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.

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.

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

The Daiken Group has established the Sustainability Promotion Committee in which the president serves as the chairperson and developed the structure to promote sustainability on a company-wide basis since fiscal 2023.

The Board	Sustainability P
Executive Directors Committee	Chairperson: Represe Secretariat: Corporate
Sustainability Promotion Committee Deliberations on and approval of policies and important items concerning sustainability (CSR and ESG)	 Number of committee Key deliberation item Progress of the ES
1	Disclosure of infor
CSR Promotion Departments Company-wide promotion of sustainability (CSR	 Reports of the deg satisfaction survey Group report creat
and ESG) and progress report to the committee I Each Department/Group Company	 New product deve Reports on the res
	Response to huma

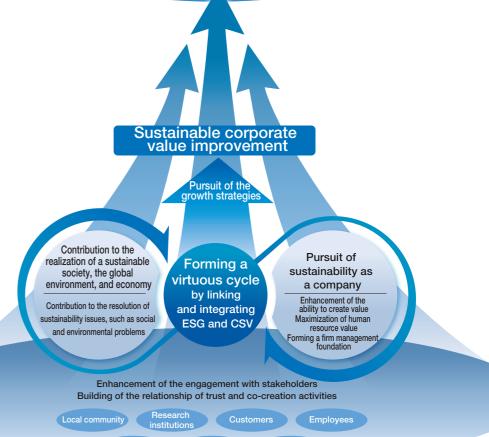
Promotion Committee

Chairperson: Representative Director and President (CEO)		
Secretariat: Corporate Planning Department (Sustainability Promotion Office)		
 Number of committee meetings convened in fiscal 2024: 5 times Key deliberation items 		
Progress of the ESG goals in the medium-term management plan		
Disclosure of information and the direction concerning sustainability		
 Reports of the degree of penetration of the group corporate philosophy and the employee satisfaction survey 		
Group report creation policy		
New product development policy linked to the global environmental vision		
Reports on the results of the CSR procurement and green procurement surveys		



Building a sustainable society

Achieve the vision of the group corporate philosophy Contribution to the future filled with smiles Harmonization of an affluent society and the environment



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 (I	ESG and CSV)	Daiken Sustainability Basic Policy
E	Environment	DAIKEN Global Environmental Vision 2050
Product quality and safety Fair transactions Human resource Human rights Coexistence with local communities	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
		Daiken Occupational Safety and Health Policy
	Daiken Human Rights Policy	
	Coexistence with local communities	Daiken Social Contribution Activity Policy
G Gov	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/basicpolicy.html