

Diversity and inclusion

Approach

GRI405-DMA

GRI406-DMA

▶ Integrated Report
 2020
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Framework

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Performance

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Promoting diversity and inclusion for corporate culture transformation

The Ajinomoto Group believes that promoting diversity and inclusion (D&I) is an important part of management strategy for creating innovation based on a foundation of diverse talents. To gather diverse talents, we value diversity in gender, age, nationality, and individual professional experiences. We want all to know that the Ajinomoto Group is committed to do our best in encouraging diversity and inclusion.

The challenge that lies before Ajinomoto Co., Inc. is to increase the number of women leaders and accelerate reform in the company's corporate culture, raising the ratio of women serving as directors and line managers to 30% by fiscal 2030.

Diversity & inclusion promotion framework

Ajinomoto Co., Inc. established the HR development committee for women, led by a director in charge of diversity and HR, to provide concrete support behind plans for promoting and developing careers for women. The committee conducts mentoring programs to accelerate the appointment of women to senior positions, and workshops and colleges for younger women employees, and advances cooperative measures among companies participating in the 30% Club^[1] Japan.

Further, the Company established a D&I Promotion Team within our HR Dept. to conduct planning and operations of cross-organizational activities that includes several other group companies. More specifically, the team started to conduct companywide unconscious bias training, D&I training among sales departments, and LGBT partner support system. The team also promotes in-house and other affiliated daycares as part of building career-support environments, as well as striving to create workplaces amenable to persons with disabilities (such as providing professional life counselors throughout Japan).

[1] A global campaign established by corporate leaders, etc. in the UK in 2010 to increase the percentage of women in key decision-making organizations of companies, including among corporate boards of directors.

Diversity & inclusion promotion performance

Percentage of female directors (Ajinomoto Co., Inc. only)

	FY2018 Result	FY2019 Result	FY2030 Target
Percentage of female directors	12.5%	12.5%	30%

Percentage of female line managers (Ajinomoto Co., Inc. only)

	FY2018 Result	FY2019 Result	FY2030 Target
Percentage of female line managers	6%	6%	30%

Percentage of locally hired overseas executives

	FY2018 Result	FY2019 Result
Total number of overseas executives	169	177
Number of locally hired overseas executives	65	73
Ratio of locally hired overseas executives	38%	41%

▶ Public Awards and Feedback

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Percentage of female managers (groupwide)

	FY2018 Result	FY2019 Result
Percentage of female managers	23 %	24%

■ External recognitions

- FY2019 New Diversity Management Selection 100 (Ministry of Economy, Trade and Industry of Japan)
- FY2019 Leading Companies where Women Shine “Cabinet Office Special Minister Award (Gender Equality)”
- FY2019 Semi-Nadeshiko Brand (joint certification given by the Ministry of Economy, Trade and Industry of Japan and the Tokyo Stock Exchange)
- PRIDE Index Certification 2019 (recognition of LGBT initiatives in the workplace)

Human rights awareness and education activities for employees

The Ajinomoto Group conducts human rights awareness and education activities within each Group company to encourage employee understanding of the Ajinomoto Group Policies (AGP) which prohibits any form of discrimination or harassment. In so doing, we nurture individuals who have a strong sense of human rights.

In Japan, we hold worksite meetings on the AGP annually to help employees, including part-time and temporary workers, identify and resolve issues in the workplace. The AGP questionnaire includes topics focused on discrimination and harassment to aid in identifying and preventing harassment.

■ Fiscal 2019 performance

- E-learning about Universal Declaration of Human Rights and human rights issues including those intimately related to business activities (total of 8,045 participants, including 6,946 Group employees in Japan and 1,099 managers of overseas Group companies)
- Training personnel of fair and honest recruitment, training for new hires, training by job grades, training for harassment consultation desk personnel
- E-learning to promote understanding of LGBT issues (total of 8,041 participants in Group companies in Japan)