

Progress (Ajinomoto Group human rights initiatives)

Fiscal year	Ajinomoto Group Initiatives
2011	Established Human Rights Committee under the Business Conduct Committee
2012	Conducted internal interviews by department based on ISO 26000 to identify the state of human rights issues
2013	Created Supplier CSR Guidelines based on the Ajinomoto Group Basic Purchasing Policy to clarify CSR requirements across the supply chain
2014	Added human rights as a category within the Ajinomoto Group Principles → Clarified our basic policy on human rights initiatives
2015	Began basic country- and region-specific research to identify potential human rights risks within the Ajinomoto Group
2016	Conducted human rights-related training and awareness-raising activities for group employees at the meeting to consider AGP (Ajinomoto Group Principles)
2017	• Strengthened human rights due diligence structure under the Human Rights Committee • Investigated the operations of foreign Technical Intern Training Program at group companies in Japan, and held dialogues with technical intern trainees
2018	• Conducted country-specific human rights risk assessments for the Ajinomoto Group (identified, analyzed, and evaluated adverse human rights impacts) • Established the Group Shared Policy on Human Rights
2019	Conducted a human rights impact assessment in Thailand (on-site interviews with supply chain partners in the seafood processing and poultry industries); disclosed report
2020	• Established the Sustainability Development Dept. • Declared our formal endorsement of the Tokyo Declaration 2020 Responsible Acceptance of Foreign Workers in Japan by the Global Alliance for Sustainable Supply Chain (ASSC) • Participated in the Japan Platform for Migrant Workers toward Responsible and Inclusive Society, which is a public-private partnership led by the Japan International Cooperation Agency (JICA)
2021	• Established the Sustainability Advisory Council and Sustainability Committee *Established the Human Rights Subcommittee within the Sustainable Procurement Task Team under the Sustainability Committee • Conducted a human rights impact assessment in Brazil(online interviews and survey across supply chain in the sugarcane and coffee bean industries); disclosed report
2022	• Conducted country-specific, raw materials-specific human rights risk assessments for the Ajinomoto Group (identified, analyzed, and evaluated adverse human rights impacts) • Revised the Group Shared Policy on Human Rights and Group Shared Policy/Guidelines for Suppliers
2023	• Conducted human rights impact assessments in Indonesia (sugarcane molasses supply chain) • Conducted human rights impact assessments in Vietnam (coffee bean supply chain) • Conducted surveys regarding business partner compliance with Group Shared Policy for Suppliers and Group Shared Guidelines for Suppliers