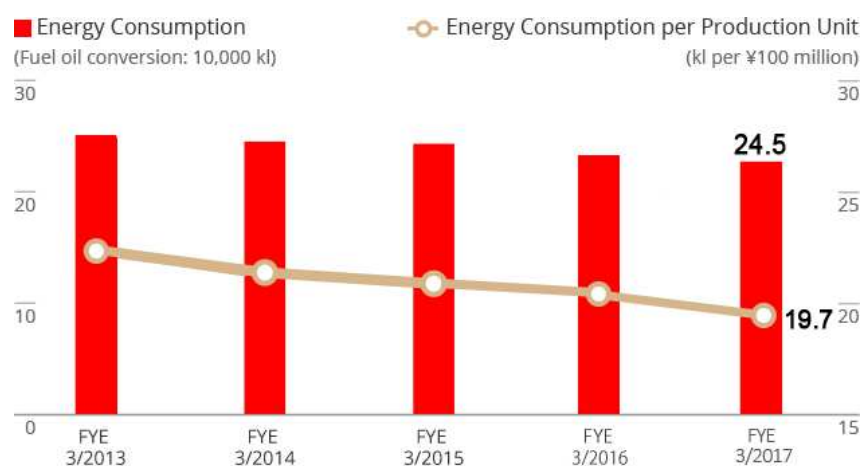
We strive to conserve energy and resources through introduction of more energy efficient equipment, improvements to existing production equipment, and conversion to energy sources with lower CO<sub>2</sub> emissions.

## Energy Consumption and CO<sub>2</sub> Emissions

We are working to conserve energy and reduce CO<sub>2</sub> emissions during production by converting from heavy oil to municipal gas. We also make use of in-house cogeneration systems that efficiently utilize waste heat.

Sales increased year on year for the fiscal year ended March 2016. However, we were able to curb energy consumption and CO<sub>2</sub> emissions by concentrating our product mix and implementing energy-saving measures.

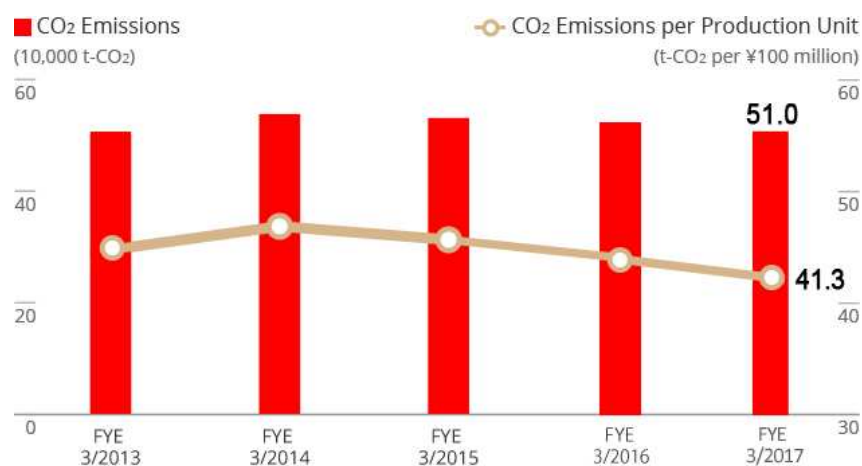
### Energy Consumption



\* Figures are for the entire Meiji Group, including manufacturing subsidiaries.

\* One production unit is equivalent to ¥100 million in net sales.

### CO<sub>2</sub> Emissions



\* Figures are for the entire Meiji Group, including manufacturing subsidiaries.

\* One production unit is equivalent to ¥100 million in net sales.

# Reduction of Environmentally Hazardous Substances

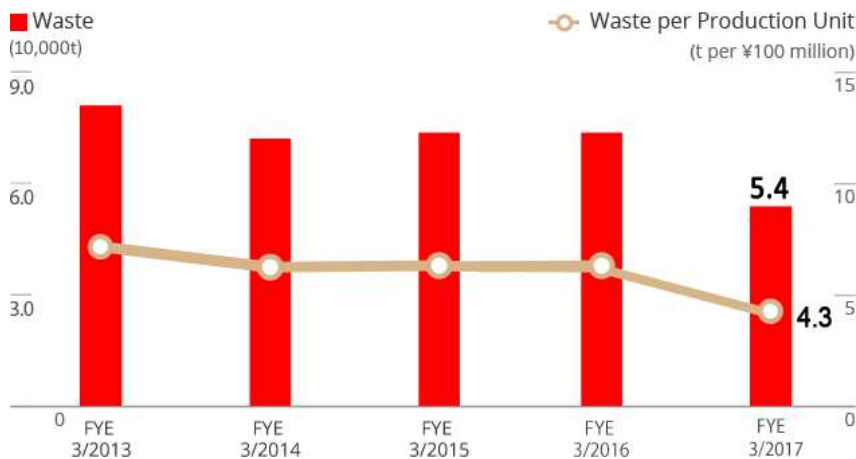
The Group strives to protect the Earth's finite natural resources by reducing waste and using resources efficiently. We also enforce appropriate management for chemical substances and strive to minimize environmental impact by reducing chemical waste.

## Waste Reduction

We promote zero emissions initiatives based on a reduce, reuse, and recycle (3Rs) approach.

FYE March 2017 - Meiji Co., Ltd. Group company Nihon Kanzume, Co., Ltd. was unable to conduct production of its mainstay canned corn product due to the impact of flooding damage caused by Typhoon Lionrock. The significant reduction in industrial waste was due to this.

### Waste



\* Figures are for the entire Meiji Group, including main domestic subsidiaries.  
\* One production unit is equivalent to ¥100 million in net sales.

## Appropriate Chemical Substance Management

We strive to reduce chemical emissions. Measures include equipment to absorb vaporized chemicals, switching to safer substances, and improved manufacturing methods that reduce or eliminate chemical substances.

### PRTR Substances

We report chemical emissions and transfers in accordance with Japan's Pollutant Release and Transfer Register (PRTR) Act. Reporting is carried out at nine plants for Meiji Co., Ltd., and three plants and two research centers for Meiji Seika Pharma Co., Ltd.

At Meiji Seika Pharma, each pharmaceuticals plant and research center has a chemicals management committee that sets standards for handling chemical substances. The company manages procurement and inventory volumes, checks emission and transfer volumes, and strives to reduce emissions.

### PRTR Substances (t)

Class I-designated chemical substance number	Name	FYE 3/2016	FYE 3/2017
		Emissions	Emissions

			Transfer volume		Transfer volume
13	Acetonitrile	2.5	42.3	0.4	25.5
127	Chloroform	1.2	6.5	4.5	1.5
150	1,4-Dioxane	0.0	1.3	0.1	1.9
186	Methylene chloride	4.9	17.5	9.2	110.0
232	N,N-Dimethylformamide	0.4	331.2	0.2	478.0
342	Pyridine	0.0	4.3	0.0	8.9
438	Methylnaphthalene	0.8	0.0	0.7	0.0

\* Figures are totals for Meiji Co., Ltd. and Meiji Seika Pharma Co., Ltd.

## PCB Management

Each of our operating bases engages in appropriate management of transformers and capacitors containing polychlorinated biphenyls (PCBs).

## Appropriate management of fluorocarbons

As an alternative fluorocarbon to specified fluorocarbons (R22, etc.) widely used in air conditioners, large-scale facilities are progressing with the switch to natural refrigerants, such as ammonia.

## Discharged water

The Meiji Group has established in-house standards for discharged water that are more stringent than those required by law.

We are working to prevent water pollution.

To reduce the impact of water pollution on the environment, at plants and processes producing large volumes of discharged water we are installing discharged water treatment facilities that utilize the activated sludge process\*1 to limit discharged water load when releasing water into rivers or sewers.

In addition to the use of the activated sludge process, at companies such as the Meiji Co., Ltd. Sakado Plant and at Meiji Chewing Gum Co., Ltd., we are incorporating discharged water treatment technology that utilizes methane fermentation\*2.

We use methane gas as a fuel for boilers. At Meiji Seika Pharma Co., Ltd., water is released after confirming that discharged water generated in production processes and rainwater conform to legally mandated levels. We also have constructed a primary reservoir pool for emergency use in the event of a problem with rainwater discharge to prevent the water from being released outside the facility in order to preserve the river environment. We are reducing the water resource input volume and the water discharge volume by reusing the coolant water in our factories.

\*1: Activated sludge process - Treatment process that uses organic sludge (activated sludge) containing aerobic microorganisms (they prefer air) to clean dirty water and discharge water.

\*2: Methane fermentation treatment method - Treatment method that uses anaerobic microorganisms (they dislike air) to break down organic solids in discharged water and convert them to methane gas and CO<sub>2</sub>.



Methane fermentation process (Meiji Co., Ltd. Sakado Plant)



Rainwater storage facility (Meiji Seika Pharma Co., Ltd. Kitakami Plant)

# Environmentally Friendly Product Life Cycles

We focus on environmental friendliness throughout a product's life cycle, from planning through disposal.

## Reducing the Environmental Impact of Packaging

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Meiji Co., Ltd. and associated Group companies conduct a Paper Drink Carton Recycling Campaign twice per year. The purpose of the campaign is to remind employees of the importance of sorting and recycling paper cartons. Recycling collection boxes are set up and employees are encouraged to dispose of their paper milk cartons appropriately. Each year the percentage of employees participating increases. At present, approximately 85% of employees participate in the campaigns.



A paper carton collection box

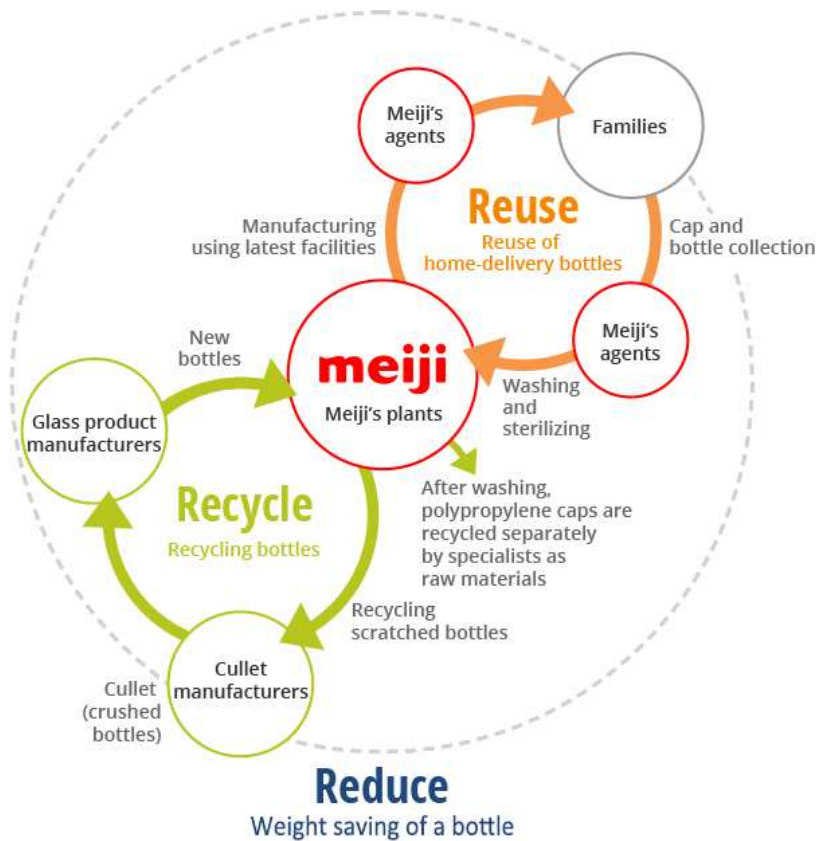


Message to those recycling: "Thank you for recycling"

## 3Rs for Home-Delivery Milk Bottles

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In Japan, Meiji Co., Ltd. delivers milk to approximately 2.6 million homes. The returnable milk bottles used for home delivery need to be lightweight and strong so that they can be used multiple times. We have recently improved our bottles to make them even stronger and lighter. The weight for a 200 ml bottle has been reduced to 180g, while durability has been increased to allow for three times as many uses. If bottles become scratched they can be crushed for use as raw materials for new bottles.



## Environmentally-Friendly Products

We are minimizing containers and packaging to use precious resources with zero waste.

Chocolate snacks,  
Kinoko no Yama, Takenoko no Sato

Reduced thickness of internal packaging by 5  $\mu\text{m}$ , reducing resource usage volume by approximately 9% and annual use by 7.5 tons.



Meiji Probio Yogurt, Drink type

We are advancing weight reductions for PET bottles. Compared to prior to the integration of new facilities, PET resin usage volume has been reduced by up to approximately 24% per bottle.

Change since integration of new facilities in 2015.



Drinking milk, Meiji Oishii Gyunyu 900ml

\*Restricted region (As of September 2017)

We use paper manufactured from forests certified as being appropriately managed (FSC® Certification).





The mark of  
responsible forestry



# Environmental Accounting

We calculated environmental preservation costs and economic effects for FYE March 2017 based on guidelines furnished by the Ministry of the Environment.

Environmental accounting figures are based on totals for Meiji Co., Ltd. and Meiji Seika Pharma Co., Ltd. By calculating investments, costs and economic benefits for environmental preservation, the Meiji Group promotes more efficient activities.

## Environmental Preservation Costs Millions of yen

Details	FYE 3/2016		FYE 3/2017	
	Capital expenditures	Costs	Capital expenditures	Costs
Costs within business				
Pollution prevention costs Air pollution control, Water pollution control, Soil pollution prevention, Stink prevention, Land subsidence prevention, etc.	321	2,849	137	2,784
Environmental preservation costs Implementation of energy saving and greenhouse reduction measures, etc.	354	575	478	569
Resource circulation costs Global warming prevention, energy saving, ozone depletion prevention, etc.	23	619	6	692
Upstream and downstream costs				
Environmentally sound procurement and purchase	0	2	0	40
Management activity costs				
Disclosure of environmental information and activities and operation of environmental management system	1	146	0	131
Research and development costs				
Research and development for reducing environmental impact	0	0	0	0
Social contribution costs				
Nature conservation and tree-planting activities	0	13	0	12
Environmental damage costs				
Natural resource restoration	0	9	0	9
Total	698	4,213	621	4,237

## Economic Effects of Environmental Preservation Measures (Millions of yen)

FYE 3/2017

	Benefit
Energy saving	131
Waste reduction	28
Sale of valuables	78
Total	237

\* Calculation parameters

Period: April 1, 2016 - March 31, 2017

Scope: Meiji's and Meiji Seika pharma's plants and research centers, respectively.

(1) Totals were calculated based on environmental accounting standards prepared in accordance with the Environmental Accounting Guidelines of the Ministry of the Environment.

(2) Costs include depreciation and amortization, personnel expenses, utility costs, repair costs, and other costs.

(3) Depreciation and amortization was calculated by identifying environmental equipment and facilities in the fixed asset ledger and using their statutory useful life.

# With Employees

The Meiji Group respects the diversity and individuality of employees and develops safe and comfortable workplace environments. We believe dynamic communication is essential, and strive for creative and vibrant workplaces.

## Approach to Human Resources

Our approach to human resources is to foster personnel who set ambitious goals and are capable of innovating. We believe personnel should be able to draw on personal expertise and the Group's strengths to achieve these goals. Through the Group's HR system we focus on the individual growth of each employee, as we believe this increases their ability to provide customers with innovative value. In turn, this supports sustained Group development and raises our overall business capabilities.

### Basic Human Resources Information

		FYE 3/2015	FYE 3/2016	FYE 3/2017
Number of employees	employees	Men	6,742	6,702
		Women	1,852	1,844
		Total	8,594	8,546
	Fixed-term contract employees*	Men	3,961	3,957
		Women	1,449	1,474
		Total	2,512	2,483
Average years of service	employees	Men	16.1	17.0
		Women	13.0	13.1
		Total	15.1	16.1
Average age	employees	Men	39.1	40.0
		Women	35.1	36.0
		Total	38.1	39.0
New Employee Hireing	employees	Men	119	114
		Women	78	82
		Total	197	196

\* Fixed-term contract employees: Employees working on a fixed-term contract.

		Joined 2012	Joined 2013	Joined 2014
Turnover Rate (less than 3 years for new graduates)	employees	Men	7.7	6.5
		Women	8.9	6.3
		Total	8.2	6.4

## Employees Worldwide

	India	China	Indonesia	Thailand	Singapore	United States	Spain
FYE 3/2015	1,549	914	725	359	270	583	331
FYE 3/2016	1,572	995	671	381	265	564	353
FYE 3/2017	1,579	1,118	792	404	278	588	354

\* The figures in the India column are the number of Medreich employees.

\* As of March 31, 2017

## Evaluation and Development of Personnel

Our basic approach to personnel evaluation focuses on employees' contributions to the development of the Group as a whole. We manage organizations and human resources based on employees' abilities and duties. We encourage employees to take on more challenging duties so that they can grow and achieve more in their work.

Giving employees opportunities to think about the ways in which they work encourages them to adjust their behavior and strengthen their professional capabilities. Rather than evaluate individual achievements, we view achievements as steps in a larger process. This approach allows employees to identify areas for improvement, and to grow and take on more challenging tasks in the future.

Our evaluation system is designed as a holistic tool that not only evaluates personnel but also encourages professional growth.

### Approach to Human Resources Development

We have established a variety of training programs to grow and develop personnel. These include basic training in skills necessary for the implementation of duties as well as additional business skills training. We also provide opportunities for motivated personnel to engage in further independent training. General employees in certain regions can also undertake an exam, held once per year, that qualifies them for promotion to a career path positions. This gives employees the opportunity to set off in new directions.

Under our self-assessment system, employees discuss their assignments with their managers once per year. They discuss the volume and quality of work, their own aptitude, and future career paths. This approach encourages employees to think independently about their work and desired careers. In turn, it provides the company with a more personalized understanding of each employee, which can then be used when making transfers and conducting training.

### Human Resources Development

#### Basic policy on skill development

The Meiji Group outlines basic policy concerning skills development and creates a skills development structure to help foster human resources.

1. Foster the development of personnel with creativity and expertise and who possess the challenging spirit required to win against the world's top companies.
2. Foster independent personnel capable of tying individual growth into company growth and contribute to improving the overall level of the organization.
3. Foster the development of personnel with a deep understanding of our Group Philosophy and who are capable of implementing the meiji way at a high level.

### Education and Training System (training organized by the HR department only)

Rank-based training	Manager training, training for promoted employees, training for new employees
Skills training	Global training, Diversity training
Leader development training	Management training, Next-generation leader training

Life plan training	Training for employees at the age of 50, 59
Division-specific training	Technological training, Business training, Safe training, Quality training etc.



\* Training organized by the HR Department

\* Training conducted at the Group's two training centers

#### Voluntary training programs (number of employees using programs)

	FYE 3/2016	2014-2016 cumulative total
Meiji Open College (application required)		
• Develops personnel that use creativity and expertise to compete against world-leading companies	339	812
• 10 seminars held per year (each group training session lasts 2-3 days)		
Meiji Correspondence Education Seminars (application required)		
• Teaches a wide range of useful knowledge, skills, and critical thinking	685	1,643
• 200 seminars on languages, finance and accounting, and other subjects		

# Diversity Promotion

## Promotion of Diversity

### Basic Approach

The Meiji Group respects the diversity of employees and maximizes their capabilities to enhance corporate vitality.

The Meiji Group respects the diversity, character and personality of employees, and maximizes their capabilities. This enables us to build a creative, energetic organization and increase corporate vitality.

## Main initiatives

### Supporting Active Participation of Female Employees

We will expand and improve systems that help employees balance work and family life. We are aiming to improve our corporate competitiveness by promoting participation by many women in various positions. We will steadily increase the number of women in managerial positions by employing women proactively, improving training systems, practicing job rotation, and utilizing information-sharing sites.

### Driving globalization

We hold seminars at local subsidiaries during which we explain the Meiji Group Philosophy to foster a sense of unity among overseas Group companies spread throughout the world. We also distribute information in Japan and overseas via our internal journals for overseas employees. We also provide employees of overseas Group companies with opportunities to tour plants and research centers in Japan and conduct training exchanges with employees in Japan.

### Employee's Voice

**I would like to deliver Meiji's ability to research to the world**



Richard Walton, Ph.D.  
Research Planning Department  
R&D Division  
Meiji Co., Ltd.

After graduating from college in America and participating on a project by the (former) Ministry of International Trade and Industry, I then joined Meiji. Today, I am involved in various work, including research and information management, patent support, external negotiations, collaborative research, and agreements, as well as work with the International Dairy Federation, the Global Dairy Platform, and other international associations.

I believe Meiji's research capabilities and technology development capabilities lead to results. In order for us to become a global top class company, I want to promote our research and technology development strengths overseas.

I will apply the strength in knowing Japanese culture and my ability to communicate with overseas parties. I will contribute to deliver Meiji's ability to research and technology to support our research.

## Employment of Persons with Disabilities

The Meiji Group complies with statutory employment quotas for persons with disabilities. We also aim to create workplace environments where employees can thrive regardless of any disabilities. Our Tokai Plant, in particular, is a conducive workplace that specializes in employing persons with disabilities.

### Percentages for Employees with Disabilities

	FYE 3/2015	FYE 3/2016	FYE 3/2017
Percentage of employees with disabilities (%)	2.13	2.10	2.10

## Reemployment of Retired Personnel

We allow personnel to continue working beyond the legal retirement age of 60. These personnel can provide experienced guidance and set a valuable example for younger employees.

### Reemployment of Retired Personnel

	FYE 3/2015	FYE 3/2016	FYE 3/2017
Number seeking reemployment	54	72	128
Percentage of applicants reemployed (%)	100	100	100

## Support System for Employees Nearing Retirement

We conduct seminars to give employees an opportunity to consider their post-retirement options. The seminars cover such topics as pensions, the social insurance system, finding fulfillment in life, health, and financial management.



# Employee-Friendly Workplaces

We are working to create an employee-friendly environment that enables employees to fulfill their potential and takes into account work-life balance.

## Normalization of work hours

It is the responsibility of the company to create an environment that promotes employee health and vitality.

To achieve this, we are working to reduce long work hours and promote the use of annual paid leave. This includes creating a structure for consulting with employees continuously working long hours and employees who exceed a specified number of hours.

Initiatives related to reducing overtime and the use of annual paid leave are conducted at each office.

	FYE 3/2015	FYE 3/2016	FYE 3/2017
Overtime work (hours/month)	11.9	11.9	12.5
Percentage of paid vacations taken (days taken/days granted)	51.8	52.5	56.8

\* The annual agreed hours when the Meiji group is standard is 1,840 hours.

Considering work-life balance to support both careers and the need for childcare and family care.

We are establishing systems that allow employees to balance work with childcare and family care.

## Number of Employees Taking leave or System for Shorter Working Hours during Childcare

		FYE 3/2016		FYE 3/2017	
		Women	Men	Women	Men
Childcare leave	Available until child is 2 years old	169	24	178	24
Measures for shorter working hours, etc., during childcare	Available until child is in third grade of elementary school <ul style="list-style-type: none"> <li>• Shorter working hours, beginning work earlier or later</li> <li>• Exemption from non-scheduled or night work, use of flextime system</li> </ul>	161	1	200	2
Percentage of employees returning to work after maternity or childcare leave (%)	* after maternity or childcare leave	100	-	100	-
Retention rate (%)	* Employees still working six months after returning to work	100	-	100	-
		FYE 3/2016		FYE 3/2017	
		3		3	

Number of employees taking nursing-care leave	5 days per year available for each family member requiring nursing care		
Number of employees taking short-term nursing-care leave	Total of 365 days for each family member requiring nursing care	2	3
Number of employees using system for shorter working hours during childcare	<ul style="list-style-type: none"> <li>• Shorter working hours, beginning work earlier or later</li> <li>• Exemption from non-scheduled or night work, use of flextime system</li> </ul>	0	2

## Support for Childrearing

Prenatal leave	Available immediately after becoming pregnant
Child-nursing leave	5 days per year available until child starts elementary school
Support for childrearing	<p>When employee or spouse gives birth</p> <ul style="list-style-type: none"> <li>• Special payment for birth</li> <li>• Nursery items</li> </ul>
Next-generation childrearing allowance	Available until employee's son or daughter reaches the age of 20
Benefit association	<ul style="list-style-type: none"> <li>• Special payment for birth</li> <li>• 50% of amount used for babysitter services (not exceeding 30 days)</li> <li>• Special payment for school enrolment</li> </ul>

## Other Systems

We offer "volunteer breaks" so that employees can participate in voluntary activities. Also, employees are entitled to take "refreshment" leave when they reach 35, 45, or 55 years of age and have completed three years of service with the Company.

### Employee's Voice

**What made me happiest is that my wife was happy.**



Takuya Yokoyama  
Process Chemistry Lab.  
Chemistry, Manufacturing & Control Research  
Labs.  
Meiji Seika Pharma Co., Ltd.

I am deeply grateful to my direct supervisor, who advised me regarding the use of childcare leave, and my colleagues who supported my work. During childcare leave, I was able to have a front-row seat to my son's daily development, which was an invaluable experience in terms of creating memories. My wife and I worked cooperate on both housework and taking care of the baby so things were not that difficult but I was able to get a sense of how difficult it would be to have to do everything by yourself. My wife was happy that I was able to take childcare leave and help reduce her load, which made me happier than anything.

### Comments from supervisor



Hitoshi Yamaguchi  
Manager  
Process Chemistry Lab.  
Chemistry, Manufacturing & Control Research Labs.  
Meiji Seika Pharma Co., Ltd.

Yokoyama consulted with me several months prior regarding taking childcare leave. Based on his request, I evaluated work conditions and a system for following-up on his work. We discussed and determined the timing and for how long. I hope he continues to have a balanced work and private life, and is able to lead a fulfilling career with the company. I am rooting for him.

## Creating safe, comfortable workplace environments

The Meiji Group embraces the concept of “safety over everything”, which is a theme in our Policy on Occupational Health and Safety. We work continuously to ensure workplace safety and work to promote health maintenance and improvement among employees.

📄 Establishment of Meiji Group supply policy (PDF:69KB)

### Safety audits, inspections

The Meiji Group conducts safety audits and inspections to prevent any workplace accidents or violations of laws and ordinances. In the event of a workplace accident, we identify the cause, conduct facility safety inspections, and implement measures to prevent reoccurrence.

### Promoting Employee Health

Promoting employee health is one of our corporate responsibilities. We create vibrant workplaces through multifaceted support for employee health. This includes:

1. Increasing the percentage of employees who have health checkups and preventing lifestyle-related diseases through post-checkup health guidance.
2. Providing employees with support through occupational health doctors or other highly experienced specialists, and providing support systems for employees' physical and mental health concerns.
3. Developing working environments that discourage long working hours.

### Labor Relations

The Federation of Meiji Group Workers' Unions consists of workers unions from each of the operating companies.

We believe that sound labor-management relations are crucial for effective corporate management. We engage in regular labor discussions, wage negotiations, and health and safety discussions.

### Employee Surveys

We conduct employee surveys regularly to assess the atmosphere and activity in workplaces from various different viewpoints. We conducted the fiscal 2016 survey in June.

# Compliance

In accordance with our Corporate Behavior Charter, we promote fair, transparent, and free competition. We conduct all transactions in compliance with the laws and regulations of the country in which business is done, respect local cultures and customs, and conform to our own in-company regulations. To further strengthen compliance we work to improve training and increase compliance awareness throughout our organization.



Compliance card carried by Meiji Group employees

## Contact information for the compliance help desk.

The Meiji Group has established a contact information for the compliance help desk to address whistleblowing and consultations via various methods, including telephone, postal mail, and e-mail. The Meiji Group outlines privacy protection in internal regulations to ensure that whistleblowers and people seeking consultation are not subjected to any unfair treatment.

## Compliance Promotion

The Meiji Group implements compliance measures in our pharmaceuticals and food segments that are tailored to the specific demands of those businesses. Each year, we conduct compliance questionnaires to check the extent of implementation, compliance awareness and familiarity with company mechanisms among employees. We analyze these responses to identify important issues, and then reflect these results in future efforts toward improving compliance awareness. We also carry out specialized training for compliance leaders, and regularly issue communications related to CSR.

Furthermore, we hold compliance seminars for senior management including officers, branch and department managers, division managers and affiliate presidents. We also hold a campaign to collect compliance slogans from employees, and award the best entries.

## An Ethical and Transparent Pharmaceuticals Company

Meiji Seika Pharma has established a Code of Practice for all officers and employees. As a pharmaceuticals company, Meiji Seika Pharma is committed to meeting society's expectations through the highest standards of ethics and transparency. The company promotes accountability through ongoing dialogues with associated researchers, healthcare practitioners and patient groups. Meiji Seika Pharma has also established "Guidelines on Transparency of Relationships between Corporate Activities and Medical Institutions." Based on these guidelines, the company discloses details of the academic research grants that it provides. These disclosures help illustrate the ways in which Meiji contributes to progress in the life sciences while adhering to the highest ethical standards.



compliance training (Meiji Co., Ltd.)

# Risk Management

Minimizing risk is important. As a corporate group operating in the food and health fields, it is our responsibility to ensure stable supply of pharmaceuticals, infant formulas and enteral formulas, even in times of emergency.

## Management system

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Meiji Group has risk management systems in place for Food Segment and Pharmaceutical Segment. We conduct regular information sharing, identify problems, and outline resolutions.

## Business Continuity Plans

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We are in the process of further strengthening our business continuity plans. In the event of a major earthquake or other large-scale disaster, we aim to be able to restore operations as quickly as possible so that we can continue to supply important foodstuffs and pharmaceuticals. We carry out ongoing disaster awareness measures, and conduct regular drills for our employee safety confirmation systems. We are also implementing improvements throughout the value chain, including establishing robust operational and infrastructural systems, earthquake-proofing facilities, increasing the number of production sites, decentralizing supply sources, and establishing IT system backups.

## Basic Policies for Business Continuity Plans

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To ensure that customers can be provided with the products and services they need even in times of disaster, the Meiji Group will establish business continuity plans that:

1. Ensure the lives and safety of persons involved in the Group and their families
2. Ensure that the Group continues to meet its social responsibilities
3. Minimize damage to our businesses that would arise from interrupted operations

## Information Security

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### Basic Approach

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We establish a variety of information security policies and rules which aim to protect our intellectual properties and strengthen the management of personal, confidential and other sensitive information. We thoroughly train employees in information security and strive to remain abreast of advances in IT technology.

We are also committed to providing stakeholders with all necessary information. Help desks and websites are available for customers for each of our businesses, and information is disclosed to shareholders and investors through investor relation activities and specialized websites.

### Reducing Risk Associated with Social Networking Services

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The Meiji Group has established various rules to reduce risk associated with social networking services. Moreover, we draw employees' attention to such risk via an in-house portal site.

### Privacy Protection

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We appreciate the importance of customer privacy. We comply with relevant laws and standards for the protection of personal information, and have established a Group Personal Information Protection Policy.

### Intellectual Property

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Intellectual properties have grown increasingly important in recent years, due to society's growing awareness of intellectual property issues and a variety of new government measures. We acquire intellectual property rights for the new products and technologies we research and develop. These rights make it possible for us to continue supplying customers with high added-value products.

# GRI Guidelines

## GRI Guidelines 4th version control table

### GENERAL STANDARD DISCLOSURES

#### Strategy and Analysis

G4—1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	A Discussion between the President and Outside Expert
G4—2	Provide a description of key impacts, risks, and opportunities.	Risk management

#### Organizational Profile

G4—3	Report the name of the organization.	Meiji Global : about us : Corporate Profile
G4—4	Report the primary brands, products, and services.	Meiji Global : product
G4—5	Report the location of the organization's headquarters.	Meiji Global : about us : Corporate Profile
G4—6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Meiji Global : Worldwide Locations
G4—7	Report the nature of ownership and legal form.	Meiji Global : about us : Corporate Profile
G4—8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Meiji Global : investors : Our Businesses
G4—9	Report the scale of the organization, including:	Meiji Global : about us : Corporate Profile

G4—10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	With Employees : Basic Human Resources Information
G4—11	Report the percentage of total employees covered by collective bargaining agreements.	Friendly Workplaces

#### Commitments to External Initiatives

G4—14



Report whether and how the precautionary approach or principle is addressed by the organization.

about us : Charter of Corporate Behavior, human rights policy and procurement policies, quality policy and quality assurance policy, Environmental Philosophy and Environmental Policies

G4-15	List externally developed economic, environmental and social charters, principles, or organization subscribes or which it endorses. other initiatives to which the organization subscribes or which it endorses.	With Business Partners : Sustainable palm oil, Initiatives for sustainable procurement of critical raw materials Dairy business ~ Chocolate business ~
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G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	With Business Partners : Initiatives for sustainable procurement of critical raw materials Dairy business ~ Chocolate business ~
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#### Stakeholder Engagement

G4-24	Provide a list of stakeholder groups engaged by the organization.	The Meiji Group's Approach to CSR
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	The Meiji Group's Approach CSR : CSR promotion (Employee awareness survey)
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	A Discussion between President and Outside Expert

#### Governance

##### GOVERNANCE STRUCTURE AND COMPOSITION

G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	The Meiji Group's Approach to CSR : CSR Management Framework
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	The Meiji Group's Approach to CSR : CSR Management Framework
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The Meiji Group's Approach to CSR : CSR Management Framework
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	The Meiji Group's Approach to CSR : CSR Management Framework
G4-38	Report the composition of the highest governance body	corporate governance
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her organization's management and the reasons for this arrangement).	corporate governance

G4—40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:	corporate governance
	<ul style="list-style-type: none"> <li>• Whether and how diversity is considered</li> <li>• Whether and how independence is considered</li> <li>• Whether and how expertise and experience relating to economic, environmental and social topics are considered</li> <li>• Whether and how stakeholders (including shareholders) are involved</li> </ul>	

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#### HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY

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G4—42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	The Meiji Group's Approach to CSR: CSR Management Framework
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#### HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION

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G4—43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	The Meiji Group's Approach to CSR: CSR Management Framework
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#### HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT

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G4—45	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and economic, environmental and social impacts, risks, and opportunities.</p>	The Meiji Group's Approach to CSR: CSR Management Framework
G4—47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The Meiji Group's Approach to CSR: CSR Management Framework

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#### HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING

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G4—48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The Meiji Group's Approach to CSR: CSR Management Framework
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#### HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE

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G4—49	Report the process for communicating critical concerns to the highest governance body.	The Meiji Group's Approach to CSR: CSR Management Framework
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#### REMUNERATION AND INCENTIVES

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G4—51	Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration.	investors: corporate governance
G4—52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	investors: corporate governance

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#### Ethics and Integrity

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G4—56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	about us: Mission and Vision
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G4—57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	compliance
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G4—58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	compliance
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## SPECIFIC STANDARD DISCLOSURES ECONOMIC

### Indirect Economic Impacts

G4—EC7	Development and impact of infrastructure investments and services supported	A Discussion between President and Outside Expert Featured: Prevention of infectious diseases With Business Partners With Society
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## ENVIRONMENTAL

### Materials

G4—EN1	Materials used by weight or volume	For the Environment: Material blance
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### Energy

G4—EN3	Energy consumption within the organization	For the Environment: Material blance Energy consumption, CO2 emissions
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G4—EN5	Energy intensity	For the Environment: Energy consumption, CO2 emissions
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G4—EN6	Reduction of energy consumption	For the Environment: Energy consumption, CO2 emissions
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### Water

G4—EN8	Total water withdrawal by source	For the Environment: Material blance
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### Biodiversity

G4—EN13	Habitats protected or restored	For the Environment: Environmental preservation, Environmental communication
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### Emissions

G4—EN15	Direct greenhouse gas (GHG) emissions (SCOPE1)	For the Environment: Material blance, Energy consumption, CO2 emissions
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G4—EN16	Energy indirect greenhouse gas (GHG) emissions (scope2)	For the Environment: Material blance
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G4—EN18	Greenhouse gas (GHG) emissions intensity	For the Environment: Energy consumption, CO2 emissions
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G4—EN19	reduction of greenhouse gas (GHG) emissions	For the Environment: Energy consumption, CO2 emissions
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G4—EN20	Emissions of ozone-depleting substances (ODS)	
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G4—EN21	Nox, Sox, and other significant air emissions	For the Environment: Material blance
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### Effluents and Waste

G4—EN22	Total water discharge by quality and destination	For the Environment: Material blance
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## Products and Services

G4—EN27	Extent of impact mitigation of environmental impacts of products and services	For the Environment: Environmentally Friendly Product Life Cycles
G4—EN28	Percentage of products sold and their packaging materials that are reclaimed by category	For the Environment: Environmentally Friendly Product Life Cycles
Overall		
G4—EN31	Total environmental protection expenditures and investments by type	For the Environment: Environmental accounting

## SOCIAL

### LABOR PRACTICES AND DECENT WORK

#### Employment

G4—LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	With Employees: Approach to Human Resources
G4—LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Employee-Friendly Workplace
G4—LA3	Return to work and retention rates after parental leave, by gender	With Employees: Employee-Friendly Workplace

#### Labor/Management Relations

G4—LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Specified in Collective Agreements (not disclosed)
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#### Training and Education

G4—LA9	Average hours of training per year per employee by gender, and by employee category	With Employees
G4—LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	With Employees
G4—LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	With Employees

#### Diversity and Equal Opportunity

G4—LA12	Composition of governance bodies and breakdown of employees per employee category according	investors: Corporate Governance
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## HUMAN RIGHTS

#### Child Labor

G4—HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Meiji Group Procurement Policy Policy on Human Rights
G4—HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced compulsory labor.	Meiji Group Procurement Policy Policy on Human Rights

## SOCIETY

#### Local Communities

G4—SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Featured:Prevention of infectious diseases With Business Partners : Initiatives for sustainable procurement of critical raw materials Dairy business~Chocolate business~With Society
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#### Anti-corruption

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G4—SO4	Communication and training on anti-corruption policies and procedures	compliance
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### PRODUCT RESPONSIBILITY

#### Customer Health and Safety

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G4—PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	With Customers :Approach to Quality
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#### Customer Privacy

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G4—PR3	Type of product and service information required by the organization's procedures for product and service information and labeling,and percentage of significant product and service categories subject to such information requirements.	With Customers
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# Back Number

## Meiji Group's CSR Report

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-  [Meiji Group's CSR Report 2016 \(PDF:1,607KB\)](#)
-  [Meiji Group's CSR Report 2015 \(PDF:1,262KB\)](#)
-  [Meiji Group's CSR Report 2014 \(PDF:5,942KB\)](#)