

Our Sustainability Goals

Amid the rising importance of responses to the issues surrounding sustainability, such as the social and global environment problems, to further clarify the image of sustainability that the Daiken Group aims for and enhance our initiatives in corporate management, we have revised and evolved the existing CSR basic policy and formulated the Daiken sustainability basic policy in June 2022. By increasing the linkage between the contribution to the sustainability of society and the global environment and the sustainability of our business more than ever, we will aim to form a virtuous cycle and sustainable corporate value improvement.

Daiken Sustainability Basic Policy

The Daiken Group will bring new value and smiles to the faces of our stakeholders, including employees, by contributing to the development of a prosperous and sustainable society and environment based on the group corporate philosophy. Furthermore, we aim to establish a solid management foundation for the long-term growth of the Daiken Group.

① Contribute to the development of a sustainable society, global environment, and the economy

We will continuously review all activities and promote reforms as we contribute to the development of a prosperous and sustainable society and the global environment, while improving business sustainability.

② Pursue sustainability as a business

The Daiken Group will maintain and even enhance its strength to build value, an essential driving force for transformation, by maximizing the value of human capital through enhanced job satisfaction and employee well-being, while strengthening engagement with stakeholders.

③ Aim to enhance business value in a sustainable manner

The Daiken Group aims to enhance corporate value in a sustainable manner through the two virtuous cycles of its contribution to a sustainable society, the global environment, and the economy and the pursuit of sustainability as a business.

Structure to promote sustainability

To enhance our group-based initiatives for sustainability, we have reorganized the existing CSR committee to the sustainability promotion committee since fiscal 2023.



Sustainability Promotion Committee

Chairperson: Representative Director, President

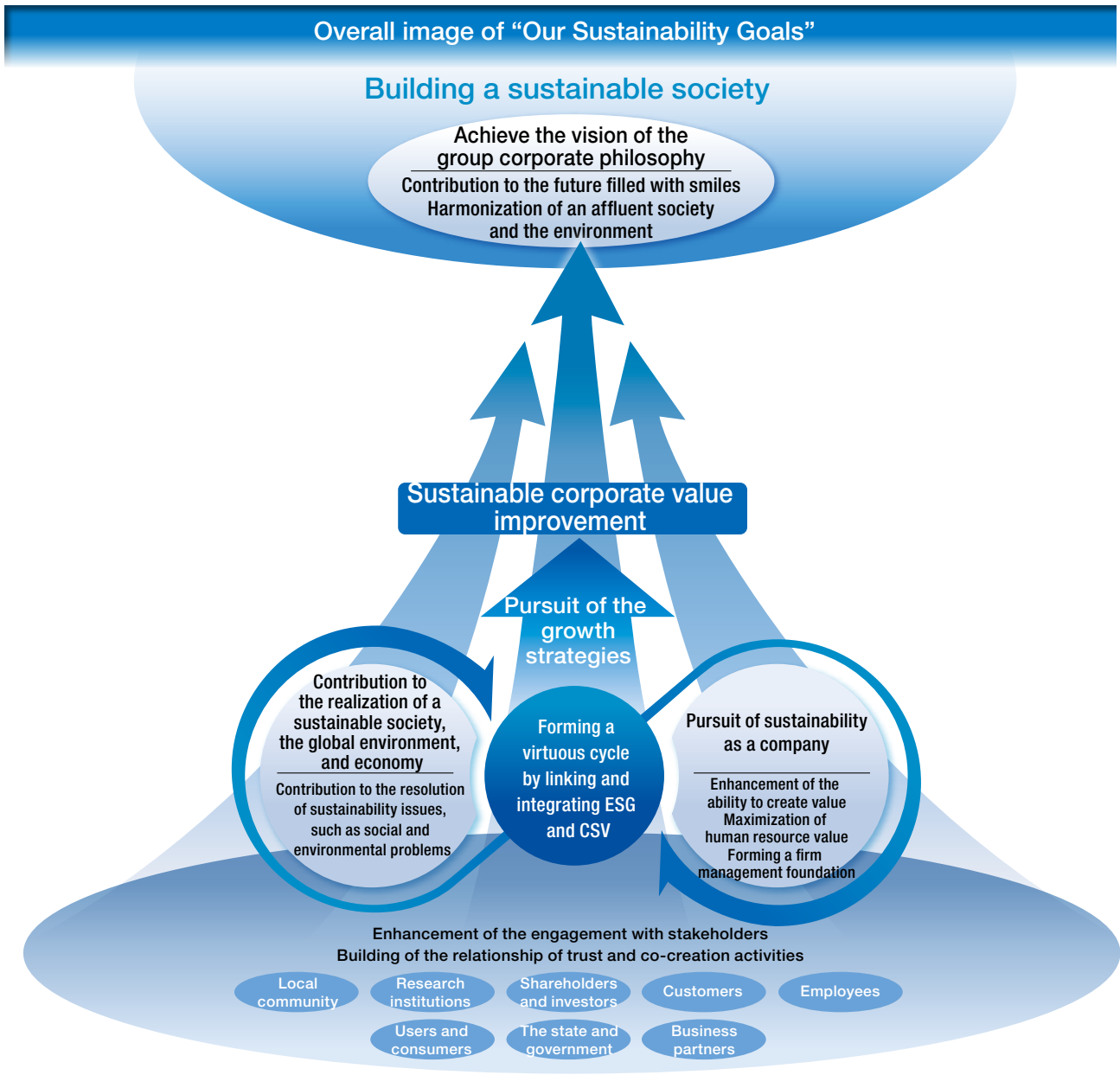
Promotion Departments: General Affairs and Human Resources Department, Legal Department, Quality Assurance Department, Domestic Manufacturing Planning Department, and Global Business Planning Department

Secretariat: Sustainability Promotion Department and Corporate Planning Department

■ Number of committee meetings convened in fiscal 2023: 4 times

■ Key deliberation items

- Progress of the ESG goals in the medium-term management plan
- Response to human rights due diligence
- Reports of the degree of penetration of the group corporate philosophy and the employee satisfaction survey
- External evaluation of the integrated report and the production policy
- Establishment of the Daiken sustainability basic policy
- Revision of the ESG-related policies
- Response to the climate change-related issues



Sustainability (ESG)-related policy system

To deploy initiatives for sustainability issues on a group-wide basis, the Daiken Group has established various policies with a focus on the important themes in each field of ESG.

	Field	Policy
	Sustainability (ESG and CSV)	Daiken Sustainability Basic Policy
E	Environment	DAIKEN Global Environmental Vision 2050
S	Product quality and safety	Basic Policy on Product Safety
	Fair transactions	Daiken Procurement Policy and Daiken CSR Procurement Standards
		Cartel and Bid-rigging Prevention Standards
	Human resource	Daiken Diversity Promotion Policy
		Daiken Workstyle Reform Promotion Policy
		Daiken Human Resource Development Policy
Daiken Health and Productivity Management		
Human rights	Daiken Occupational Safety and Health Policy	
Coexistence with local communities	Daiken Human Rights Policy	
G	Governance	Daiken Social Contribution Activity Policy
		Basic Policy on Corporate Governance
		Basic Policy on the Building of the Internal Control System
		Compliance Code of Conduct

Details of each policy are described on our sustainability website. <https://www.daiken.jp/sustainability/>