

Framework

GRI406-1

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 ▶ Personnel and Labor-Related Data

Approach

GRI405-DMA
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Framework

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Performance

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 GRI412-2

▶ Ajinomoto Group Policies (AGP)

Performance

GRI202-2
 GRI405-1

▶ Personnel and Labor-Related Data

Hotline (Whistleblowing System)

The Ajinomoto Group has established a hotline as a whistleblower system that enables executive officers and employees, including part-time and temporary workers, to make reports or seek advice by phone, e-mail, fax, letter, or other means.

Organizational Culture Innovation to Promote Diversity

Aiming to create a society and company where all employees are engaged and respect each other regardless of gender, generation, nationality or background, the Ajinomoto Group provides a system to support individual careers (work style diversity) and bring out the best in employees (career diversity), and encourages the growth of an inclusive organizational culture. The Group is advancing more substantial diversity initiatives in Japan, where diversity efforts are lagging behind other countries and regions.



The Group's diversity logo. The logo adopts the six rainbow colors used as a symbol by LGBT Allies (supporters) and expresses employees who are empowered and growing together in an environment of universal acceptance.

Diversity Promotion Framework

At Ajinomoto Co., Inc., a diversity task force led by the officer in charge of promoting diversity has planned and implemented cross-organizational initiatives, including certain Group companies. Since July 2019, the diversity promotion activities are implemented by human resources departments.

In addition, a HR development committee for women provides concrete support for women's career development and promotion planning.

Human Rights Awareness Training of Employees

In each Group company, human rights awareness training is conducted to advance understanding of the Ajinomoto Group Policies (AGP), which prohibits any form of discrimination or harassment, and nurture talented people with a strong sense of human rights.

In Japan, worksite meetings are held every year to help employees, including part-time and temporary workers, identify and resolve issues in the workplace. The AGP questionnaire also includes topics focused on discrimination and harassment to aid with identifying and preventing harassment.

Diversity Performance in Fiscal 2018

Ratio of locally hired overseas executives

Persons

| | FY2017 Actual | FY2018 Actual | FY2020 Target |
|---------------------------|---------------|---------------|---------------|
| Total overseas executives | 178 | 169 | — |
| Local executives | 73 | 65 | — |
| Local executive ratio | 41% | 38% | 50% |

Percentage of female managers (Group-wide)

| | FY2017 Actual | FY2018 Actual | FY2020 Target |
|-------------------------------|---------------|---------------|---------------|
| Percentage of female managers | 22% | 23% | 20% |