

Strong Corporate Governance

Performance

GRI205-2
GRI406-1

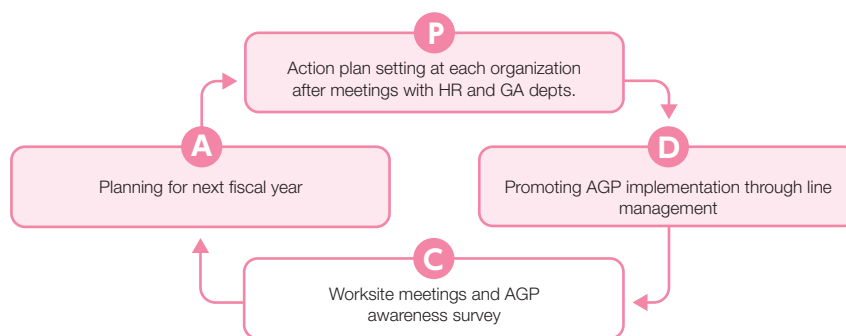
▶ Group Shared Policy on Whistle-blowing

▶ Personnel and Labor-Related Data

AGP awareness survey

Each November, Ajinomoto Co., Inc. and its Group companies in Japan ask all employees to answer an AGP awareness questionnaire to monitor awareness and understanding of the AGP and to get a clear grasp of any compliance issues in each company and at every worksite. In fiscal 2018, 13,367 employees responded, and the results are made available to all employees on the intranet. Companies cooperate closely with relevant worksites to address any noted compliance issues.

Functions of worksite meetings on the AGP and AGP awareness survey

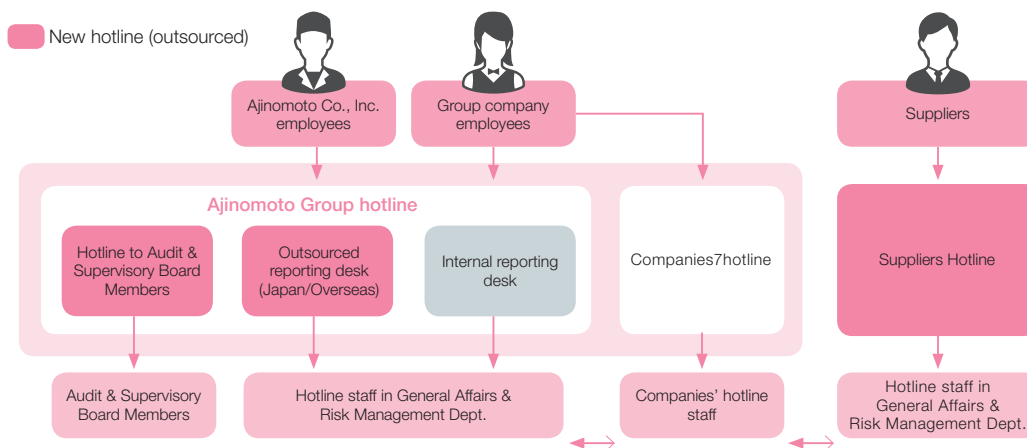


Hotline: Strengthening the Whistleblowing System

The Ajinomoto Group has established the 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.

Using the guidelines to institute an internal reporting system based on the Whistleblower Protection Act, published by the Consumer Affairs Agency of Japan, the Group developed its services and multiplied reporting channels in fiscal 2018. In addition, the Group formulated the Group Shared Policy on Whistle-blowing to publicly disclose its policies on whistleblowing and standardize its rules and operations.

Whistleblower system development and addition of reporting channels



Number of hotline reports^[1]

	Human rights, harassment	Hiring, working condition	Quality, environment	Irregularity	Social manners, ethics	Proper job performance	Others	Total
Fiscal 2017	28	14	1	2	10	13	3	71
Fiscal 2018	47	21	1	1	6	20	2	98

[1] Multiple issues were reported in some cases.