

GRI content index

The Maruha Nichiro Group has reported the information cited in this GRI content index for the period with reference to the GRI Standards.

GRI 2: General Disclosures 2021

DISCLOSURE		LOCATION
General disclosures		
2-1	Organizational details	Corporate Profile
2-2	Entities included in the organization's sustainability reporting	Corporate Profile
		Disclosure Policy
2-3	Reporting period, frequency and contact point	Disclosure Policy
2-4	Restatements of information	—
2-5	External assurance	—
Activities and workers		
2-6	Activities, value chain and other business relationships	Corporate Profile
2-7	Employees	Sustainability > Personnel and Labor-Related Data
2-8	Workers who are not employees	Sustainability > Personnel and Labor-Related Data
Governance		
2-9	Governance structure and composition	Governance
2-10	Nomination and selection of the highest governance body	Governance
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance
2-13	Delegation of responsibility for managing impacts	Corporate Governance
		Sustainability > Management Structure
		Sustainability > Strategy and Goals
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance
2-15	Conflicts of interest	—
2-16	Communication of critical concerns	Compliance
		Risk Management
2-17	Collective knowledge of the highest governance body	Integrated Report 2023 "Appointment of Directors with experience and professionalism"
2-18	Evaluation of the performance of the highest governance body	Corporate Governance
2-19	Remuneration policies	Corporate Governance
2-20	Process to determine remuneration	Corporate Governance
2-21	Annual total compensation ratio	—
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Integrated Report 2023 "President's Message"
		Sustainability > President's Message Sustainability
2-23	Policy commitments	Sustainability > Human Rights
		Sustainability > Human Rights Awareness
2-24	Embedding policy commitments	Sustainability > Sustainability Management
2-25	Processes to remediate negative impacts	Sustainability > Management Approach
		Sustainability > Human Rights
2-26	Mechanisms for seeking advice and raising concerns	Compliance
2-27	Compliance with laws and regulations	Sustainability > Management Approach
2-28	Membership associations	Sustainability > Initiatives
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability > Stakeholder Engagement
2-30	Collective bargaining agreements	Sustainability > Labor-Management Relations

GRI 3: Material Topics 2021

DISCLOSURE		LOCATION
Material Topics		
3-1	Process to determine material topics	Sustainability > Materiality
3-2	List of material topics	Sustainability > Materiality
3-3	Management of material topics	Sustainability > Sustainability Management

Economic

DISCLOSURE		LOCATION
GRI201 : Economic Performance 2016		
201-1	Direct economic value generated and distributed	Financial Statement Financial Information
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability > Climate Change
201-3	Defined benefit plan obligations and other retirement plans	—
201-4	Financial assistance received from government	Not applicable
GRI202 : Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability > Personnel and Labor-Related Data
202-2	Proportion of senior management hired from the local community	—
GRI203 : Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Sustainability > Strategy and Goals
203-2	Significant indirect economic impacts	Sustainability > Strategy and Goals
GRI204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	—
GRI205 : Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Not applicable
205-2	Communication and training about anti-corruption policies and procedures	Our Values Risk Management
205-3	Confirmed incidents of corruption and actions taken	Not applicable
GRI206 : Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable
GRI207 : Tax 2019		
207-1	Approach to tax	—
207-2	Tax governance, control, and risk management	—
207-3	Stakeholder engagement and management of concerns related to tax	—
207-4	Country-by-country reporting	—

Environmental

DISCLOSURE		LOCATION
GRI301 : Materials 2016		
301-1	Materials used by weight or volume	Sustainability > Management Approach <i>* We are aware of the need to provide quantitative data about the raw materials and taking steps to disclose the information.</i>
301-2	Recycled input materials used	—
301-3	Reclaimed products and their packaging materials	—
GRI302 : Energy 2016		
302-1	Energy consumption within the organization	Sustainability > Management Approach
302-2	Energy consumption outside of the organization	Sustainability > Management Approach
302-3	Energy intensity	Sustainability > Management Approach
302-4	Reduction of energy consumption	Sustainability > Climate Change
302-5	Reductions in energy requirements of products and services	—
GRI303 : Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Sustainability > Management Approach
303-2	Management of water discharge-related impacts	Sustainability > Management Approach
303-3	Water withdrawal	Sustainability > Management Approach
303-4	Water discharge	Sustainability > Management Approach
303-5	Water consumption	Sustainability > Management Approach

GRI304 : Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability > Marine Resources * We have not yet adequately verified the biodiversity value in the areas around our operation and are aware that this must be done.
304-2	Significant impacts of activities, products and services on biodiversity	—
304-3	Habitats protected or restored	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability > Marine Resources
GRI305 : Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability > Management Approach
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability > Management Approach
305-3	Other indirect (Scope 3) GHG emissions	Sustainability > Management Approach
305-4	GHG emissions intensity	—
305-5	Reduction of GHG emissions	Sustainability > Management Approach Sustainability > Climate Change
305-6	Emissions of ozone-depleting substances (ODS)	—
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—
GRI306 : Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability > Management Approach Sustainability > Recycling * We are aware of the need to provide quantitative data about the wastewater and waste materials at all of the Group operations and are taking steps to broaden our data collection coverage.
306-2	Management of significant waste-related impacts	Sustainability > Management Approach Sustainability > Recycling * We are aware of the need to provide quantitative data about the wastewater and waste materials at all of the Group operations and are taking steps to broaden our data collection coverage.
306-3	Waste generated	Sustainability > Recycling
306-4	Waste diverted from disposal	Sustainability > Recycling
306-5	Waste directed to disposal	Sustainability > Recycling
GRI308 : Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	—
308-2	Negative environmental impacts in the supply chain and actions taken	—

Society

DISCLOSURE		LOCATION
GRI401 : Employment 2016		
401-1	New employee hires and employee turnover	Sustainability > Personnel and Labor-Related Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability > Social Value
401-3	Parental leave	Sustainability > Diversity & Work-Styles
GRI402 : Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	—

GRI403 : Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Sustainability > Better Workplaces
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability > Better Workplaces
		Sustainability > Health Management
403-3	Occupational health services	Sustainability > Better Workplaces
		Sustainability > Health Management
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability > Better Workplaces
403-5	Worker training on occupational health and safety	Sustainability > Better Workplaces
403-6	Promotion of worker health	Sustainability > Health Management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability > Better Workplaces
403-8	Workers covered by an occupational health and safety management system	Sustainability > Better Workplaces
403-9	Work-related injuries	Sustainability > Better Workplaces
403-10	Work-related ill health	Sustainability > Better Workplaces
GRI404 : Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability > Growth Opportunities
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability > Growth Opportunities
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability > Growth Opportunities
GRI405 : Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Integrated Report 2023 "Directors, Audit & Supervisory Board Members, Executive Sustainability > Personnel and Labor-Related Data
405-2	Ratio of basic salary and remuneration of women to men	The Maruha Nichiro Group personnel treatment system does not show a gender-based gap in compensation levels.
GRI406 : Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Compliance
		Sustainability > Human Rights
		Sustainability > Human Rights Awareness
GRI407 : Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability > Labor-Management Relations
		Sustainability > Human Rights
GRI408 : Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability > Human Rights
		Sustainability > Value for Business Partners
GRI409 : Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability > Human Rights
		Sustainability > Value for Business Partners
GRI410 : Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	—
GRI411 : Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	—
GRI413 : Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability > Value for Communities & Society
413-2	Operations with significant actual and potential negative impacts on local communities	—
GRI414 : Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	—
414-2	Negative social impacts in the supply chain and actions taken	Sustainability > Value for Business Partners
GRI415 : Public Policy 2016		
415-1	Political contributions	—
GRI416 : Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability > Food Safety
		Sustainability > Consumer-Oriented Management
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability > Food Safety

GRI417 : Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	—
417-2	Incidents of non-compliance concerning product and service information and labeling	Sustainability > Consumer-Oriented Management
417-3	Incidents of non-compliance concerning marketing communications	Sustainability > Food Safety
GRI418 : Customer_Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No breaches of customer privacy or loss of customer data