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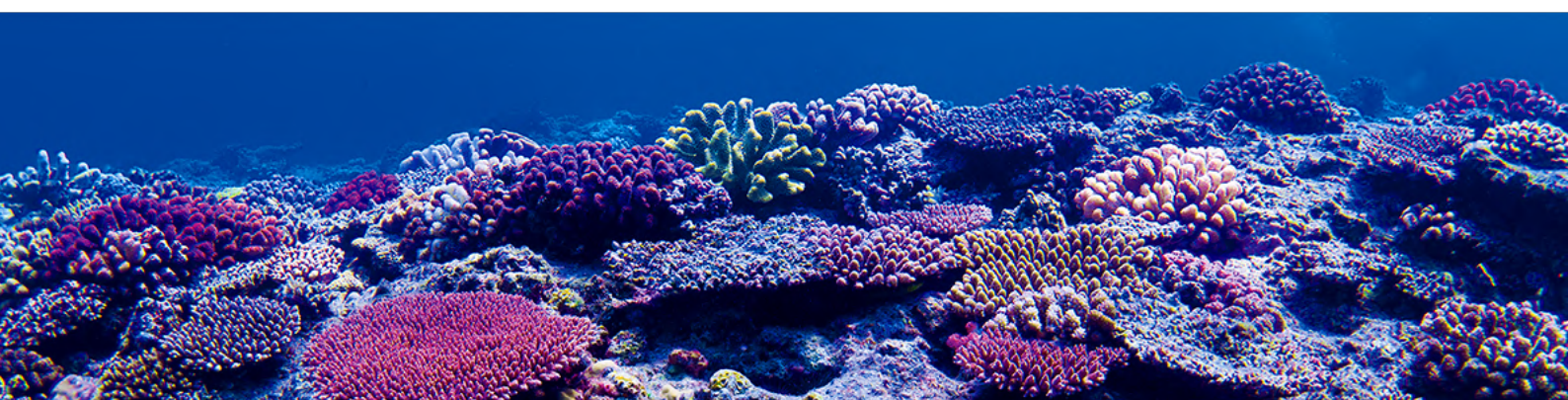
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The cover design incorporates scenes showing the vast diversity of lively, active ocean-dwelling creatures that are the foundation of Nissui's operations.

It expresses Nissui's determination to protect biodiversity and maintain a sustainable marine environment that will bequeath an ocean brimming with life to future generations.



Editorial Policy

Editorial Policy

Sustainability Report2019 (Full version) is published to provide information on the CSR initiatives of Nippon Suisan Kaisha, Ltd. to its stakeholders.

Report period

The report mainly covers activities conducted from April 1, 2018, to March 31, 2019, However, when appropriate exceptions to this general rule are made, as when citing past circumstances and data or using recent examples for illustration purposes.

Report boundary

This report covers Nippon Suisan Kaisha, Ltd., (non-consolidated) and consolidated subsidiaries and certain other Group companies in Japan. The environmental data represents the totals of Nippon Suisan Kaisha, Ltd., its 24 domestic consolidated subsidiaries, and the major 9 overseas subsidiaries, which is the scope of the report of the activities to reduce environmental impact.

Referenced guidelines

GRI Sustainability Reporting Standards in 2016
Environmental Reporting Guidelines (2018)

Issuance period

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Reporting Cycle

Annually

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Message from the President



We at the Nissui Group issued our CSR Action Declaration in 2016, where we identified three key issues (material areas) based on opinions expressed to us by stakeholders. With the goal of solving those issues, we independently established a committee system and are proceeding with a number of initiatives.

In its business activities, a company faces a variety of societal issues that often include the environment or human rights. We believe it is vitally important to tackle those issues while pursuing sustainable growth. We need to face each of these problems head on and continue to

engage in dialogues and other forms of communication with our stakeholders to actively remind ourselves not to become complacent.

In April 2018, we launched our new Mid-Term Business Plan, entitled “MVIP + (Plus) 2020” in which we set ourselves the aim of creating value by leveraging our unique technologies and utilizing marine resources in a sustainable way to help people be healthy around the world. We believe that tackling the key issues to full this promise is inextricably linked with working to achieve the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

The Nissui Group cannot solve these societal issues alone; cooperation and collaboration is essential—with companies both in and outside of Japan, non-governmental and non-political organizations, and government agencies from around the world. To this end we have begun to communicate with a range of affiliated organizations, and joined the Seafood Business for Ocean Stewardship (SeaBOS), an initiative aimed at promoting sustainability in marine resource businesses.

The Nissui Group is extending its efforts to further reduce the amount of carbon dioxide and waste materials it produces, along with the water and other resources it uses. We are committed to the sustainable use of marine resources and are working as part of the international community to actively establish rules for marine resource utilization and to ensure compliance as a way to full our corporate citizenship responsibility and promote healthy living among people across the globe.

Representative Board Member,
President & CEO
Nippon Suisan Kaisha, Ltd.

A handwritten signature in black ink, appearing to read "Q. Matsuo".

The Nissui Group's CSR Initiatives

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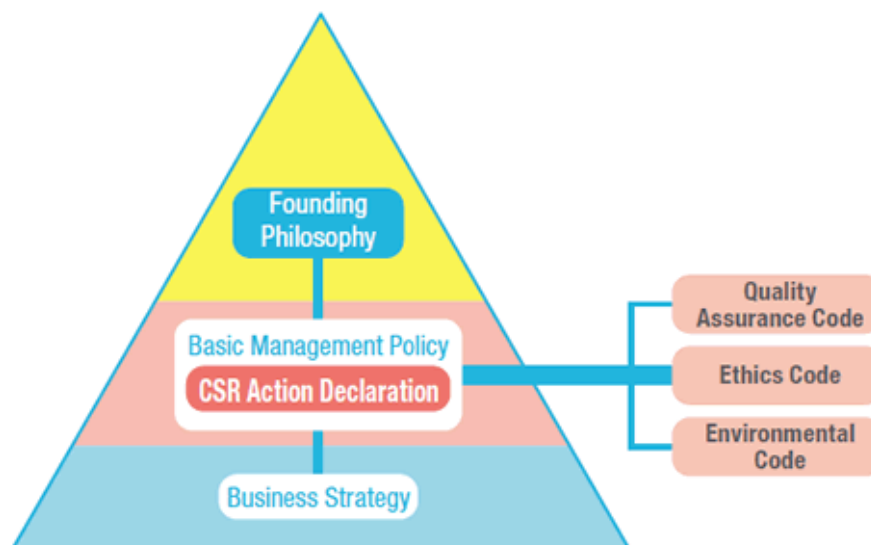
The Nissui Group's CSR Initiatives

The Nissui Group, together with its stakeholders, will endeavor to find solutions to social issues and aim to become a corporate group that continues to be needed by society.

As a marine products company, Nissui's founding principle is to provide the people of the world with marine resources in as fresh a condition as possible.

The Nissui Group asserted CSR-driven management in the "MVIP 2017," the previous Mid-Term Business Plan; in March 2016 announced the CSR Action Declaration; and in November of the same year determined materiality and has been engaged in various initiatives. In the new Mid-Term Business Plan, "MVIP + (Plus) 2020," which was announced in May 2018, it further promoted management based on CSR to achieve sustainable growth and further increase in corporate value.

The Nissui Group, together with its stakeholders, will broadly contribute to achieving the sustainable development goals (SDGs) adopted by the United Nations and solving various social issues based on the "five genes" carried forward since the company's foundation.



Nissui's Genes

Sense of mission, Innovation, Hands-on approach, Global mindset, Commitment to customers

Related pages

- ▶ [Our Founding Principles](#)
- ▶ [Basic Management Policies](#)
- ▶ [Quality Assurance Code](#)
- ▶ [Code of Ethics](#)
- ▶ [Environmental Code](#)

CSR Action Declaration

The Nissui Group will appreciate the earth and the sea, and create diverse forms of value from the "five genes" (sense of mission, innovation, hands-on approach, global mindset, and commitment to customers) inherited since its foundation and try to solve social issues through its business activities.

For the customer

- We provide safe and secure, high quality products which are valuable for customers.
- We utilize the bounty of the sea and provide the delights of food and a rich and healthy life through innovation.

For the employee

- We act in accordance with the norms of the society with sound ethics and aim to build a socially trusted company.
- We respect diverse values and individualities, and achieve growth through teamwork by learning from others.

For the business partner

- We maintain fair and transparent business relationships with all of our business partners.
- We try to build mutually trusting relationships with business partners and seek a sustainable society with them.

For the environment

- We work hard to reduce environmental impact and preserve natural environment and biodiversity.
- We recognize that our business relies on the bounty of the earth and the sea, and work hard to utilize resources in a sustainable manner.

For the shareholder

- We operate in a transparent manner and improve disclosure of information.
- We try to enhance corporate value and continue a proper distribution of profit to the shareholders through stable business growth.

For society

- We work hard to develop local society and cultivate the next generation through the knowledge and the technology of the Nissui Group.
- We respect diverse cultures and customs in the world and try to contribute to keeping the local society alive with the development of our business.

The Nissui Group's CSR Initiatives

CSR Promotion System

We established a CSR Committee which reports directly to the President to promote CSR activities of the entire Group.

Organizational Structure



The CSR Department was established in March 2017 to reinforce CSR activities.

► [organization](#)

The CSR Committee and Subcommittee

The CSR Committee, chaired by the President & CEO and comprising all Executive Officers, is held four times a year.

Four subcommittees to promote priority issues (Resource Sustainability and Procurement Subcommittee, Food Loss and Waste Subcommittee, Diversity and Personnel Development Subcommittee and Marine Environment and Plastics Subcommittee) have been launched, to which Executive Officers have been appointed as Subcommittee Chairpersons, with members comprising the General Managers and Managers of the relevant departments.

Furthermore, two working groups under the Resource Sustainability and Procurement Subcommittee (Marine resource sustainability WG and CSR Procurement WG), two working groups under the Marine Environment and Plastics Subcommittee (Marine Environment WG and Plastics WG), and two working groups under the Diversity and Personnel Development Subcommittee (Diversity/HR WG and Promoting Health WG) promote their respective activities.

Dissemination of CSR Activities throughout Nissui

The CSR Newsletter: Let's Listen to the Voice of the Sea, an employee newsletter, is published twice a month as a way of disseminating CSR activities throughout Nissui.

The newsletter posts and shares such information as the approach to CSR, the progress being made by the subcommittees and working groups for each of their key issues and CSR events in which the employees participated. The newsletter was launched in April 2016. Each issue from the inaugural issue to the 54th issue was collected and compiled as a booklet and distributed to the Group companies. Since then, the newsletter has been distributed simultaneously to the Group companies, and in March 2019, the 67th issue was published.

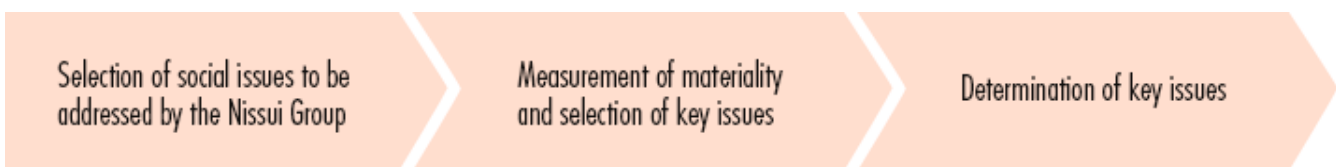


The Nissui Group's CSR Initiatives

Determination of key issues

The Nissui Group established the CSR Action Declaration upon conducting an exchange of opinions with its stakeholders to promote Groupwide CSR activities. The CSR Committee has been established, and the key issues of the Nissui Group have been identified. Going forward, Nissui will continue dialogues with stakeholders and promote Groupwide CSR activities.

The Process of Identifying Key CSR Issues



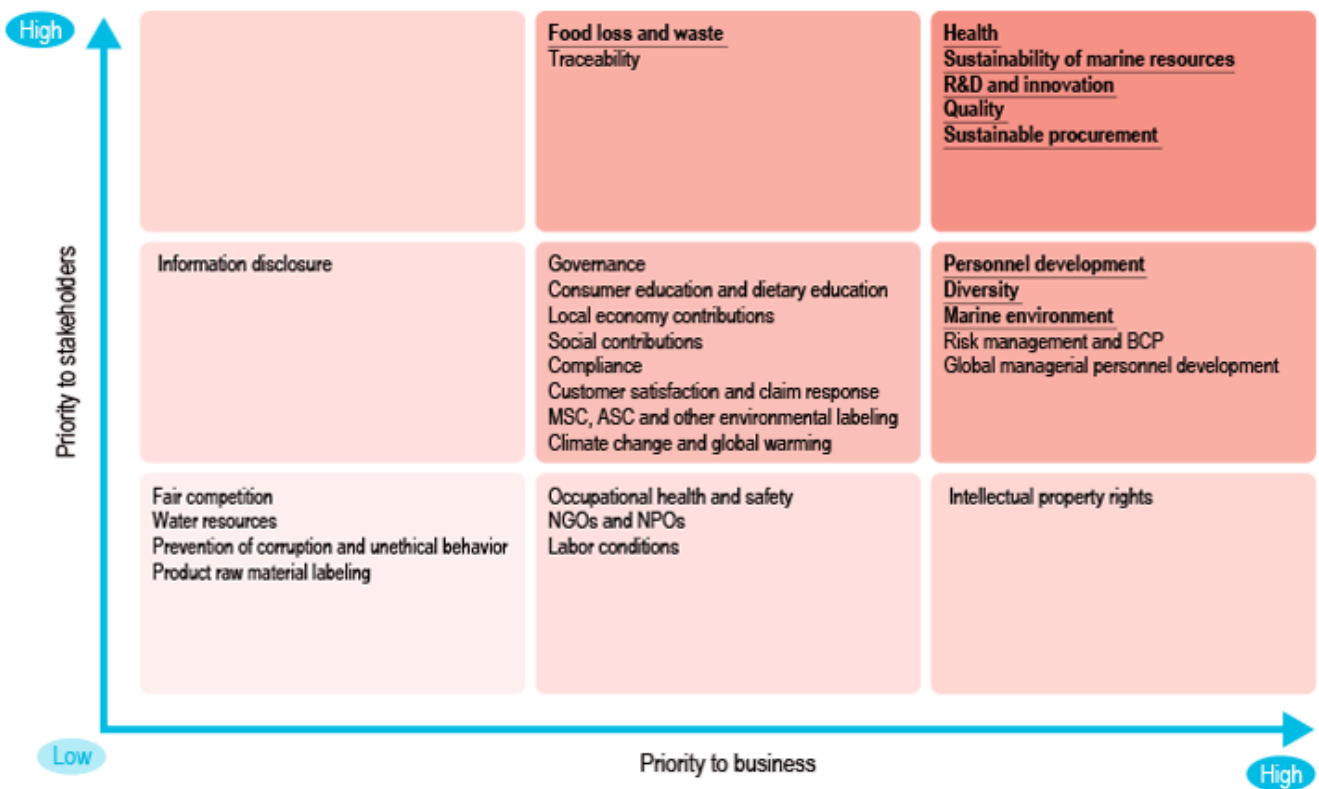
Selection of social issues to be addressed by the Nissui Group

To meet diverse social demands and requirements, social issues were selected from among the expectations of society, the key issues of customers and the key issues of competitors. 29 issues to be addressed were selected, taking into consideration the Nissui Group business domains and customer base.

Measurement of materiality and selection of key issues

A questionnaire survey was conducted on the stakeholders (571 stakeholders including customers, employees, NPOs/NGOs and shareholders) on the 29 selected issues and the materiality of each issue was measured.

Additionally, workshops for management were conducted and materiality was measured also from a business perspective. Key issues to be addressed were identified based on the two scales of "Stakeholder" and "Business."



Note) Bold/underlined sections indicate items identified as key issues.

Determination of Key Issues

Based on the key issues to be addressed, three areas were identified dialogues were held with experts on these areas and opinions were received from global perspectives.

Upon deliberation by the Board of Directors, the key issues to be addressed by the Nissui Group were determined.

These key issues will be reviewed periodically going forward.

Key Issues to Be Addressed by the Nissui Group

Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement

The preservation of resources and resolution of labor-related human rights issues is called for when using and procuring marine resources. The Nissui Group is grateful for the bounty of the oceans and will continue to develop technologies that promote the sustainable utilization of resources in fishing, aquaculture, and related industries, to protect the environment and resources for the next generation. Also, we are working with our suppliers to implement sustainable procurement that maintains respect for human rights.

Social Issues : Marine Environment, Sustainability of Marine Resources, Sustainable Procurement



Specific initiatives

- ▶ Sustainability of Marine Resources
- ▶ Marine Environment
- ▶ Biodiversity Preservation
- ▶ CSR Procurement
- ▶ Environmental Management
- ▶ Reducing Environmental Impact

Contribute to a healthy lifestyle with food safety and security

Different issues plague different parts of the world when it comes to health. In some places, people suffer from hunger due to regional conflict or poverty, while advanced nations face such issues as societal aging, over-nutrition, and food loss. Marine products are a valuable food resource and are recognized worldwide as a healthy food for their functional components. The Nissui Group has been developing technologies and innovations to utilize the bounty of the sea for over 100 years. We aim to utilize limited resources effectively and without waste to enable people to experience the delights of food and a rich, healthy life.

Social Issues : Health, R&D and Innovation, Quality, Food Loss and Waste



Specific initiatives

- ▶ Research and Development to Enrich Lives
- ▶ The concept of safety and security
- ▶ Initiatives to Ensure Safety and Security
- ▶ Food Loss and Waste

Aim to be a company where diverse human resources play an important role to address the social agenda

At the Nissui Group, we believe that actively hiring people from diverse backgrounds stimulates the organization and encourages business development. In our business activities, we actively encourage our employees to be engaged with social issues both locally and globally. Through such efforts, we aim to be a company where diverse human resources play an important role.

Social Issues : Diversity, Personnel Development



Specific initiatives

- ▶ Diversity
- ▶ Work Style Reform
- ▶ Women's Empowerment
- ▶ Initiative to Hire Seniors/with Disabilities/Foreign Nationals
- ▶ Labor Safety/Training and Development
- ▶ Employee Health

Relationship between the Key Issues and Business

The following diagram illustrates the connection between and the breadth of the three key issues and business activities toward the year 2030, the targeted year of the SDGs.

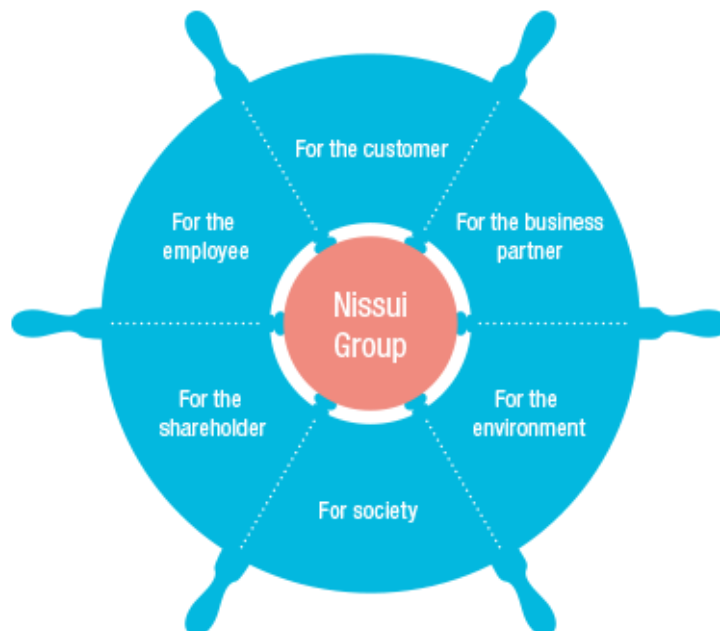


The Nissui Group's CSR Initiatives

Stakeholder communication

Nissui Group's Stakeholder communication

In its business activities, a company faces a variety of societal issues that often include the environment or human rights. We believe it is vitally important to tackle those issues while pursuing sustainable growth. We need to face each of these problems head on and continue to engage in dialogues and other forms of communication with our stakeholders to actively remind ourselves not to become complacent.



For the customer

The Nissui Group provides a wide variety of products globally including marine products from its fisheries and aquaculture operations, frozen foods for household and commercial use, shelf-stable foods, fish sausages and surimi-based products, EPA as pharmaceutical ingredients, Specified Health Use products with EPA and foods labeled as functional foods. Furthermore, as the Group is also engaged in marine research and the logistics business, it deals with a broad spectrum of customers ranging from individuals to corporation and to government agencies. The Nissui Group, in its Quality Assurance Code, has declared that it values dialogues with its customers and that it will make ceaseless efforts to enhance customer satisfaction.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To ensure safe and high-quality products · To offer tasty and fun food and a healthy lifestyle · To provide product labeling and appropriate information on products and services · To respond to and support customers 	Customer Service Center (Contact Desk)	Daily
	Website, Social Media	As needed
	Official Community, "Nissui Minna-no Shiawase Gohan (Nissui Happiness Meals) "	Once a month

For the employee

The Nissui Group comprises 64 companies with 11,917 employees working both in Japan and overseas (As of March 31, 2019). To respond appropriately to the changing business environment, the Group values diverse values and individuality and emphasizes the importance of sustained growth through teamwork. To this end, the Group has put in place a system to listen to the voices of its employees and prioritizes communications between labor and management.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To ensure labor safety and health · To foster and utilize human capital · To respect diversity 	Briefings on Management Policies	Once a year
	Harassment Desk	As needed
	Suggestion Boxes Within the Company	As needed
	Regular meetings between Nissui and the labor unions/Safety and Health Committee	As needed
	In-house Bulletins and Intranet	Daily

For the business partner

The Nissui Group conducts business transactions around the world including transactions with the suppliers of raw materials and products and with the buyers of products. The Group is building fair and equal relationships as well as relationships of mutual trust with its business partners and together with its business partners is aiming to realize a sustainable society.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To ensure fair and equal business transactions · CSR Procurement 	Sustainable Procurement Seminar	Once a year
	Self-Check Sheet of Nissui CSR Purchasing Initiatives	Once a year
	Check Sheet of CSR Purchasing Initiatives for New Suppliers	As needed
	Simplified Check Sheet	Once a year

For the environment

The Nissui Group relies on the bounty of nature for its business and recognizes the sustainability of resources to be an extremely important issue. The Group will make efforts to further reduce the environmental impact and to preserve the marine/natural environment and biodiversity. Furthermore, as a food manufacturer, it will address the problem of food loss and waste, and contribute to its reduction.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · Sustainability of Marine Resources · Reducing Environmental Impact · Food Loss and Waste · Social Contribution Activities Through its Businesses 	Stakeholder Dialogue	As needed
	Dialogues with NGOs/NPOs and research organizations	As needed
	Environmental education activities in collaboration with NGOs/NPOs	As needed
	Dialogues with the regional community and local governments	As needed

For the shareholder

The Nissui Group has 49,499 shareholders. Its shareholder composition is characterized by a high percentage of institutional investors and overseas investors. As far as stock ownership is concerned, 39.3% is owned by Japanese financial institutions while 29.0% is owned by foreign investors (As of March 31, 2019).

The Group is making efforts to utilize the feedback obtained through dialogues such as the various briefings and individual meetings, and to disclose information in order to win the trust of its shareholders and investors, and allow them to properly assess its corporate value.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To maintain and increase corporate value · To properly return profits · To disclose timely and appropriate information 	General shareholders meeting / Financial results briefings / Briefings for investors	Once a year / Fourth a year / As needed
	Individual meetings	As needed
	IR Information Website	Daily
	NISSUI REPORT (PR Magazine for Stakeholders and Business Reports)	Twice a year
	Corporate Strategic Planning & IR Department, Corporate Strategic Planning Section (Contact Desk)	Daily

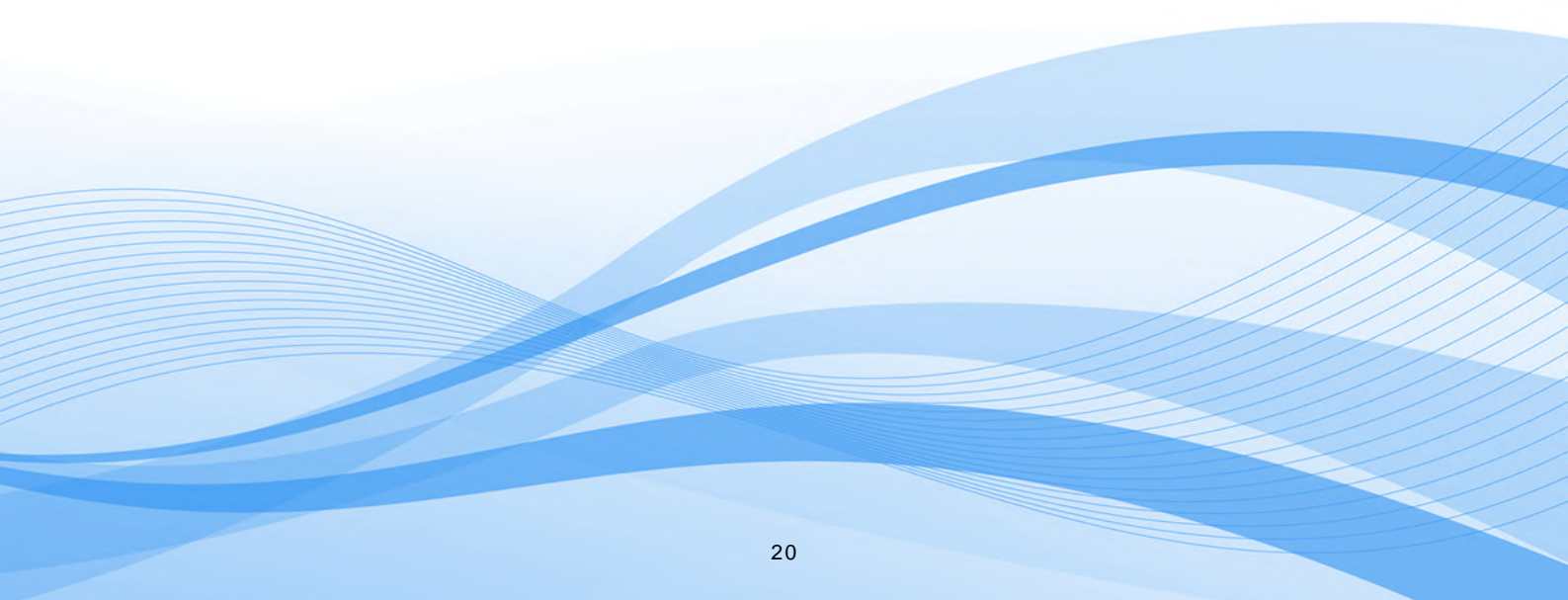
For society

Social issues cannot be solved by the efforts of the Nissui Group alone, and coordination with various domestic and overseas companies, NGOs/NPOs, the government agencies of each country, etc. is essential. The Nissui Group, accordingly, maintains channels of communication with various related organizations such as its participation in [SeaBOS](#). The Nissui Group has bases in 17 countries around the world and is focused on operating in such countries while being respectful of the cultures and customs of the respective regions as well as supporting the education of future generations.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · Dialogues toward solving social issues · Cooperation with NGOs/NPOs · Social Contribution Activities Through its Businesses 	Stakeholder Dialogue	As needed
	SeaBOS Activities	As needed
	Volunteer Activities in the Regional Community	As needed
	Dialogues with the Regional Community and Local Governments	As needed
	Factory Tour	As needed

The vision targeted in 2030



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The vision targeted in 2030


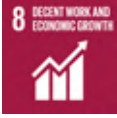
Key Issues Selected by the Nissui Group and the vision targeted in 2030

The four subcommittees that promote the key issues (Resource Sustainability and Procurement Subcommittee, Marine Environment and Plastics Subcommittee, Food Loss and Waste Subcommittee and Diversity and Personnel Development Subcommittee) have pronounced the visions of what they are aiming to be in 2030 and have been promoting their respective activities.

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2018	Working group
<p>Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement</p>  	<ul style="list-style-type: none"> ●2030: The sustainability of the marine products procured by the Nissui Group will have been confirmed. 	<ul style="list-style-type: none"> ●Disclosed survey results of the resource status of marine products handled by the Nissui Group (Summary) <ul style="list-style-type: none"> · “No cause for concern” for the resource state of 88% of the fish species handled, and 37% were marine eco-label certified. · The total volume procured by the Nissui Group corresponded to 1.6% of global catch. · Identified issues and deliberated responses relating to “fish species unclear whether they are under a fisheries management program.” ●Conducted stakeholder dialogues 	Resource Sustainability and Procurement Subcommittee

<ul style="list-style-type: none"> ●2030: Group companies including overseas companies will be engaged in procurement based on the CSR Basic Procurement Policy. 	<ul style="list-style-type: none"> ●Established the CSR procurement supplier promotion system. ●Conducted the “Nissui CSR Purchasing Initiatives Self-Check Sheet” on 32 companies in Japan and overseas, and gave feedback on the replies. ●Conducted briefings on CSR Procurement. ●Conducted stakeholder dialogues 	
<p>—</p>	<ul style="list-style-type: none"> ●Established the Marine Environment and Plastics Subcommittee. 	
<ul style="list-style-type: none"> ●Medium- to long-term environmental impact reduction targets <ul style="list-style-type: none"> • Reduction of CO2 emission 15% reduction in fiscal 2030 compared to fiscal 2015 (per unit) • Reduction of water usage 10% reduction in fiscal 2023 compared to fiscal 2015 (per unit) • Reduction of waste 5% reduction in fiscal 2023 compared to fiscal 2015 (per unit) • Promotion of zero emission 100% of business locations have recycling rates of 99% or higher in fiscal 2030 • Reduction of food loss and waste 10% reduction in fiscal 2030 compared to fiscal 2017 (per unit) • Reduction of CFG leakage level Less than 1,000 tons - CO2per year in fiscal 2023 	<ul style="list-style-type: none"> ●Established medium- to long-term environmental targets. ●Receive the DBJ’s Highest Environmental Rating ●Reduced methane emission through biomass electricity generation (Hachioji General Plant). 	<p>Environment Subcommittee</p>

<p>Contribute to a healthy lifestyle with food safety and security</p>   	<ul style="list-style-type: none"> ●2018: Initiatives to reduce food loss and waste occurring within the Nissui Group (domestic offices) have materialized and progress is being managed. ●2019: Initiatives to reduce food loss and waste in each stage of distribution and consumption have materialized and have commenced. ●2020: Initiatives to reduce food loss and waste across the entire food chain have commenced. ●2030: Initiatives to reduce food loss and waste across the entire food chain are being carried out (10% reduction compared to fiscal 2017 on a per unit basis). 	<ul style="list-style-type: none"> ●Established medium- to long-term food loss and waste reduction targets ●Initiatives to prolong use-by dates ●Carried out the project, "Let's eat everything on our plates!" ●Carried out the project, "KANKIRIBU" ●Initiatives with Second Harvest Japan ●Conducted the lecture by Second Harvest Japan. 	<p>Food Loss and Waste Subcommittee</p>
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<p>Aim to be a company where diverse human resources play an important role to address the social agenda</p>  	<ul style="list-style-type: none"> ●2018: Promotion of Employee Health ●2019: Achievement of the targets for each item <ul style="list-style-type: none"> • Health measures based on mental and physical checkups • Decline in smoking rate: 29.3% (fiscal 2017) → 27.0% (fiscal 2020) • Improvement of obesity rate (male): 33.6% (fiscal 2017) → 31.0% (fiscal 2020) • Improvement of obesity rate (female): 20.9% (fiscal 2017) → 19.0% (fiscal 2020) • Improvement of the EPA/AA ratio: 0.35% (fiscal 2017) → 0.45% (fiscal 2020) ●2020: Achievement of the targets for each item. As a result, Nissui is chosen for the Health & Productivity Stock Selection. ●2030: Employees and the organizations to which they belong to are capable of fully demonstrating their abilities based on their mental and physical health. Furthermore, Nissui will aim to become a company capable of supporting the enhancement of the QOL of its employees and family members. 	<ul style="list-style-type: none"> ●Chosen for the “Health & Productivity Stock Selection 2019.” ●Receive the DBJ’s Highest Health Management Rating ●Health Plus (+) Storage Campaign ●Measurement of EPA/AA ratio and health ranking ●Fiscal 2018 results by item <ul style="list-style-type: none"> • Smoking rate: 28.3% • Obesity rate: (male) 34.6%, (female) 20.7% • EPA/AA ratio: 0.38% ●Implemented a teleworking trial. 	<p>Diversity and Personnel Development Subcommittee</p>
	<p>2030: Nissui will be generating innovation that will lead to value creation by utilizing diverse human capital and providing opportunities for such human capital to demonstrate the fullest potential.</p>	<ul style="list-style-type: none"> ●Communicated President’s message on diversity. ●Conducted “Female employee career development seminar” for superiors. 	

Environment

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Environment

Environmental Management

The Nissui Group has established an environmental management system under the CSR Action Declaration and it will strive to build a sustainable society.

By utilizing this environmental management system, we will make effort to solve social issues in the determined to be material, particularly toward achieving sustainability in the marine environment.

Environmental Code

Environmental Philosophy

The basic corporate stance of Nissui, whose business relies on the bounty of nature, is to respect natural resources and interact with the earth and sea with gratitude.

We shall engage in global business activities which enable us to live in harmony with the global environment, and make continuous efforts to build a sustainable society.

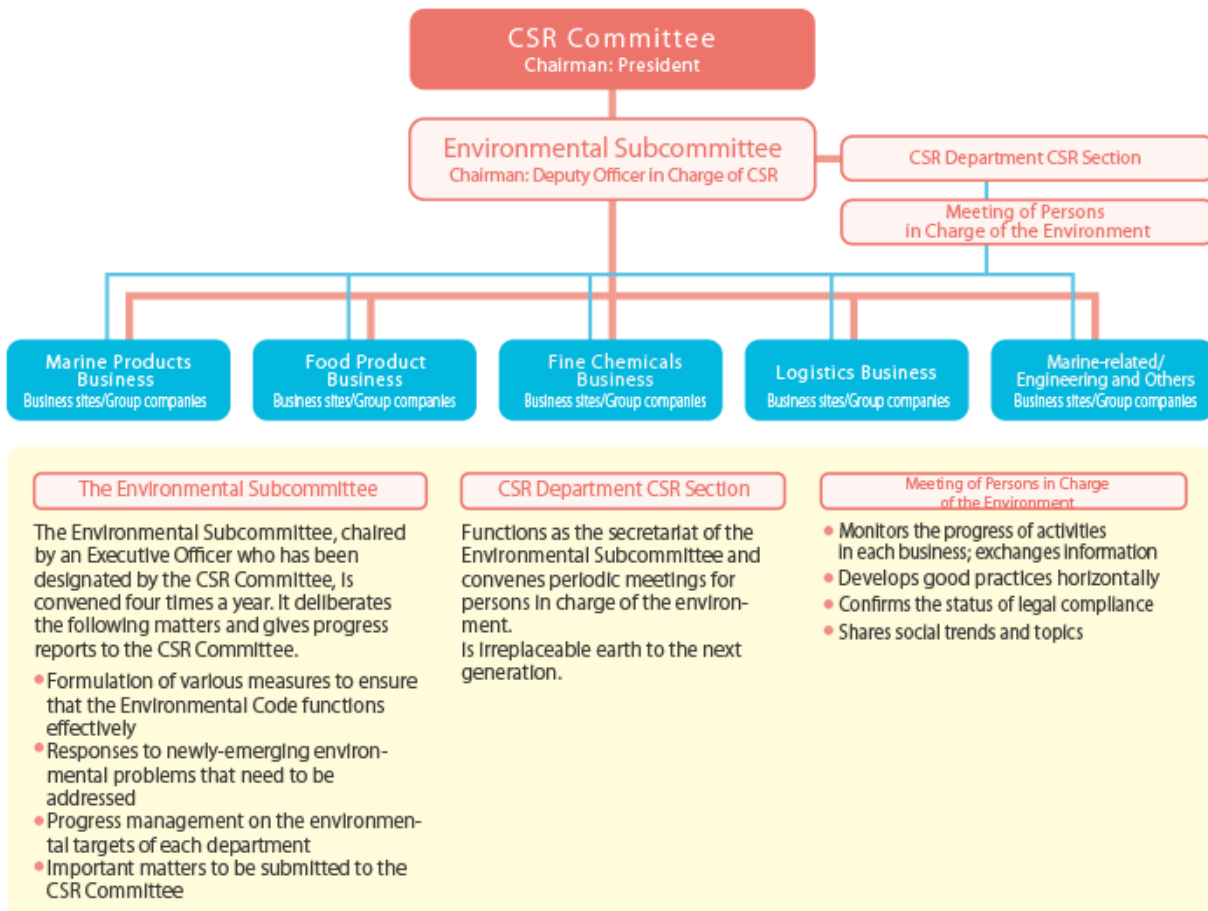
Policies

1. We will promote activities mindful of the preservation of the natural environment and biodiversity, and the sustainable use of resources.
2. we will continuously endeavor to build a recycling-oriented society by practicing energy conservation, resource saving, waste reduction, reducing volume of packaging&containers,environmentally friendly procurement, and other activities which alleviate environmental impact.
3. We will build and effectively operate an environmental management system. We will also conduct environmental audits and strictly enforce compliance with environment-related laws, regulations, etc.
4. We will raise the environmental awareness of each and every one of our employees by offering environmental education.
5. With respect to society, we will carry out environmental communication activities, and strongly emphasize environmentally friendly coexistence with the local community.
6. We will share this Environmental Code with companies affiliated with the Nissui Group.

Enactment Date : June 1, 2003
Revision Date : February 20, 2014

Environmental Subcommittee

The Environmental Subcommittee, chaired by an Executive Officer who has been designated by the CSR Committee, is convened four times a year. It deliberates the following matters and gives progress reports to the CSR Committee.



Environmental Subcommittee

The Environmental Subcommittee, chaired by an Executive Officer who has been designated by the CSR Committee, is convened four times a year. It deliberates the following matters and gives progress reports to the CSR Committee.

- Formulation of various measures to ensure that the Environmental Code functions effectively
- Responses to newly-emerging environmental problems that need to be addressed
- Progress management on the environmental targets of each department
- Important matters to be submitted to the CSR Committee

CSR Department CSR Section

Functions as the secretariat of the Environmental Subcommittee and convenes periodic meetings for persons in charge of the environment.

Environmental Education

The persons in charge of the environment from approximately 80 business sites are gathered and a meeting of persons in charge of the environment is convened once a year.

- Monitors the progress of activities in each business; exchanges information
- Develops good practices horizontally
- Confirms the status of legal compliance
- Shares social trends and topics

Environmental Audit

Acquisition of ISO 14001 certification

The Nissui Group maintains a broad range of business sites including production plants for foods and marine products, fine chemical plants, logistics centers, research and development facilities and ship-building companies. While the type of business type may vary, the importance of environmental activities, such as mitigating the environment burden by reducing CO2 emissions, water usage and waste and protecting the natural environment in the areas surrounding the business sites, remains the same. The Nissui Group is systematically operating its environmental management system by having each business site acquire ISO 14001 certification and by building a system for ongoing checks led by the Environmental Management Committee.

Status of ISO 14001 certification

	Number of certified business sites
Domestic business sites	41/58 sites
Overseas business sites	1/9 sites

As of December 2018

Scope of business sites : Domestic business sites include Nissui and its 24 consolidated subsidiaries; overseas business sites include the nine major companies. Administrative offices have been excluded.

Audits by the Internal Audit Department

Check items relating to the environment have been included in the operational audits conducted by the Internal Audit Department on Nissui plants. The audits confirm the progress made in the achievement of targets for reducing the environment impact.

Environmental management unique to each plant

Hachioji Site Environment Council

At the Hachioji General Plant, management-level employees and persons in charge of the environment of Group companies located on the same premises (Hachioji Site) (Chillydy Co., Ltd. and Carry Net Co., Ltd.) and the Tokyo Food Order Section are invited to the Environment Council, which is held on a quarterly basis. Actual initiatives made by each person to reduce the environmental load and the progress made in the achievement of environmental targets are reported and effective case studies are proactively shared. Additionally, members are familiarized with any revisions to environmental laws and regulations or the implementation of any new laws, and environmental management for the entire Hachioji Site is promoted.

Himeji General Plant Eco-Promotion Team

The Himeji General Plant has launched the Eco-Promotion Team comprising the heads of the Human Resources & General Affairs Section, the Frozen Foods Plant, the Processed Foods Plant and the Himeji Food Order Section. It meets once a month to make the employees more aware of the environment, while at the same time promoting environmental activities close to home, such as encouraging employees to use the stairs within the facility, and collecting plastic bottle caps.



Eco Letter

The "Nissui Eco Letter," an internal newsletter on the environment, is published four times a year for the employees of Nissui and its Group companies. Timely themes are chosen for the newsletter including "the Paris Agreement" and "the problem of plastics in the ocean." The newsletter provides opportunities to think about what we can do, as a company and as an individual, to pass on this irreplaceable earth to the next generation.



Achieves the Highest Rank in DBJ's Environmentally Rated Loan Program

On March 22, 2019, Nissui became the first in the marine products industry to be awarded the highest rank in the Development Bank of Japan (DBJ) Environmentally Rated Loan Program as having “especially innovative environmental initiatives,” and was provided a loan under the program. This follows [the acquisition by Nissui of the highest rank in the DBJ Employee's Health Management Rated Loan Program \(the so-called DBJ Health Management Rating\)](#) on March 29, 2018, which was also a first for the marine products industry.

DBJ's Environmentally Rated Loan Program is a loan program utilizing a screening (rating) system developed by DBJ that evaluates enterprises on the level of their environmental management and then sets financial conditions based on these evaluations. This is the world's first incorporation of environmental ratings in financing menus.

Nissui has been recognized for its marine resources surveys for the sustainability of marine resources, CSR procurement, activities to reduce the environmental impact, as well as the initiatives toward the problem of food loss and waste.



Environment > Sustainability of Marine Resources

The Survey of Procured Marine Resources Sustainability

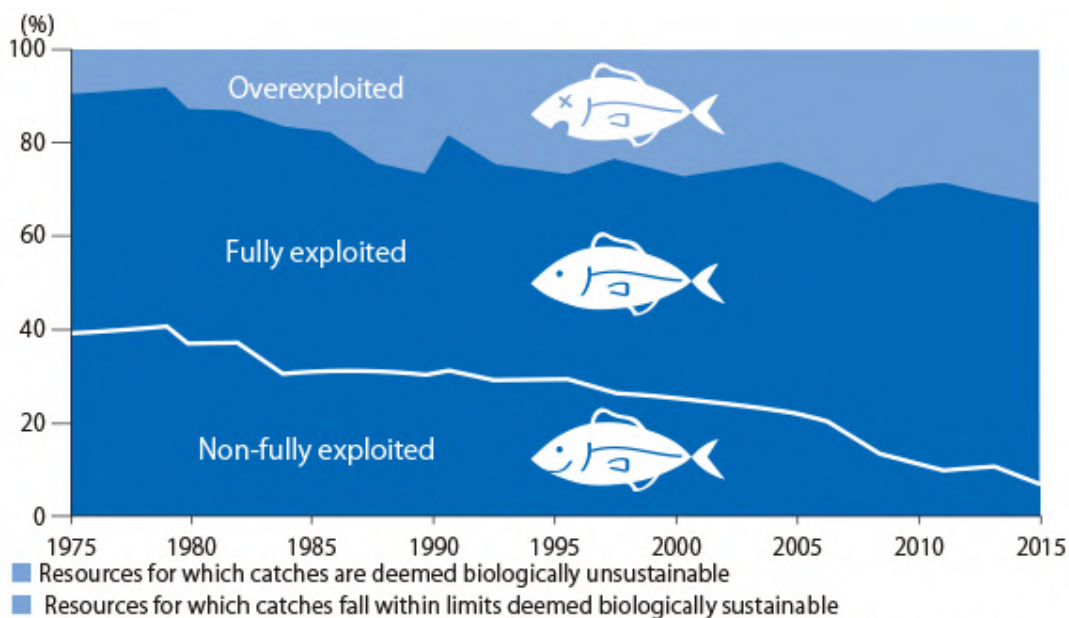
The Survey of Procured Marine Resources Sustainability (2016)

The vision targeted by the Nissui Group

2030: The sustainability of the marine products procured by the Nissui Group will have been confirmed

The world's marine resources are being depleted and according to a report by the Food and Agriculture Organization of the United Nations (FAO), the stock of only 7% of marine resources of the world was stable, while the stock of 60% had been fully exploited and the stock of 33% had been overexploited.

Trends in the world's fish stocks



Note: The white line serves to delineate the two categories that fall within sustainable catches, the category above the white line shows

those species considered fully exploited, while the category below it shows species considered to be not fully exploited.

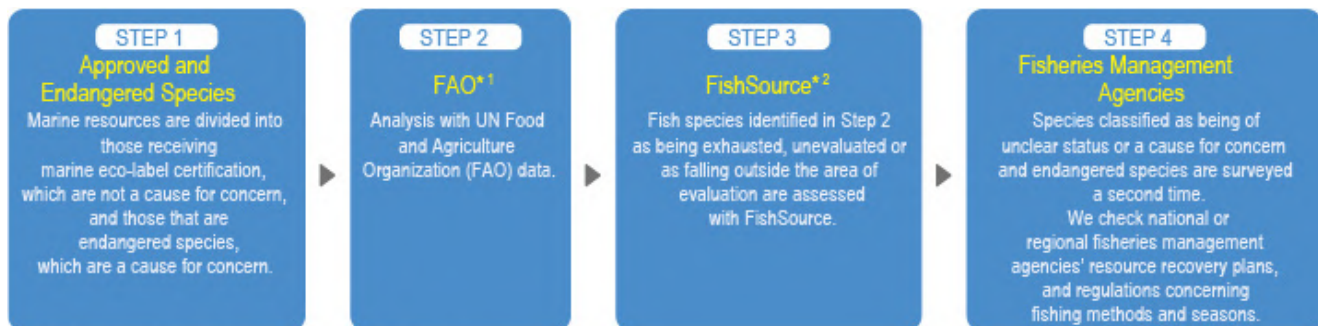
Source: amended by Nissui from The State of World Fisheries and Aquaculture 2018—Meeting the sustainable development goal (FAO, 2018).

For the Nissui Group, which is engaged in businesses that utilize the bounty of the sea, it is essential that it understands the resource status of its procured fish in order to monitor medium- to long-term business risks and opportunities, and to this end it conducted a survey of resources at its Group companies (28 domestic and 16 overseas companies) based on the dealings and results of wild-caught fish for 2016.

Nissui analyzed the resource status of its procured natural marine resources using the following 4 steps based on fish species, catch regions, habitats, and sizes of catch (live weight equivalent).

According to the results of our survey, marine resources procured by the Nissui Group amounted to 1.6% of the global catch. Of those, 88% of fish species were categorized as being no cause for concern, while 37% were approved by marine eco-label certification. Fish species classified as being a cause for concern, which include endangered species, were judged acceptable to use only after confirmation of the presence or absence of resource recovery plans, net or seasonal restrictions, or fisheries management. We did not use such resources if they were clearly not managed or if their status continued to be unclear, nor if we had any doubts that they might be caught through illegal, unreported or unregulated (IUU) fishing or caught using forced labor. The Nissui Group will undertake surveys of actual conditions of procured marine products on a regular basis, aiming to have the items the Nissui Group procures confirmed as sustainable by the year 2030.

Resource survey process and results

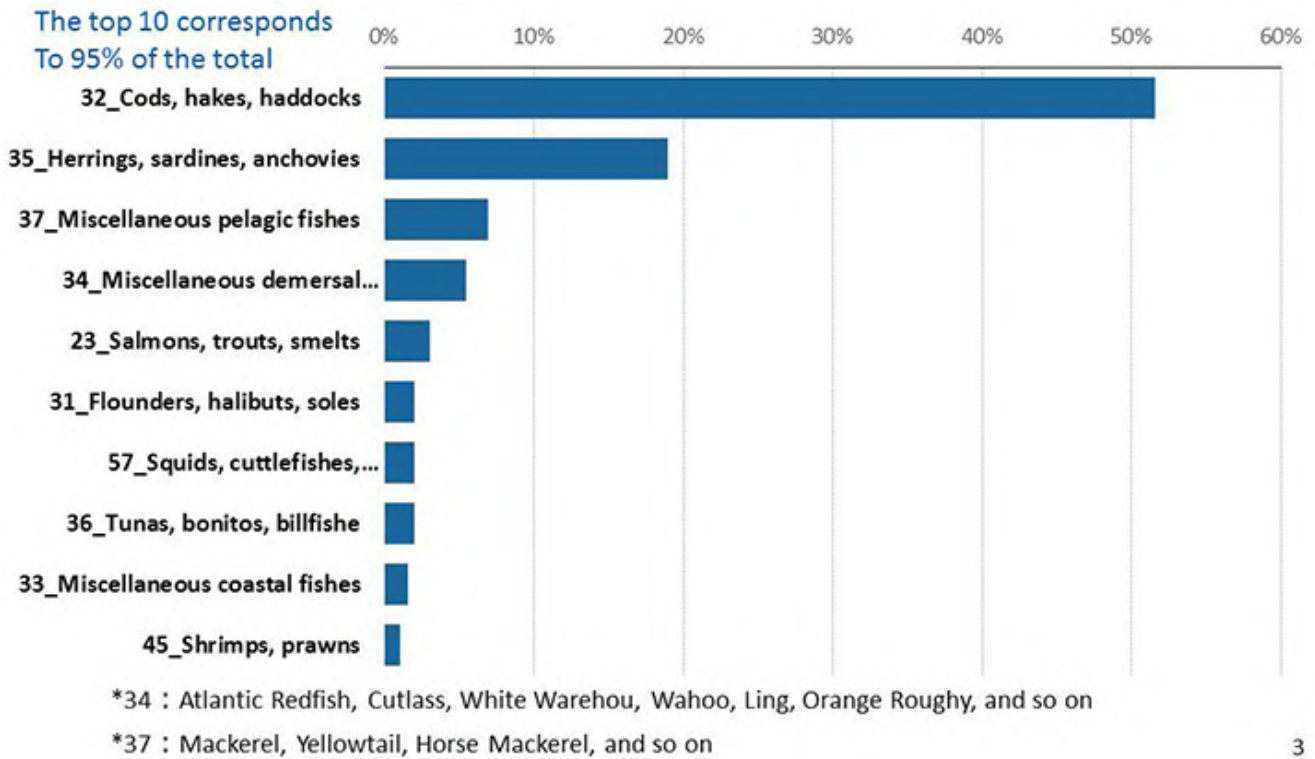


*1 FAO: Food and Agriculture Organization of the United Nations

** FishSource: an international database for evaluating marine resources

“Cod, Alaska pollock and hake,” which are processed into surimi (ground fish) and fried white fish, and “herring and sardines,” which are raw materials of EPA/DHA account for approximately 70% of the wild-caught fish handled by the Nissui Group.

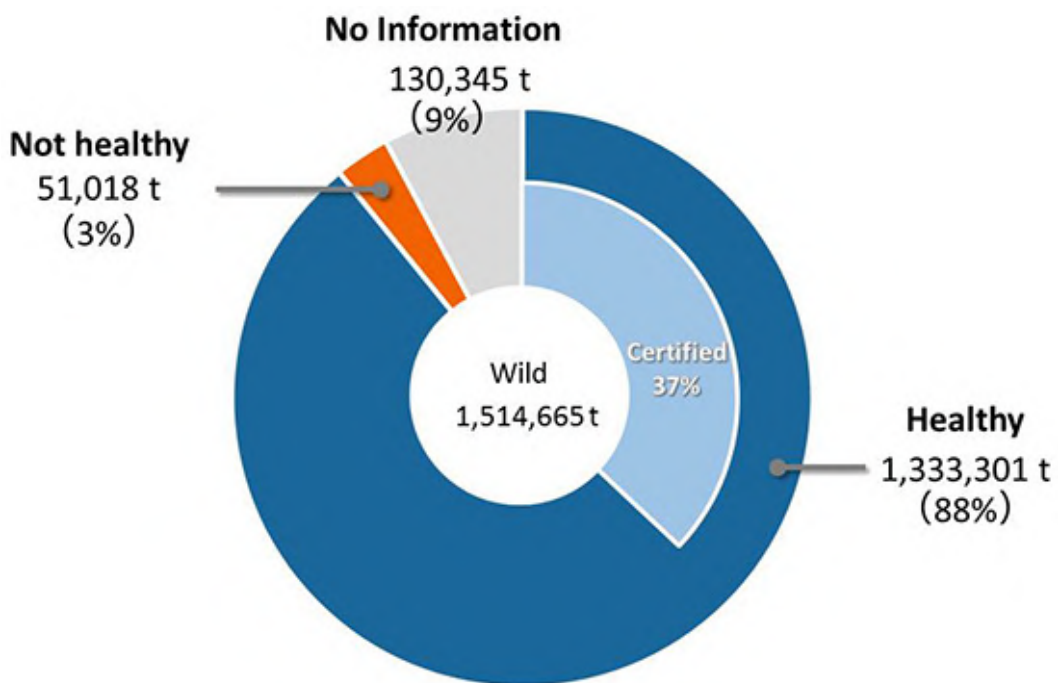
Procured Marine Resources of Nissui Groupe in 2016



3

Status of wild-caught fish resources procured by the Nissui Group (2016)

The total volume of wild-caught fish procured by the Nissui Group is approximately 1.5 million tons (live weight equivalent), which is equivalent to 1.6% of the total wild catch of the world. Steps 1 through 3 of the above the survey flow revealed that 88% of the wild catch handled by the Nissui Group was “healthy,” of which 37% were marine eco-label certified.



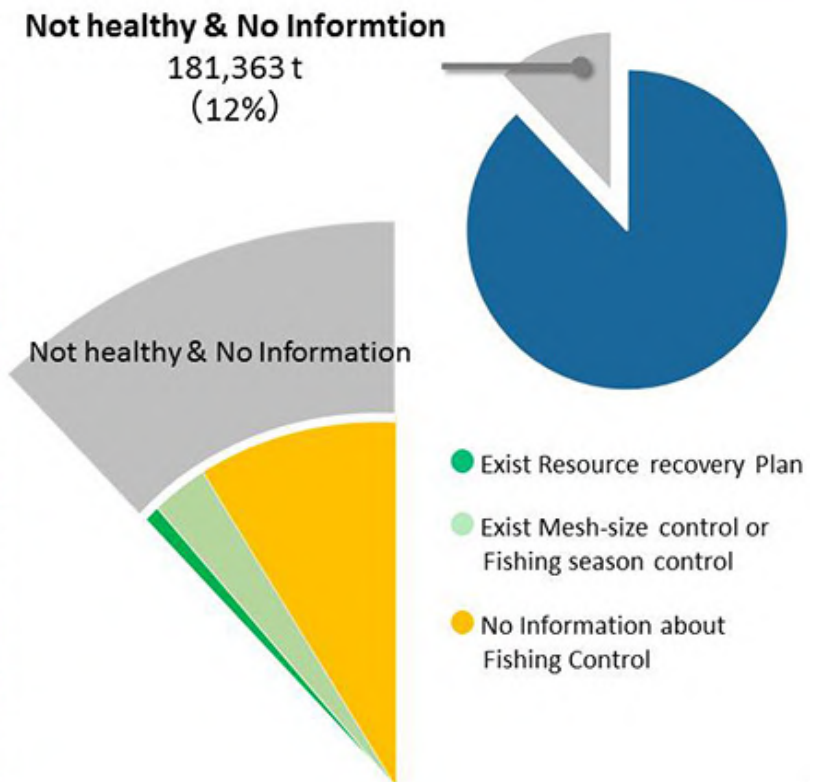
With regard to the fish handled whose resource status was “no information” or “not healthy,” as a result of Steps 1 through 3, and fish classified as an endangered species, Nissui re-investigated and confirmed whether a resource recovery plan by the country’s or region’s fisheries management agency existed, whether any net or seasonal restrictions existed, and whether any fisheries management existed. (Step 4)

As a result, it became evident that 8.8% of the fish species had “no information as to whether fisheries management existed,” mainly with regard to compound feeds. Consequently, Nissui has been making efforts to cooperate with compound feed manufacturers and enhance the traceability of such fish species. Furthermore, with regard to the other fish species classified as “no information,” Nissui will continue to carefully observe their resource status and the IUU fishery policies of the fishing countries, and make recommendations for scientific resource management to each country through SeaBOS (Seafood Business for Ocean Stewardship).

Results of confirmation of fisheries management (of “not healthy” and “no information” fish species) in the re-investigation

Evaluation of primary species

Country of origin	Species
Unknown	Fish Meal, Fish Oil
China	Cutlass fish
India	Cutlass fish
Ecuador	Anchovy
Thailand	Sardine
Argentina	HAKE
Thailand	Lizard fish
Peru	Anchovy
Taiwan	Big-eye tuna, Yellowfin tuna
China	HADDOCK
Ecuador	SHRIMP
China	Atlantic Cod
Taiwan	Big-eye tuna
Thailand	Golden threadfin bream
Viet Nam	Shrimp
Thailand	Japanese saedinella
India	Lizard fish
China	Auxis
Taiwan	Swordfish
India	Bensasi goatfish
Namibia	Hake Capensis
USA	Atka Mackerel



Handling of “Critically Endangered + Endangered Species”

Fish species classified as “not healthy,” as a result of Steps 1 through 3 include fish species categorized as “Critically Endangered (CR)” and “Endangered (EN)” by the International Union for Conservation of Nature (IUCN), WWF, and the Ministry of the Environment, Japan. With regard to these fish species, Nissui will carefully observe the resources status of each species and take the following Policy.

(Weight : ton)

Handling Area	Red List evaluation	Species (Scientific name)	Weight	Evaluation	Remarks
Japan	CR	Southern Bluefin Tuna (Thunnusmaccoyii)	114	Not healthy	Exist Resource Recovery Plan
	EN	Sea Cucumber (Apostichopusjaponicus)	20	Not healthy	Exist Resource Control Plan
Denmark	CR	EEL (Anguillaanguilla)	0.4	Not healthy	ESF related procurement
	EN	HALIBUTWHITE (Hippoglossushippogloss)	9	Not healthy	To be reconsidered
	EN	SKATE (LeucorajaOcellata)	115	Not healthy	US east coast fisheries regulation applied



Policy in Japan

(i) Southern Bluefin Tuna

The Commission for the Conservation of Southern Bluefin Tuna (CCSBT) has set the total allowable catch (TAC) and allocations for member countries, based on scientific research. With regard to imports, Nissui complies with the instructions of the Fisheries Agency and will continue to handle Southern Bluefin Tuna.

(ii) Sea Cucumber

Sea cucumbers are under the resources management of each prefecture and given that management measures such as the setting of non-fishing days, restrictions on size, release of seeds and the building of fishing grounds are being taken, Nissui will continue to handle sea cucumbers at current levels. However, should concerns arise for the depletion of resources, Nissui will gradually reduce or suspend their handling.

Policy in Denmark

Nissui will not handle critically endangered and endangered fish species. However, if requested by customers, Nissui will continue to handle those species by confirming their conservation and management status.



▶ [Click here to see the detailed result](#) 

*The next survey of the resource status of procured marine products is scheduled to take place during 2019.

Environment > Sustainability of Marine Resources

Promoting Aquaculture

Global seafood consumption has been increasing and demand is expected to continue growing in the future. In order to deliver safe, secure and delicious fish to its customers, the Nissui Group has been focusing on its aquaculture business both in Japan and overseas. Overseas, the Group is engaged in the aquaculture of salmon and trout, while in Japan the Group operates the aquaculture businesses of yellowtail, tuna, coho salmon, mackerel and blowfish, among others.

As a manufacturer of food, the Nissui Group insists on “good-tasting food,” and using this as a starting point, it has been involved in various research and technological development in every stage of the process of farming fish from seedlings, fish feed, cultivation, processing and distribution.

Furthermore, by having staff responsible for the different types of products, such as those intended for volume retailers, ready-to-eat meals and restaurants, provide feedback on customer needs of their respective fields to the relevant divisions, the Group has been able to develop technology that meets these demands.

The Nissui Group's Aquaculture-Related



Automation of Farmed Fish Measuring through AI

In collaboration with NEC, which possesses cutting-edge artificial intelligence and Internet of Things technology, Nissui has developed an automated farmed fish measuring solution. Simply by uploading images of the farmed fish as they swim about their tank, the technology is able to calculate the fish's size and lengths and report that information. In aquaculture, there is a need for such solutions to constantly manage the growth status of the fish. This solution alleviates the risk of stress or disease that comes from people physically handling fish. It also reduces labor and inconvenience, and improves measurement accuracy, thereby boosting productivity. The Nissui Group will continue to deliver safe, secure and delicious farmed fish by expanding the scope of AI and IoT utilization.

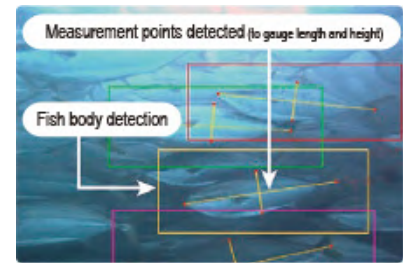
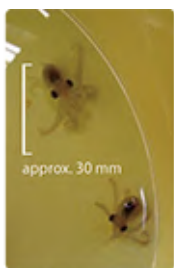


Image showing AI detection of yellowtail

Promoting Aquaculture Technology Innovation

In order to use marine resources in a sustainable manner, the Nissui Group works to advance its aquaculture technologies. Within Japan we are opening up new possibilities, from farming yellowtail and coho salmon using our independent technologies; to producing entirely farmed tuna; researching the aquaculture of vannamei (white) shrimps at domestic on-land sites; and creating the technology needed to fully farm common octopuses, an endeavor previously thought too challenging. Nissui is also making progress with the development of aquaculture technology that prevents water pollution and minimizes the effect on marine ecosystems, such as solid feed mix EP pellets that aren't accidentally dispersed out into sea and the automatic feeding Aqualingual®.



Artificially incubated common octopus hatchlings



EP pellets



Compared to minced fish meat or powdered feed, the advantages of EP pellets are that:

- They are less likely to pollute the water
- Their well-balanced nutrients are easily consumed
- They are easily digested
- They are well-suited to automated feeding

Efforts to commercialize fully farmed bluefin tuna produced here in Japan

In March 2018, our bluefin tuna was shipped with the Kitsuna Gold Label brand name for the first time.

Thanks to processing at the site where they are landed, in the Kagoshima Prefecture city of Satsumasendai, we have produced first-rate bluefin tuna with a focus on quality, freshness and taste. Domestically produced, fully farmed bluefin tuna is one of the key elements in the Nissui Aquaculture Business, and our plans to improve the sustainability of marine resource.



The Kitsuna Gold Label

One of the factors for high costs in the farming of bluefin tuna is the cost of feed required for the hatched larvae. Drawing on the fruits of the research of the Oita Marine Biological Technology Center of the Central Research Laboratory, the Nissui Group has succeeded in replacing the commonly-used hatched larvae of other fish such as parrot fish and Japanese whiting (hatched larvae as feed) with formula feed; thus eliminating the need to time the hatching of the feed larvae and to manage its breeding, which, in turn, has contributed to the downsizing of personnel.

The fertilized eggs harvested at Seinan Suisan Co., Ltd. are hatched and reared at the Oita Marine Biological Technology Center using the above-mentioned proprietary formula feed. When the larvae grow to be 5 to 7 centimeters, they spend the winter in the offshore fish cages for juvenile fish of Seinan Suisan Co., Ltd. and subsequently fattened up until they reach shipment size at the company's various fish cages. When transporting the tuna from one fish cage to another, the Group's barges especially designed for bluefin tuna are used.

Bluefin tuna harvested at the Koshikijima farming site of Seinan Suisan Co., Ltd. are processed and packaged at the adjoining Koshikijima processing facility and shipped to customers using refrigerated delivery. By processing the tuna at the harvesting location, the Nissui Group is contributing to the construction of an optimal supply chain that emphasizes quality, freshness and good taste. Furthermore, the addition of the Group's unique innovative touches to each process including feeding methods, harvesting and processing, and packaging has enabled us to offer bluefin tuna with higher levels of vitamin E than regular tuna, with nearly 20% more of the umami ingredient, inosin, and with better color. Going forward, the Group will commence the shipment of bluefin tuna raised from complete aquaculture from the

Kamiura farming site (Saiki, Oita Prefecture) in addition to the Koshikijima facility, and starting in the fall of fiscal 2019 from the Goto facility of the Nissui Group company, Kaneko Sangyo Co., Ltd.

Initiatives for the Local Processing of Farmed Bluefin Tuna

One of the difficulties of handling fresh bluefin tuna is that its freshness, color and gloss quickly deteriorate once it is landed and its product value also deteriorates.

Kaneko Sangyo Co., Ltd. of the Nissui Group is engaged in initiatives for local processing in which newly-landed bluefin tuna is processed and packaged in its fresh state and delivered by refrigerated delivery. Furthermore, by leveraging its proprietary processing technology, it has established an optimal supply chain for processed farmed tuna with emphasis on quality, freshness, taste and convenience.

This processed tuna caters to the needs of customers, who previously were reluctant to handle fresh tuna such as restaurants, hotels and supermarkets lacking the manpower to process the fish or hoping to introduce the products in small lots.

“Tuna Nishiki®,” the processed bluefin tuna, which Kaneko Sangyo Co., Ltd. began to market in May 2018, is made by transporting the bluefin tuna raised at its six farming sites in Nagasaki Prefecture immediately after it is landed under strict temperature control to the processing plant in Karatsu, processing the tuna under continued strict temperature control, and individually packaging the tuna by fillet with special film and shipping. The company has established its own integrated system from bluefin tuna farming, feed production, processing, storage and distribution, which has enabled strict freshness and quality control.

The temperature control technology after landing, in particular, has been developed by the company and a patent is currently pending. By combining this technology with optimal landing and fish refrigeration methods, the company has extended the shelf-life of fresh tuna, which is usually about three days from processing to seven days from the date following the processing date under refrigerated storage and has made Long Life Chilled (LLC) fresh tuna possible. In fiscal 2019, the company plans to market one-third of its total shipment of 30,000 units of farmed tuna, i.e. 10,000 units as “Tuna Nishiki.”



“Tuna Nishiki®” 1kg



Tuna Nishiki® Label

Environmentally-friendly On-land Shrimp Farming

In 2011, the Nissui Group commenced basic research into the on-land farming of vannamei (white) shrimp in Japan, and from 2016 began studies for its commercialization (feasibility studies).

The “closed biofloc method” was adopted as the farming method at the on-land site. This minimizes the amount of water used and uses aggregates of organic matter (bioflocs) to purify the water, thus reducing the environmental impact compared to conventional farming methods. While commercial use of this method is becoming widespread in Europe and Southeast Asia, this will be the first time it is used in Japan. Previously, most of the shrimp marketed in Japan had been frozen imported shrimp but with this method, the Nissui Group is now able to deliver farmed shrimp, which is fresh and may be consumed raw and which are safe and secure from not having to use drugs.

Partial shipment commenced in 2017 and from September 2018, a limited number of shrimp have been marketed nationwide as “Shirahime Ebi (“Snow White Shrimp”)” for professional use.



Environment > Sustainability of Marine Resources

Cooperation with NGOs/NPOs

Social issues cannot be solved through the efforts of the Nissui Group alone. Recognizing the importance of collaboration with the various companies, NGOs/NPOs and the government agencies of each country, we have been in communication with various related organizations.

SeaBOS Activities for a Sustainable Marine Business

As one of the signatories to the SeaBOS(Note) initiative, along with other leading companies in the global seafood industry, Nissui is working to resolve obstacles to a sustainable marine business.

At the Tokyo Sustainable Seafood Symposium held in October 2017, Nissui expressed the thinking behind SeaBOS to preserve and make sustainable use of the marine environment and resources. We also declared our commitment to the SeaBOS initiative as part of our CSR activities.

In September 2018, the third SeaBOS Dialogue was held in Karuizawa, which was attended by HRH Crown Princess Victoria of Sweden, a promoter of the UN's SDGs, as well as the CEOs of the world's ten leading seafood companies that have become members committed to the initiative. At the dialogue, members agreed to work toward the elimination of IUU (Illegal, Unreported and Unregulated) fishing and modern slavery. The members also decided to formulate new strategies to combat the problem of marine plastics.

(Note) SeaBOS:
Acronym for Seafood Business for Ocean Stewardship. Seafood companies from around the world including Japan, Norway, Thailand, US and South Korea are members. From Japan the three companies - Nippon Suisan Kaisha, Ltd., Maruha Nichiro Corporation and Kyokuyo Co. Ltd. - participate (As of September 2018). Activities are organized and promoted by the Stockholm Resilience Centre (SRC) of Stockholm University, Sweden.



Photo by Embassy of Sweden

The First Japanese Company to be a Funding Partner of the GSSI

Seafood certification programs such as MSC determine their criteria on the basis of the “Code of Conduct for Responsible Fisheries” and the “Guidelines for the Ecolabelling of Fish and Fishery Products from Marine Capture Fisheries” of the Food and Agriculture Organization of the United Nations (FAO) but with the widespread acceptance of the concept of sustainable seafood, the number of certification programs has multiplied and it has become necessary to ascertain the value of such certifications. Consequently, the GSSI (Global Sustainable Seafood Initiative), a third-party benchmarking agency to verify that certification programs meet FAO guidelines, was established. GSSI is an international partnership that verifies programs assessing the sustainability of marine products.



In April 2017, Nissui became the first Japanese company to become a Funding Partner which promotes global resource sustainability. As of September 2018, seven companies of the Nissui Group are registered as Funding Partners. As a company engaged in the marine business, Nissui Group will address the issue of sustainable use of marine resources, as well as contribute to the realization of responsible fishery.

Stakeholder dialogues

Nissui conducts stakeholder dialogues in order to utilize the opinions of various stakeholders in its management and CSR activities.

On August 1, 2018, the fourth stakeholder dialogue was held.

In this stakeholder dialogue, experts – Yoshioki Oozeki, Ph.D, Senior Advisor, Japan Fisheries Research and Education Agency, and Aiko Yamauchi, Leader, Oceans and Seafood Group, Conservation Division, The World Wide Fund for Nature, Japan (WWF-Japan) – were invited to exchange opinions on the sustainable use of marine resources and CSR procurement.



The stakeholder dialogues we have conducted so far

► [Click here](#)

Participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan

Nissui upholds management based on CSR in its mid-term business plan “MVIP + (Plus) 2020” and has commenced studies on the sustainable use and procurement of marine resource, which are at the core of its business.

By participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan, Nissui makes its intention clear to promote further global agreement in regard to the management of Pacific Bluefin Tuna resources together with other Japanese companies supporting this cause.

Pacific Bluefin Tuna Conservation Pledge

We the undersigned, pledge to support the conservation and sustainable use of Pacific Bluefin tuna stock across the Pacific Ocean.

As responsible companies based in Japan, we promote to sustain livelihoods and to minimize environmental impacts when providing highly qualified seafood to the market. Then, we are making effort not to treat any seafood products from IUU (illegal, unreported and unregulated) sources by establishing the traceability.

The Pacific Bluefin tuna stock remains near the historic low and the sustainability of the stock in the future is a concern. However, not only does Pacific bluefin tuna stock contribute to employment and economy in Pacific coastal countries including Japan, it plays a key role as one of the top predators in the Pacific Ocean marine ecosystem.

To build a future in which humans live in harmony with nature, we hope that both an emergency rule and a long-term recovery plan of the Pacific Bluefin tuna stock based on the best available science and precautionary approach will be adopted. We pledge to support these measures so that the Pacific Bluefin tuna stock across the Pacific Ocean will be steadily recovering.

Please find details at WWF Japan HP.

▶ <http://www.wwf.or.jp/activities/2016/11/1347330.html> 

Environment

Marine Eco-Labels

First in the world to receive ASC certification for Buri Yellowtail

Kurose Suisan Co., Ltd. of the Nissui Group, as the largest operator of Buri Yellowtail aquaculture in Japan, has been engaged in the research of aquaculture technology, the development of feed, production and processing. The “Kurose Buri (Yellowtail),” the brand fish of Kurose Suisan is known for its firm flesh and provides a stable supply of fatty, high-quality Buri Yellowtail the year round thanks to the Nissui Group’s aquaculture technology.



On December 16, 2017, Kurose Suisan Co., Ltd. became the first in the world to acquire ASC certification for its Buri Yellowtail and on November 30, 2017, its processing plant received CoC certification for shipping ASC-certified farmed fish.

Japan accounts for nearly 90% of global yellowtail aquaculture production, and receiving certification for giving consideration to the environment is extremely significant in preserving the seas surrounding Japan. Additionally, it is hoped that by marketing “Kurose Buri (Yellowtail)” and other certified seafood, we will raise the awareness of the consumer and that environmentally-friendly marine products will become more widespread.

The Nissui Group is grateful for the bounty of the sea, and will continue to develop technologies in fishery and aquaculture that will enable the sustainable use of resources and pass on the environment and resources to the next generation.



ASC-C-01759

Acquires ASC certification of Salmon/Trout

Salmones Antartica S.A. (SA) (Chile) of the Nissui Group has been operating Salmon and Trout farming since its foundation in 1982 and has subsequently built a processing plant, cold storage and a feed plant, developing an integrated business encompassing production of breed, farming, to harvesting and processing/shipment of farmed fish.

The Salmon/Trout and Coho Salmon produced by SA are distributed throughout the markets of the world through the Nissui Group sales network under the familiar brand name of "Five Star."



ASC-C-02284

On March 5, 2019, SA acquired ASC certification (Note 1) of its Salmon/Trout. This is the second ASC certification received by a Nissui Group company since Kurose Suisan Co., Ltd. acquired ASC certification for its Buri Yellowtail in December 2017.

The certified farming site is Sector 1 of Bahia Acantilada, Aisen Region. On March 4, 2019, SA also received the CoC certification (Note 2) of its processing plant within its head office premise for the processing and shipment of ASC-certified farmed fish.

The Nissui Group believes that expanding supply through sustainable aquaculture while mitigating the impact on natural resources is essential for meeting the growing global demand for marine products.

SA considers this acquisition of ASC certification to be a stepping stone and is determined to ensure the sustainable use of resources and give consideration to the environment and to the community, and will continue to develop technology for sustainable aquaculture going forward.

(Note 1) ASC Certification:

This is to certify that the products are responsibly farmed fish and the aquaculture is operated in a sustainable manner paying adequate attention to the natural environment and the local community. The certificate is operated by Aquaculture Stewardship Council (ASC) which was established by the support of World Wide Fund for Nature (WWF) and the Sustainable Trade Initiative (IDH), a Dutch organization promoting sustainable trade.

This certification scheme is one of the social systems which complements the sustainable use of natural resources, reduces the environmental impact by aquaculture operations and supports the life of people in the local communities engaged in aquaculture business.

Certified species include 15 species such as Yellowtail, Sea Bream, Tilapia, Pangasius, Shrimp, Shell Fish, Abalone. 816 aquaculture sites in 39 countries in the world have acquired this certification as of February 2019.

The certification system of natural fish is operated by MSC (Marine Stewardship Council).

(Note 2) CoC Certification:

This is the certification operated by Aquaculture Stewardship Council regarding Chain of Custody which represents the management of the supply chain of the products and certifies that certified farmed products are managed adequately without contamination of non-certified raw materials and false labeling in the course of production, processing and distribution of the products.

Acquires BAP Certification of Salmon/Trout

Salmones Antartica S.A. (SA) (Chile), an overseas Group company of Nissui, following the acquisition of the ASC certification of its Salmon/Trout on March 5, 2019, has acquired BAP (Best Aquaculture Practices) (Note1)(Note2) certification of Salmon/Trout at its Sector 1 Farming Site in Bahia Acontilada (Aisen Region), on March 18, 2019, and has earned a "3-star" status. The certification number is F11492A.



SA has acquired two BAP certifications in the past at the fish feed plant (Los Angeles, X111 Región) in August 2018 and the processing plant (Isla de Chiloé, X Region) in January 2019. With this recent certification of its farming site, SA enjoys "3-star" status getting three process certifications lined up from fish feed production to farming and processing.

(Note1) BAP certification :

It started to be operated by GAA (Global Aquaculture Alliance established in 1997), a nonprofit organization, in 2002, is a third-party certification confirming program that environment, social responsibility and animal welfare issues are taken care of and food safety is secured at each stage of aquaculture supply chain from hatchery to feed production plant, farming site and processing plant. BAP was approved as a first certification program in aquaculture category by a nonprofit organization GSSI (Global Sustainable Seafood Initiative), a nonprofit organization, which confirms that certification system and criteria of a certification program is in line with international standard FAO's "Code of Conduct of Responsible Fisheries" and "Guide Line of Marine Eco Label".

Its features are to certify each process of the aquaculture supply chain, hatchery, feed production plant, farming site, and processing plant, and indicate the certifications with the number of stars depending on the combination of the process.

It is mainly recognized in North America, and is said to be a necessary requirement for the sale of aquaculture products in North America.

(Note2) Type of certification :

BAP Salmon Farms Standard Issue 2.3

Marine Eco-Labels (MSC-certified products)

The MSC(Note) is one of the foremost certification agencies. Its role is to verify fishing that is sustainable and that protects the ocean's natural environment and resources. Marine products caught using MSC-certified fishing methods can be traced to their global source—traceability that encourages good marine resource management. MSC certification is recognized as trustworthy and rigorous, and is approved by the Global Sustainable Seafood Initiative (GSSI), a third-party benchmarking agency. Nissui has now received MSC certification for several fish grounds and species, including Alaska Pollock.



MSC-C-51733

In a 2017 resource status survey, 37% of the wild-caught fish used by the Nissui Group was caught by fisheries with MSC or other certification.

To more widely promote products approved by the Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC), we supply Alaska Pollock, Scallops, Yellowtail and other certified fish species as high-quality marine products, using the same technologies we have developed in manufacturing "surimi" products and in aquaculture.

In the future, we will continue to work to manufacture and sell marine products demanded by the market and processed goods derived from them, which conform to our procurement policy on marine products grounded in sustainability.

(Note) MSC Certification

Marine Stewardship Council

There were 362 certified fish species in 36 countries, and total catch by certified fishery operations was approximately 12 million tons, accounting for approximately 15% of the total global catch of natural fish (As of March 2019).



Cooperation in the Sustainable Seafood Week

Each year the Marine Stewardship Council Japan Office holds the “Sustainable Seafood Week” campaign to promote the use of MSC-labeled and ASC-labeled foods. Nissui supports the cause and cooperates in this campaign.

Website of Sustainable Seafood Week (in Japanese)

▶ <http://sseafood.net/blog-entry-34.html> 

Environment > Sustainability of Marine Resources

Activities of Group Companies

Development of a new fishing method (PSH) (Sealord Group, Ltd.)

In order to enhance the sustainable use of marine resources, innovations will also need to be made to the methods of fishing. The problems of fishing methods that destroy the marine environment and bycatch, i.e. the incidental capture of non-target species have been raising concern, and the development of fishing methods that cause the minimum amount of damage to living organisms and the environment has become imperative, for the sake of preventing the marine ecosystem from deteriorating.

The Sealord Group, Ltd. (New Zealand), a Nissui's oversea group company, has developed the PSH (Precision Seafood Harvesting) fishing method, which reduces bycatch and allows the targeted fish to be caught alive.

The PSH method uses a large, flexible PVC liner which allows fish to be landed live and still swimming, while undersized or smaller species escape through specifically sized holes along the length of the liner.



Two years of scientific tests have shown that snapper harvested with the PSH system have a 100% chance of survival if they are fished from a depth of 0 to 20 meters. While the survival rates tend to decline with increasing depth, tests have proven that fish caught with the PSH system have better survival rates than those caught using other conventional fishing methods. Hence, it is believed that the PSH system will be an effective method for studying deep sea organisms and catching fish in the deep depths of the ocean.

The PSH fishing method is currently in the commercialization phase of a 10-year research conducted in New Zealand by major New Zealand fishing companies (Sealord, Aotearoa Fisheries and Sanford) in partnership with the research institute, Plant & Food Research Science.

While the technology is still under development, various tests continue to be conducted, and efforts will be made going forward in order to contribute to a sustainable form of fishery.

Gorton's Trusted Catch Sustainability Program(Gorton's,Inc.)

Gorton's Inc., member of the Nissui Group is promising sustainable procurement of raw materials including seafood, palm oil and packaging materials with its "Gorton's Trusted Catch".



Gorton's Trusted Catch

- Conserve our resources for the future generations
- Include every effort of sustainability from the procurement of raw materials to the Green Initiative
- Provide high quality and trusted products to the customer

Gorton's has been making efforts to improve sustainability of marine resources by procuring wild-caught fish only with MSC certification and farmed seafood only with BAP (Best Aquaculture Practices) and [ASC \(Aquaculture Stewardship Council\)](#) certification .

Partnership with New England Aquarium

Gorton's has been forming partnership with New England Aquarium (NEAq), Boston MA. USA, to preserve marine environment and secure sustainable marine resources. The partnership started in 2008 when Gorton's asked evaluation of its seafood products from scientific and sustainable points of view and marked the 10th anniversary in December 2018.



Along with Monterey Aquarium, NEAq has global knowledge of marine resource research and provides scientific and meaningful advice and support including movement of fishery, aquaculture, fish feed and breeding in the conduct of making efforts to promote sustainable fishery.

In addition, Gorton's itself developed Sustainability Action Plan, and has been promoting the plan by exchanging opinion with NEAq and implementing progress management by setting KPI.

Based on the strong trust with NEAq until now, Gorton's, member of the Nissui Group, will make efforts toward sustainable usage of resources and preservation of the environment in a positive manner.

Group Company's Activities for Sustainability

- ▶ [Gorton's](#)
- ▶ [King & Prince](#)
- ▶ [UniSea](#)
- ▶ [Sealord](#)
- ▶ [Australian Long Line](#)
- ▶ [EMDEPES](#)

Environment

Reducing Environmental Impact

The Nissui Group has set CO₂ emission, water usage and waste production as three important benchmarks for its efforts to reduce environmental impact. In the past, targets were set and progress was monitored in 3-year intervals but we have recently set new medium- to long-term targets for Nissui and its domestic Group companies. We are committed to contribute to the various visions of sustainability proposed on a global level including the SDGs, the Paris Agreement and the realization of a recycling-based society.

Medium- to long-term environmental impact reduction targets (Compared to fiscal 2015)

Environmental benchmarks	Scope	3-year targets (to fiscal 2018)		Medium-term targets (to fiscal 2023)	Long-term targets (to fiscal 2030)
			Results of progress in fiscal 2018		
CO₂	Nissui and its domestic Group companies	Reduction of 2% (total)	Reduction of 3.9% (total)	Reduction of 10% (Per unit)	Reduction of 15% (Per unit)
Water		Reduction of 1% (total)	Increase of 1.1% (total)	Reduction of 10% (Per unit)	-
Waste		(i) Reduction of 3% (total) (ii) Zero emissions Directly-operated plants: 99% or higher Group plants: 95% or higher	(i) Increase of 12.3% (total) (ii) Plants achieved-zero emissions Directly-operated plants: 7/8 Group plants: 20/26	(i) Reduction of 5% (Per unit) (ii) Zero emission Raise the percentage of plants with 99% or higher zero emission rate to 75%	Raise the percentage of plants with 99% or higher zero emission rate to 100%
HCFC(HFC) leakage level	Nippon Suisan Kaisha, Ltd. (Nissui)	-	-	Less than 1,000 tons-CO ₂ /year	-

▶ [Click here for medium- to long-term food loss reduction targets.](#)

▶ [Click here for ESG environmental data.](#)

Environmentally-friendly Product Design

Fish Sausage Eco-clips

The package of Nissui's fish sausage use "eco-clips®" instead of the conventional metal stops. Using "eco-clips®" reduces the use of aluminum by 120 tons per year and also leads to the proper sorting of trash once the fish sausages are consumed. Additionally, the "Meku-tape (peel-off tape)" currently being used in products with "eco-clips®" allows the fish sausage to be opened without using sharp objects such as scissors and to be consumed more safely and conveniently.



Improving Usability Through the New Technology, "Raku-Ake (Easy Open) "

Starting from 2007, all products with "eco-clips®" were made with "Meku-tape (peel-off tape)®" allowing the fish sausage to be opened without using blades such as scissors. Starting from March 2019, the new technology, "Raku-Ake (Easy Open)," has been introduced in "Hokkaido Sausage" and "Ma-aji no Umami Sausage." "Raku-Ake (Easy Open)" is a functional design with improved usability allowing the seal portion of the inner packing film to be opened from "any direction" and "as many times as necessary." Going forward Nissui aims to expand this technology to other fish sausages in order to have more customers conveniently enjoy fish sausages.



Shift to Lightweight Containers and Packaging

The inhouse project to shift to lightweight packaging materials has been reviewing containers and packaging of the core products in precooked frozen foods for household use and processed foods for household use, which is indispensable for promoting 3R efforts for a recycling-based society. In fiscal 2018, Nissui reduced the weight per film of 21 items of precooked frozen foods for household use and 13 items of processed foods for household use, by reducing the width and the thickness of the exterior packaging film. As a result, the plastic containers have been reduced by 4,896kg per year.



Reducing Methane Emissions through Biomass Electricity Generation

Reducing Methane Emissions through Biomass Electricity Generation In fiscal 2018, an anaerobic ozone processing facility was introduced as part of the waste water treatment process at the Hachioji General Plant to augment its existing enzymatic waste water treatment facility. However, the waste water treatment process in the new facility produced methane gas which had a far greater greenhouse effect than CO₂. Consequently, Nissui decided to start biomass electricity generation, which collects methane gas produced in the treatment process and burns it in the electricity-producing generators, concurrently with the new waste water treatment process. As a result, value was added to the waste water treatment process as well as preventing further global warming through the emission of methane gas into the atmosphere. This reduction in methane gas is expected to result in the reduction of CO₂ emission by 2,380 tons per year.



Biomass Electricity Generation at the Hachioji General Plant

Reducing CO₂ emissions using oil produced in the manufacturing process at Kashima Pharmaceutical Plant

Since beginning operations in January 2018, surplus oil produced when manufacturing products has been used to fuel the plant's boilers. This effort will lessen CO₂ emissions as compared to using city gas.



Boiler at the Kashima Pharmaceutical Plant

Utilization of Sludge

At the Tsukuba Plant, functional lipids, EPA and DHA are refined as functional materials intended for the domestic and overseas markets, and in this process, white soil is used to absorb the pigments of these fish oils. Previously, the used white soil had been commissioned to cement plants to be processed as industrial waste (sludge) but starting from fiscal 2018, Nissui has started marketing shipments of this used soil as conditioning agents to regulate moisture in composts for stock farms. After safety checks including checks for any pollutants, a total volume of 171.8 tons per year of used white soil was shipped in fiscal 2018. The Tsukuba Plant considers this initiative to be a sustainable activity to reduce waste.



Partnering with a Cold Storage & Warehousing Company to Reduce Electricity (Gorton's Inc.)

Gorton's, Inc., Nissui's overseas group company, is engaged in the manufacturing of precooked frozen seafood products in the historic port town of Gloucester, Massachusetts, US. In 2018, Gorton's collaborated with its business partner, Americold, a cold storage and warehousing company, in initiatives to reduce CO2 emission. Using Americold's ammonia compressors, ammonia refrigerant (Note) was supplied to freezers of both Gorton's and Americold, resulting in an annual electricity reduction of over 500,000 kwh per year, the equivalent of powering over 50 homes a year. This also resulted in massive cost reductions for both Gorton's and Americold, and showed the way to teaming up with business partners in order to achieve significant goals in reducing the environmental impact .



(Note) Ammonia refrigerant: While ammonia refrigerant has a high calorific value, it requires strict management because of its toxicity and combustibility.

Environment

Biodiversity Preservation

In recognition of the importance of the preservation of biodiversity, the Nissui Group revised its [Environmental Code](#) in 2014 and upholds preservation of biodiversity in its Policies. Since then, we have been engaged in activities to preserve biodiversity in the natural environment surrounding the Group's domestic business locations around the country.

Environmental Workshop at the Fujimae-Higata (Fujimae Tidal Flat)

On October 7, 2018, 27 employees of the Nissui Group and their family members participated in an event to learn about biodiversity at the Fujimae-Higata, a registered Ramsar Convention site, in the city of Nagoya.

With the cooperation of the NPO, Fujimae Ramsar Society, participants, after listening to a lecture about the history of the tidal flat, got a hands-on experience of biodiversity by plunging into the tidal flats barefoot and finding various forms of life. Participants also picked litter at the nearby quay and spent the day experiencing the importance of the sea.



Learning about and feeling the creatures of the sea at the Suma Aqualife Park in Kobe

On March 9, 2019, an event was held to become familiar with marine organisms and to learn about the marine environment and marine biodiversity at the Suma Aqualife Park in Kobe, and 110 employees of the Nissui Group and their family members participated.

Participants listened to explanations about raising animals in the backyard and observed the preparation of feed and the aquarium maintenance facilities. Additionally, by touching dolphins, the participants became familiar with creatures of the sea other than fish and listened to a lecture on the marine environment in front of the large tank.

We learned about the current status of the sea, which is important for us who work for the Nissui Group, and further enhanced our commitment to protect the creatures that live in the sea.



Jigyohama, Hakata Bay Beach-building Activities

On September 29, 2018, 22 employees of the Nissui Group and their family members participated in an event to make and plant "amamo" (eelgrass) seedlings (Note) at Jigyohama in Hakata Bay.

With the cooperation of Fukuoka FUN (Field & Underwater Naturalists), participants, after listening to a lecture about the status of litter at the bottom of Hakata Bay and the problems of a dysoxic environment, made 400 "amamo" seedlings. Although the participants were not able to plant the seedlings due to the approaching typhoon, they were able to watch professional divers plant the seedlings in a movie.

We intend to continue this activity each year in the hopes of gradually spreading the beach built by us and nurturing Jigyohama into a bountiful sea.

(Note) *Amamo* (eelgrass): A seed plant that grows in the sea that is called the "cradle of the sea," providing homes to small fish and shrimp.



CSR-DIW Continuous Award (Nissui (Thailand) Co., Ltd.)

Nissui (Thailand) Co., Ltd. (NTC), Nissui's overseas group company, is engaged in the processing of fish including salmon/trout in Hatyai, Thailand. In 2018, NTC was awarded the CSR-DIW Continuous Award by the Thailand Department of Industrial Works (DIW) in recognition of its environmental activities.



The Thailand Department of Industrial Works carries out initiatives to promote the CSR of enterprises in line with the ISO26000, the international standard for CSR management, and awards the CSR-DIW Continuous Award to enterprises that have conducted outstanding CSR activities.

Mangrove Reforestation and Release of Juvenile Fish and Crab

On May 1, 2018 (Labour Day in Thailand), 32 members of NTC participated in the planting of mangrove trees and the release of juvenile fish and crab at the General Prem Tinnasulanonda Garden. Mangroves are called the "cradles of life" that foster diverse ecosystems, as their roots provide homes for juvenile fish and crabs and the tree trunks serve as refuge for wild birds and monkeys. Mangroves are also able to absorb and store large volumes of the greenhouse gas, CO₂, and planting mangroves is said to be effective in controlling global warming.



Building Dams from Natural Materials

On November 25, 2018, 20 members of NTC participated in the construction of a dam on a river using natural materials such as bamboo. Frequent floods occur in Thailand during the long rainy season from May to October and there are concerns that such floods will increase in the future due to the effects of climate change. Building dams slows down the water flow and protects the surrounding areas from water damage.



Protecting the Near Threatened Piping Plovers (Gorton's, Inc.)

Piping Plovers, which have been categorized as Near Threatened (NT) on the IUCN Red List (Note), are an endangered species to New England, the North East region of the US and the home of Gorton's, Nissui's overseas group company. The Piping Plovers' habitat is the coast line and the intrusion by people and dogs, among others, on their nesting sites is said to be the cause of their decline.

Volunteer activities to protect the Piping Plovers have been underway at Good Harbor Beach in the port town of Gloucester, Massachusetts, the home of Gorton's. Many members from Gorton's are participating in the volunteer team by preparing schedules and keeping a 24-hour watch on the Piping Plovers to protect them as they lay their eggs and feed their chicks throughout the months of May and June. As a result of these efforts, many eggs were hatched on the shore in 2018.

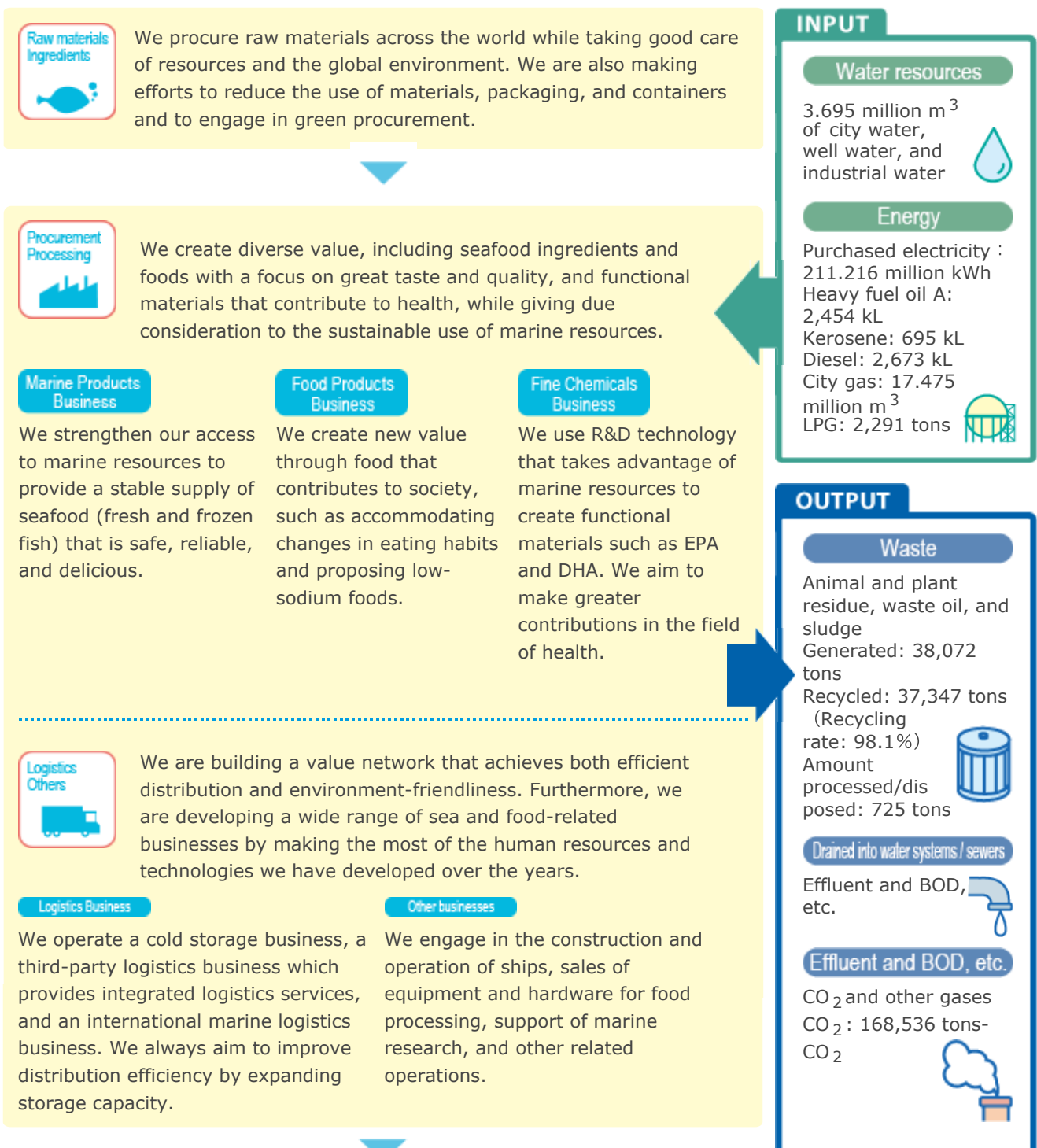
(Note) IUCN Red List: List of endangered species compiled by the International Union for Conservation of Nature (IUCN). Information on over 90,000 species are posted on its site, and the Red List compiled by Japan's Ministry of the Environment and its assessment are based on this list.



Environment

Material-Balance

Flow of resources and energy in FY2018





We provide products with thorough commitment to taste, ease of eating, safety and reliability.



Processed marine products



Surimi-based products



Seafood ham and sausages



Frozen prepared foods



Shelf-stable foods



Health foods



Customers



We are also working hard to reduce the volume of product containers and packaging that ends up as waste after customers use products.

Note: Numerical data used in Input and Output include data from business locations of non-consolidated Nippon Suisan Kaisha, Ltd. and its 24 domestic consolidated subsidiaries, which is the scope of the report of the activities to reduce environmental impact.

Environment

Food Loss and Waste

Medium- to Long-term Targets for Food Loss Reduction

Food loss refers to food that can still be eaten but is thrown away. Japan has a low food self-sufficiency rate at around 40% and depends largely on imports for its food. It is also said that around the world there are 800 million people suffering from serious starvation and malnutrition, while food loss continues with 1,300 million tons of food thrown away each year globally and more than 6 million tons thrown away in Japan alone.

Nissui, as part of its corporate responsibility of a company handling food, has designated food loss as one of its key issues. Nissui upholds “working to reduce food losses throughout the entire food chain” as the image it aspires to in 2030, mainly through the Food Loss and Waste Subcommittee, and as its first step, has commenced initiatives to reduce food loss at Nissui and its domestic Group companies. Nissui is addressing this issue from a wide range of perspectives including raising the awareness of its employees and activities involving the general public, as well as reducing loss in the conventional stages of production, distribution and consumption.

Medium- to long-term food loss reduction targets (Compared to fiscal 2017)

	Scope	Medium-term targets (to fiscal 2023)		Long-term targets (to fiscal 2030)
			Results of progress in fiscal 2018	
Initiatives to reduce food loss	Nissui and its domestic Group companies	Reduction of 6% (Per unit)	Increase of 0.5% (Per unit)	Reduction of 10% (Per unit)

“Let’s eat everything on our plates!” Food Loss Reduction Campaign

Nissui is promoting a campaign to eat everything on our plates when ordering food in restaurants at office summer parties and end-of-the-year parties. The program aims to have as many employees as possible address the problem of food loss, which is one of the key issues to be addressed in CSR management, in a “fun” way. Nissui is also contributing to the support of people around the world suffering from



Excellence Award Nissui Division
Osaka Branch

hunger through this activity. Based on the number of participants of the two campaigns conducted in the past, we have set the amount of loss saved per person at 100 yen, and we have donated the amount equivalent to the “number of participants x 100 yen” to the United Nations’ WFP (Note). The donation will go towards the Programme’s School Feeding Program to help impoverished children around the world.

	FY2017	FY2018
The number of participants (Persons)	1,133	1,543
Donation Amount (Yen)	113,300	154,300



Excellence Award Group
Companies Division
Nissui Pharmaceutical Co., Ltd.

In fiscal 2018, we expanded these activities to our domestic Group companies and awarded a crystal plaque autographed by President Matono to business locations that were especially proactive in these activities. The plaque is in the shape of a plate.

Additionally, “MY BOX” containers (personal food containers made of LIMEX) were distributed within the company to be used to take home left-overs.

(Note) United Nations' WFP : United Nations' World Food Programme

Initiatives to rethink the way we display best-before dates, and to extend foods best-before dates

Nissui is proceeding with efforts to rethink the way we display best-before dates to reduce the amount of food that is wasted. For shelf-stable products, we are investigating a change from dates comprising day, month and year, to just month and year. We have also begun work on extending the longevity of our major products, such as frozen foods.

KANKIRIBU

In fiscal 2018, the Nissui “KANKIRIBU” was launched under the slogan of “Do not let tinned food become food loss” (Sponsored by Nippon Suisan Kaisha, Ltd., with the cooperation of Food Salvage Inc.). “KANKIRIBU” is an activity that addresses food loss and tinned food. It takes the form of an extracurricular activity in order to address the problem of food loss and waste in the most “fun” way as possible.

Tinned food with long use-by dates can be used not only in everyday meals but also as effective emergency provisions.



However, because they are stored for a long time, we need to be careful to prevent them from going to waste as a result of not noticing the expiration of their use-by dates.

Tinned seafood ranks high among foodstuffs that consumers are not sure what to do with at home (according to a survey by Food Salvage) and in fact, the Nissui Customer Service Center receives calls from customers on how to use tinned food products.

At the "KANKIRIBU", chefs give lectures, while general applicants, the "extracurricular club members," learn to cook using "Nissui's tinned products and foodstuffs that tend to be difficult to deal with." Participants experience cooking outside of the box and learn ideas on how to prevent food loss. In fiscal 2018, "KANKIRIBU" events were held three times in Tokyo with a total of 64 participants. Unique dishes that depart from conventional recipes were presented at each event. Another unique feature was the large number of children participants. "KANKIRIBU" welcomes the participation of children, based on its belief that food loss and waste is a problem that needs to be addressed into the future.



Initiatives with Second Harvest Japan

Actual donations

Since fiscal 2008, Nissui has been donating frozen food to Second Harvest Japan, an NPO that provides food to people in need. Second Harvest Japan plays the role of a food bank for people who cannot get enough food, providing them with foods that have no quality problems but cannot be sold due to being sub selling standards. Going forward, Nissui will continue these activities that lead to providing support to orphanages and mother and child living support facilities, while at the same time reducing the discarding of still-edible food.



	FY2014	FY2015	FY2016	FY2017	FY2018
Actual donations	17.8t	13.7t	9.6t	12.6t	9.4t

Conducted the lecture by Second Harvest Japan

On February 6, 2019, Charles E. McJilton, CEO of Second Harvest Japan, was invited to give a lecture to Nissui employees. The lecture provided an opportunity for Nissui, as a member of companies handling food, to learn about the current status of "Hunger and food loss in Japan" and "Food for persons in need" and the actual initiatives taken by Nissui with Second Harvest Japan in the past decade, and to think about how Nissui can contribute through its business and the issues that need to be addressed. One participant commented, "In order to realize a food safety net in Japanese society, it is essential that we grasp the actual state of food loss and hunger without any misconceptions."



Reduction of Irregular-shaped Products

In the process of food manufacturing, merchandise occur on a daily basis that are fine in terms of quality but cannot be distributed on the market as a result of being not up to standard due to irregular shapes and other defects. Hence, at the Himeji General Plant producing precooked frozen foods, etc., a buffet of irregular-shaped products is offered free of charge in the employee cafeteria during lunch time. While efforts continue to be made to reduce the number of irregular-shaped products, the free buffet is a welcome initiative on the part of employees and an example of how the Himeji General Plant is coming up with unique ideas close to home and engaging in activities to reduce food loss.



Environment > Marine Environment

Preservation of the "forest, river and sea"

The preservation of the sea is crucial for the Nissui Group, whose business relies on its bounties. In order to sustainably utilize marine resources, efforts to maintain the health of the sea itself and to aid its recovery, as well as resource management, are essential. To this end, we are engaged in preservation activities that take a holistic approach to the "forest, river and sea."

It all started with a lecture titled "What oysters taught me" given at Nissui's head office in February 2011. The lecturer, Mr. Shigeatsu Hatakeyama who was operating an oyster farm in Kesenuma, Miyagi Prefecture, taught us about "Uotsukirin (fish-breeding forest)," a traditional idea of Japanese fishers, and how abundant forests are the ery source of abundant seas.

Since then, Nissui has been engaged in activities in various fields based on the concept of a coordinated preservation of the "forest, river and sea."



The forest that protects spring water nurturing fish and the sea

Nissui has commenced preservation activities of "Tottori Kyosei-no-Mori (Tottori Co-existence Forest)," as part of its efforts to preserve "Osakana-wo-Hagukumu-Yusui-to-Umi-wo-Mamoru-Mori (the forest that protects spring water nurturing fish and the sea.)"

Tottori Prefecture is the home of the Nissui Group companies Yumigahama Suisan co., Ltd., which is engaged in the aquaculture and processing of Sakaiminato Salmon and Kyowa Suisan Co., Ltd., a fishery company. Nissui is preserving the 5,933 hectares of forest on Mt. Senjozan (Kotoura-cho, Yamagawa) where the fish farming-related facility of Yumigahama Suisan is located, as "The forest that protects spring water nurturing fish and the sea."

On October 30, 2018, Tottori Prefecture, Kotoura-cho and Nissui entered into a forest preservation and management agreement and a signing ceremony was held at the Tottori Governor's Mansion.



Additionally, on November 11, the first preservation activities were conducted, in which 325 trees including Japanese horse chestnuts and wild cherry trees were planted. 26 persons from Tottori Prefecture, Kotoura-cho and the Forestry Association and 54 persons from the Nissui Group participated in the activities.



Preservation activities of Utsunuki Green Zone

"The Utsunuki Green Zone" is a "satoyama (village forests)" adjacent to the Nissui Tokyo Innovation Center, which was built in 2011. Despite being located in the Minamino, Hachioji City, an urban area, it is inhabited by fire flies and other living organisms, making it a veritable treasury trove of nature.

Every year since 2013, activities have been conducted, under the instruction of the "Utsunuki-Midori-no-Kai," to preserve the natural environment in areas surrounding the business location and to promote co-existence with the regional community. The activities begin with a classroom lecture at the log house within the zone, in which participants learn about the connection between the "forest, river and sea," as well as the flora and fauna of the "satoyama," which is followed by various tasks such as mowing the underbrush in the "satoyama."

On June 23, 2018, the sixth time these activities were held, 42 employees and their families participated and engaged in activities such as making bamboo fences.



Nissui has been a supporting member of "Utsunuki-Midori-no-Kai" since fiscal 2015.

Environment > Marine Environment

Marine Plastics

Plastic litter and microplastics that are 5 mm or smaller in the sea are raising major concerns as a problem that affects not only the marine environment but also the ecosystem itself, requiring the immediate attention of the international community as well as that of the nation. Plastics can be found in every body of water around the world and 8 million tons are still said to be flowing into the oceans each year and it is also a well-known fact that 80 percent of these plastics are land-based, i.e. originate from our daily lives, such as the plastic bottles that we drink from.

To address the problem of marine plastics, Nissui will commence the promotion of 3R activities (Reduce, Reuse and Recycle) of plastics and the study of the use of alternative materials. Furthermore, Nissui will share a common awareness as a Group and carry out activities to clean up areas surrounding its business locations and public areas such as beaches and rivers for the following purposes:

1. To contribute to the local community; and
2. To pick up litter and marine debris including plastics to prevent them from running off into the sea.

Establishes Marine Environment and Plastics Subcommittee

In February 2019, the Marine Environment and Plastics Subcommittee was established, due to concerns over the impact of marine plastics on Nissui's businesses, against the backdrop of social issues including the progression of serious marine pollution on a global scale caused by marine plastics among others, the concerns for the impact of marine plastics on the marine ecosystem and human beings, and the failure of recycling to function as a result of the reduction in the effective utilization of waste plastic. The two working groups (the Marine Environment WG and the Plastics WG) are, respectively, promoting activities, with Executive Officers appointed as Chairmen of the working groups and General Managers and section chiefs of relevant divisions appointed as members.

Marine Environment Working Group

The Marine Environment Working Group is promoting zero emission of plastics in the marine environment.

- Monitoring of the management status of plastics used in the fisheries and aquaculture businesses, making improvements and commitments
- Investigation of the actual outflow of microplastics and promoting activities to stop such outflow
- Promoting cleanups on land and activities to collect marine debris and other waste

Plastics Working Group

The Plastics Working Group is promoting the 3R + R (Reduce, Reuse, Recycle + Renewable) of plastic resources.

- Promoting reduction and recycling of plastics at plants, at home (disposable plastic packaging) and each stage of distribution
- Deliberation of the Plastic Policy
- Participation in and cooperation with outside organizations ([CLOMA](#)) and information gathering

Promotion Framework



Nissui Group Cleanup Campaign

Twice a year since 2010 the Nissui Group has been carrying out the "Cleanup Campaign," activities to clean up the areas surrounding the Group's domestic business locations around the country. In the advance information given prior to the cleanup, the participants learn that litter could potentially flow into the rivers and reach the ocean and that this activity is not merely a cleanup exercise but a way to prevent litter from flowing into the ocean, and are made aware of the relationship between this activity and Nissui's business. In the 17th Cleanup Campaign held during October and November 2018, 1,273 employees of the 102 domestic offices participated and picked up a total of 4,376 kg of rubbish



Overseas Cleanup Activities

Nissui's overseas Group companies are also carrying out activities to clean up the areas surrounding its business locations.



Nissui (Thailand) Co., Ltd.



UniSea, Inc.



Salmenes Antártica S.A.

Arakawa Environmental Seminar

Since 2017, Nissui, with the cooperation of the NPO, The Arakawa Clean-aid Forum, has been learning about the river environment, experiencing biodiversity and conducting cleanup activities to pick up litter. 21 employees of the Nissui Group and their family members participated in the first session held in September 2017. At the lecture, upon recognizing that plastics were indispensable to their everyday lives, participants learned how their lives were impacting the environment and thought about what should be done. Participants walked along the river bed, observed the habitat of the endangered species, the mudskipper, took samples of the river water and measured its clarity. Through these activities, they learned about the natural environment of Arakawa. Later, the participants divided up into teams and conducted cleanup activities. The participants were astounded at the volume of rubbish and observing the mounds of plastic waste, spent an hour frantically picking up litter, hoping to prevent it from flowing into the seas.



Starting from fiscal 2018, this activity has also been incorporated into the seminar for new employees, as a way of getting them to experience the importance of the sea. After conducting a workshop on the impact of litter on the sea according to type of litter, cleanup activities were conducted at the Arakawa river bed. The new employees of Nissui, which is engaged in businesses that utilize the bounty of the sea, spent a day experiencing hands-on the problem of marine plastics.



Nissui Original: "MY BOX" containers (personal food containers made of LIMEX)

In 2018, Nissui, as part of its efforts to combat food loss, made and distributed My Boxes (personal food containers made of LIMEX) to its employees. LIMEX is a new material made mainly of lime stone to replace paper and plastics. My Boxes can be used as a doggy bag to take home food left over from dining out or as an alternative to the disposable plastic containers used by food stalls and other venues. The message, "IMA JIBUNGA DEKIRUKOTO (What I can do now)" is printed on the top of the box, while the bottom shows the related SDGs and the message, "We will act responsibly and finish our food, considering there are people who do not have enough to eat" and "This is a challenge that will lead to bountiful seas."



Support of a Venture Addressing the Problem of Plastics Flowing into the Ocean (Pirika Inc.)

Marine litter including plastics is said to originate from the land, mainly from the cities but its discharge routes are not known. In fiscal 2018, Nissui became a supporter of Pirika Inc., which is committed to the Albatross Project that aims to investigate the facts surrounding plastics flowing into the ocean and has commenced concrete approaches in dealing with the problems of the marine environment and the problem of plastics flowing into the ocean, which are directly connected to Nissui's business.

Details of the Albatross Project which aims to investigate the facts surrounding the problem of plastics flowing into the ocean

•STEP1

Development of research methods : Develop an effective method of research on the flow of plastics into the ocean.

•STEP2

Clarification of the flow mechanism : Study the mechanism of plastics flowing into the ocean (flow routes and flow items) and narrow down the problem.

•STEP3

Study and implementation of measures : Study, prioritize and implement measures to combat the problem of plastics flowing into the ocean.



▶ Pirika Inc. 

Society

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Society > For the customer

Quality Assurance Code

Since its founding, Nissui has been utilizing its unique technology to turn the bounty of the sea into valuable products and to deliver them to its customers. Over the years, what has remained constant is our commitment to "food safety and security."

Quality Assurance Code

Quality Assurance Concept

We wish to treasure the "delicious taste" and "freshness" of materials, provide individual consumer with safe and high-quality products and thus helping them to develop healthy, rich eating life style. To gain consumers' confidence and empathy, every member of NISSUI's staff will perform his or her duty to maintain product quality and will make every effort to obtain consumers' satisfaction.

Article 1 Quality policy

1. Business activities and the preparation of products shall be carried out in conformance with the voluntary standards which have been established on the basis of various regulations and ordinances and which reflect the consumers' sense of values.
2. Efforts will be made to establish an integrated quality assurance system throughout production, including the operation of fish farms, agriculture farms, chicken farms, etc.
3. Only materials and ingredients whose origin, source and history are acceptable shall be used, and the use of food additives shall be kept to a minimum.
4. Products shall be produced only in plants having proper facilities, equipment and control systems, and operated by educated and trained workers for the performance of the HACCP (Hazard Analysis Critical Control Point).
5. A controlled distribution system will be established and maintained so that products can be delivered to consumers without suffering any deterioration in quality.
6. Refinement of products and consumer services shall be continued toward the customer's satisfaction by ensuring direct dialogue with them.
7. Information about the origin and source of the raw materials, allergenic substances, nutritional components, and production processes etc. shall be provided correctly and clearly to the consumers.

Article 2 Action guidelines

1. Each employee shall be conscious of his or her responsibility concerning quality assurance and make sure to fulfill his or her role.
2. Delivering safe, faithful, and satisfying products to consumers shall be regarded as a starting point of all actions.
3. Each employee shall always ensure that his or her actions are in accordance with all relevant laws and regulations provided; and that those actions are appropriate under normal social conventions; and that they are understood by the consumers.
4. Each employee, as a professional food manufacturer, shall always be concerned with the quality of the products being produced, and pursue continuing professional development and improvement to carry out his or her task.
5. Each employee shall understand the purpose and meaning of each prescribed procedure, and follow those procedures to carry out his or her task.
6. In all processes from development to procurement, production, distribution, and sales, efforts shall always be made to develop and improve technologies in order to improve product quality using the company's original techniques and know-how.
7. Obtain a certificate of specifications for all raw materials used, and confirm both compliance and safety.
8. Quality standards, manufacturing standards, and raw material composition tables shall be followed, and products with stable quality shall be delivered to consumers.
9. Records on raw materials used, production, and distribution of products shall be filed and stored so that they can be used anytime if necessary.
10. In each department and each business establishment, issues concerning quality will be organized and procedures and goals will be set to improve these issues. In each department, information about quality assurance will be shared and training needed for quality assurance will be provided regularly.
11. If there are any complaints or dissatisfaction from consumers, situations shall be checked and dealt with by prompt actions. In addition, activities will be promoted to reflect consumers' voice in product improvement.
12. In case a food accident occurs, it shall be addressed from the consumers' standpoint. The status of the health hazard and the potential for escalation of the accident shall be studied immediately and this information will be reported to the competent health center if necessary. At the same time, measures shall be taken immediately including information sharing with sales contacts, information disclosure, and/or product recall, etc.
13. In the case of failure to abide by the quality policy and action guideline, details of the incident shall be collated, responsibility will be clarified, and impartial measures will be taken to prevent a recurrence.

Article 3 Quality assurance standards and other standards

The following items are based on the standards set separately.

1. Each department's role concerning quality assurance
2. NISSUI plant certification standards
3. Standard of new products to be introduced
4. Standard of labeling
5. Standard for ensuring safety of raw materials
6. Standard of quality assurance training
7. Product handling standard in distribution
8. Standard of food defense

Article 4 Group companies

Group companies also should make efforts to comply with the provisions of the Quality Assurance Code.

Enactment Date: October 1, 2002

Revision Date: October 13, 2010

March 18, 2015

March 28, 2017

Quality Assurance Systems

In order to produce products to the customers' satisfaction, quality assurance systems are in place, including the Customer Service Center, Quality Assurance Department and Food Safety Research Department, which have been established as part of the QA (Quality Assurance) Group.

Customer Services Center

We speak directly with customers who have purchased our products and respond to comments and requests addressed to our Customer Services Center, as well as questions and complaints about our products. The valued voice of the customer is instrumental in improving our products.

Quality Assurance Department

The Quality Assurance Department creates the systems of quality assurance, as well as operates and maintains the management systems. In accordance with the Quality Policy and Action Guidelines, the Quality Assurance Department strengthens its quality safeguards, provides employee with training, establishes standards on quality assurance, manages information on raw materials, prepares product labels, conducts quality audits and supports the improvement of production plants and promotes higher customer satisfaction, among others.

Food Safety Research Department

At the Food Safety Research Department, inspectors with the appropriate knowledge and skills conduct tests including chemical analysis, microbial analysis and tests for foreign matter using specialized devices. To confirm food safety, tests of newly- procured raw materials, newly-developed products and items requested by customers, among others, are conducted in line with their respective purposes. Furthermore, to maintain and enhance the precision of the microbial analyses of the production plants, the Food Safety Research Department provides instruction and training to the staff in charge of the inspections.

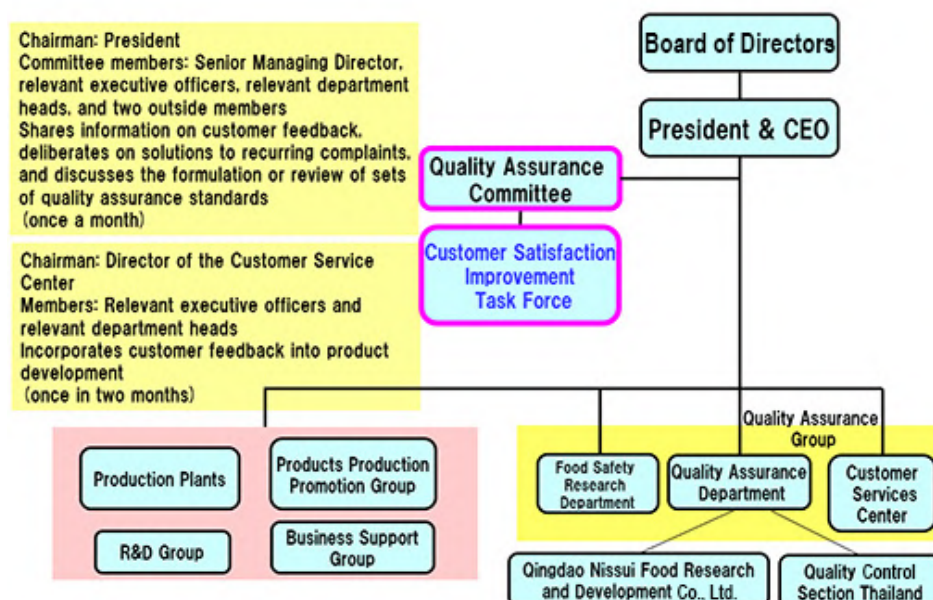
Quality Assurance Committee

The Quality Assurance Committee, which is chaired by Nissui's President & CEO, includes the relevant Executive Officers and General Managers, as well as experts from outside of the Company. Since its launch in 2002, senior management has always taken part in the committee, to promote efforts to ensure product safety and security and enhance customer satisfaction.

The Quality Assurance Committee deliberates measures to be taken against complaints and requests that have come to light as a result of customer feedback, and determines the standards/policies relating to quality assurance and confirms the effectiveness thereof.

The Customer Satisfaction Improvement Subcommittee

The Customer Satisfaction Improvement Subcommittee has been established as a subcommittee attached to the Quality Assurance Committee. Based on the individual feedback received from customers every day, it determines measures to reduce customer complaints and to enhance customer satisfaction.



Society > For the customer

Initiatives to Ensure Safety and Security

Based on the philosophy and policies of quality assurance, Nissui and the Group companies are engaged in all manner of initiatives to deliver tasty, safe and secure products. Our commitment is indispensable in providing “quality” that satisfies our customers.

> (1) “Employee training” to ensure compliance with rules and standards and taking the right action

> (2) “Quality control” on the production site

> (3) “Inspections” to confirm the safety of raw materials and merchandise

> (4) “Communication” to convey accurate information to customers

(1) Employee training

Nissui conducts various types of education and training so that all employees, as members of a food manufacturer, become aware of their roles to be fulfilled toward quality and become capable of acting based on a higher level of knowledge.

Training Sponsored by the Quality Assurance Department

The Quality Assurance Department conducts periodic training so that employees who handle products can accurately acquire the required knowledge. The content of the training is reviewed each year and efforts are made to always share the latest information.

Marketing staff, as well as employees working in the plants, undergo quality training.

Name of the seminar	Basic Quality Assurance Seminar	Details of the training seminar	Duration of the training seminar	Frequency	Participants in FY2017	Participant in FY2018
Seminar on Certification Standards of Nissui Plants	Persons in charge at the plants; mainly employees who have been with Nissui for 10 years or less	General basic knowledge for employees working at the production plant (E.g. general hygiene control, in-house quality control standards)	1 day	Once a year	62	44
HACCP Seminar	Employees engaged in HACCP system operations at the plants (E.g. general hygiene control, in-house quality control standards)	Seminar based mainly on acquiring knowledge on the HACCP system and the general hygiene control program which is the base of the HACCP system, and experiencing the HACCP method through hazard analysis drills conducted in groups	1.5 days	Twice a year	45	66

Seminar on Certification Standards of Nissui Plants	Persons in charge of quality control at the plants, operational managers and public administrators	Understanding and practice of the purpose and concept behind the certification standards of Nissui plants, and the specific details of the standards	1 day	Once a year	48	37
Quality Seminar for Marketing Staff	All marketing staff	Awareness-raising education on food labeling in order to prevent the recurrence of the inappropriate labeling incidents of the past; the latest trends in food administration and quality assurance; and key points in dealing with complaints	1.5 hours	Once a year	250	Not held

Scenes from the Seminars

The Basic Quality Assurance Seminar was held on January 30 and 31, 2019. 44 employees from Nissui and the Group companies participated and acquired the basic knowledge required for persons who work in the production plants.

The seminars incorporated workshops using card games as well as lectures and participant formed teams with members of other plants and were given the opportunity to make new discoveries through the exchange of opinions.



Training at the Plants

Plant workers who actually come into contact with the products and support manufacturing receive a training that is more in line with the production site. Even new employees on their first day of work have the duty to maintain quality. There is no room for compromise. Such a production site is created by the concerted efforts of all employees.

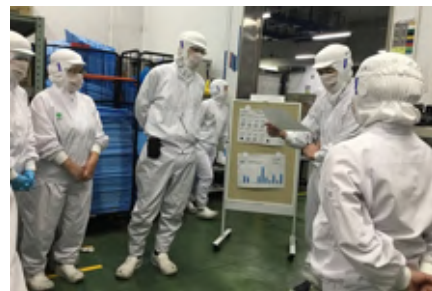
New Employee Training

This basic seminar is attended by all employees assigned to work at the plant. They learn the basics which are required of employees who are responsible for maintaining quality including appropriate clothing, rules for entering the plant, hand-washing, etc., not to mention labor safety.



Matters Relating to Quality Communicated at the Sites

The plants operate every day and produce numerous products. Employees at the sites, when they come to work, always receive communications on quality-related topics and precautions from their site leader. Nissui ensures that such matters are communicated to all employees at the production sites which operate every day.



(2) Quality Control

The factory sites receive raw materials and manufacture products. The quality of the products to be delivered to customers are created at strictly-controlled production sites.

Employee Clothing

All employees change into the prescribed work uniforms before entering the production sites. These work uniforms also play a part in maintaining quality.



Rules on Entering the Plant

There are rules that must be followed when entering the plant. These rules must be followed even when the worker is in a hurry.

Health Check Chart

The health of the worker is checked every day. Does the worker have a fever? Does the worker have diarrhea? Is there a cut on the hand? And so on. The worker must check multiple items before entering. The plant cannot have product contamination by even one worker who is ill. To maintain one's health every day is also another important mission of a worker who works at the plant.



Hair Roller

Hairs stuck to the work uniform are removed using a sticky roller.

There are also rules for using the roller. The rules are illustrated so that foreign workers who do not speak Japanese will also understand. Additionally, each worker checks the mirror to confirm that the uniform is not disheveled and that no hairs are sticking out of the hat.



Hand-Washing

There are also rules for washing their hands, which is important for workers handling food. Workers wash their hands according to a timer which has been set to a designated time. These rules are also illustrated with photos so that they are easily understood.



Objects Which May Be Brought into the Plant

Workers basically enter the plant without bringing anything in. However, there are certain things which are required in the course of operations, such as when records or photos must be taken, that are allowed on site. All objects must be made of metal to prevent fragments from entering the product, in the unlikely event that the object breaks.

Note: As all products go through a metal detector in the final process, any metal contaminant will be found.

Checking System

Various checks are carried out in the plant. Several dozen items are checked in the process of making a single product, including the type of raw materials, the weight, the composition, the order, the time, the heating temperature, the cooling temperature, the print on the wrapping, the condition of the machine, etc. All of these items are double-checked, including person-to-person checking and machine-to-person checking. Furthermore, subsequent checks of the records are made by the administrator.

Errors will inevitably occur if checks are conducted by a single person. Machinery may also malfunction if we depend solely on machines. We have a system in place in which checks are always conducted by several different eyes at every stage, in the case of emergencies.

Food Defense

As many employees work in vast spaces within the plant, early detection of “anything out of the ordinary” is essential. To this end, cameras have been set within the plant to guard the employees so they can work properly.

Furthermore, storage areas for detergents used in washing and drugs used in testing are strictly kept under lock and key and only a few people are allowed the use of the key. In such cases, also, records of opening and closing the locks are taken.

Moreover, a number of production plants have vein authentication and fingerprint authentication management systems to monitor who came into the plant and at what time. More of the domestic plants of the Nissui Group will adopt this system down the road.



(3) Inspections

Nissui only uses raw materials that have been confirmed for safety in manufacturing its products. It also conducts inspections at each stage from raw materials to the finished product to confirm that it conforms to the standards. These inspections encompass a wide variety of items and inspection methods, and require specialized knowledge and technology. Therefore, in order that inspectors are always able to carry out proper inspections, Nissui promotes “Excellent Lab” program, a system that allows inspectors to acquire the necessary knowledge and inspection skills.

Excellent Lab

The Nissui Group production plants nationwide all have inspection offices. Excellent Lab program is carried out mainly by the Food Safety Research Department in order to enhance the reliability of the inspection offices. Through standardized inspection manuals, the setting of facility standards, skill certification of the inspectors, precision control tests, and level-specific seminars, we are raising the level of the entire Excellent Lab. Excellent Lab program has also been introduced at certain overseas plants including China, as well as Japan.

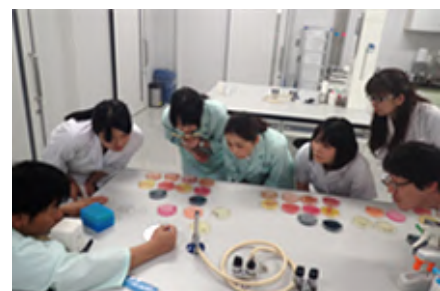
Inspection Manual

The contents of the manuals are periodically revised and the manuals are distributed to each inspection office always in their latest updated state. To ensure that inspections are conducted at all inspection offices with the same level of accuracy, we specify the culture media and reagents used in cultures and the culture medium is a dedicated medium for the Excellent Lab. This medium is packaged in single-use packets eliminating the need for measuring as well as preventing errors on the part of inspectors and saving time.



Certification of the Inspectors' Skills

To ensure that inspections are carried out by inspectors with a certain level of knowledge and skills, inspectors are registered and the skills of each inspector undergo certification. When employees are first assigned to the inspection offices, they receive instruction under the inspection office's OJT program. After the employee becomes capable of carrying out most inspections on his or her own, he or she is certified as an A-level Inspector. Proficient inspectors who have acquired a certain level of experience are certified as M-level Inspectors and inspectors capable of carrying out even higher-level tests are certified as E-level Inspectors. Inspectors must undergo written and skill tests to be promoted to the next level of inspector. Seminars for M-level Inspector certification (3 times a year) and seminars for E-level Inspector certification (Once every two years) are held to provide inspectors with the opportunity to upgrade their skills through lectures and lab work.



Number of Inspectors by Level

	A-level Inspector	M (Master)-level Inspector	E (Excellent)-level Inspector
Definition	Capable of carrying out designated tests	Capable of providing instructions to inspectors aiming to become A-level Inspectors	Capable of carrying out tests of a high degree of difficulty, and is proficient in all required tests
As of March 31, 2017 (Number of inspectors)	46	32	30
As of March 31, 2018 (Number of inspectors)	32	49	26

Communications between Inspectors

The Excellent Lab emphasizes communications between the inspectors through various exchange events and the exchange of information. Inspectors periodically gather at venues around the nation and hold Excellent Lab Promotion Meetings. They coordinate testing methods and judgment criteria, conduct mutual tours of inspection offices and exchange opinions, thereby upgrading their skills and sharing ideas.



Precision Control Tests

In order to confirm the testing precision of the inspection offices, precision control tests are conducted once a year. Each inspection office individually tests the specimens distributed by the Food Safety Research Department and sends back the test results to the Food Safety Research Department. The data on test results sent in from the inspectors nationwide are statistically analyzed and fed back to the inspectors. The tests are useful in confirming the ongoing workmanship of the inspection offices and improving the test procedures.

Overseas Development

The overseas plants that manufacture the products imported into Japan are also upgrading the abilities of their inspection offices using similar systems. In China, Qingdao Nissui Food Research and Development Co., Ltd. and in Thailand, the Quality Control Section Thailand of the Quality Assurance Department are leading efforts to provide testing instructions to local plants.

(4) Communication

We stress the importance of listening to the candid comments of the customers, and also believe that providing accurate information to customers is essential. We aim to create superior products based on the voices of the customers in order to enhance customer satisfaction.

System for Listening to Customer Comments

The Nissui Customer Services Center is where we can speak directly with the customers who have purchased our products. Currently, we receive comments by phone and via email. We not only receive complaints but also questions, confirmations and commendations. Whatever its content, each comment is a valuable piece of information for us.

Nissui Customer Services Center (Phone number): 0120-837-241

Product Development Based on the Voices of the Customers

The "Customer Satisfaction Improvement Subcommittee" is held six times a year to share the comments provided by the customers. There are many cases in which product specifications were changed as a result of the discussions by the subcommittee. We value the perspectives that are unique to the general customer and utilize such perspectives in creating superior products.

Labeling to Convey Information

We communicate product information to customers using the product packages. It is focused on providing product information using easy-to-see and easy-to-understand packages.

Particular caution is practiced in the labeling of food allergens. In addition to the collective label listing all raw materials, We clearly label in large print the 27 food allergens including those food allergens which are under recommended labeling.

Additionally, We do not use eggs in its fish sausages and fish paste products. In order for customers with egg-allergies to consume these products with a peace of mind, we communicate this fact by labeling the packages with the "EGG FREE" mark.



Society > For the customer

Research and Development to Enrich Lives

Technology for a tasty way to cut back on salt

As society ages, it has become more important than ever to prolong one's healthy life-span, i.e. the period in which one is able to live in a healthy condition. Salt (sodium chloride) not only is an essential nutrient for man but also plays an indispensable role in making foods and beverages "tasty." However, when consumed in excess, it can lead to a host of illnesses including high blood pressure.

This is the reason why Nissui came up with its unique technology to boost the taste of salt. Previously, reducing the salt used in foods and beverages had the effect of compromising the taste. However, with this technology, ingredients that boost the taste of salt are added and as a result, the taste of salt can be fully enjoyed even when the amount used is reduced. It is a technology that allows for the taste of salt to be enjoyed while cutting back on the salt content.

▶ [Technology to boost the taste of salt \(in Japanese\)](#)

Research of the functions of white fish and product development

Since 2009, Nissui has been taking part in the Cabinet Office's Cross-ministerial Strategic Innovation Promotion Program as a cooperating company and conducting research on the functions of white fish. Research has proven that the protein in Alaska pollock has numerous benefits. In September 2017, Nissui presented the research results on the muscle augmentation effects of the protein of Alaska pollock at the Japanese Society for Amino Acid Sciences.

In human clinical trials with women of 65 or older, who are said to lose on average 1.0 to 2.0% of fat-free mass (an index for muscle mass, represents total mass including organs and muscle) a year, as test subjects, by consuming the protein of Alaska pollock every day and leading a normal life without exercising, an increase in fat-free mass was confirmed after consumption of the protein, indicating an increase in muscle.

▶ [On the muscle augmentation effects of Alaska pollock protein \(in Japanese\)](#)

Additionally, in response to customer requests for more ways of incorporating fish into everyday meals, Nissui has begun marketing "MSC Osakana (Fish) Mince" made from Alaska pollock that has been minced and frozen into individual grains. Turning it into minced meat has eliminated the hassle of having to shred the fish and it can also be easily and safely eaten by children and the elderly who are reluctant to eat fish because of the little bones.

When it was first launched, preservatives were added to “Osakana Mince” in order to maintain its quality but Nissui received numerous requests from customers to remove the preservatives. To meet this request, Nissui conducted further research and development and by revising the raw materials and the processing method, succeeded in developing an “Osakana Mince” that maintained the genuine taste and texture of fish but without using preservatives.

The Nissui Group will continue to develop products that are convenient and tasty and that allow customers to eat fish with a peace of mind.



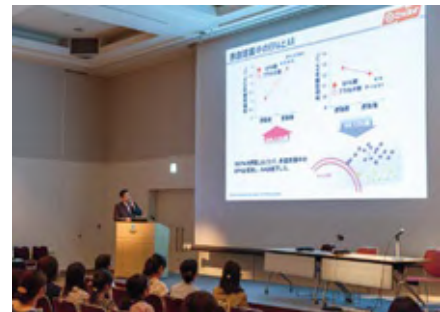
“MSC Osakana (Fish) Mince”



“MSC Osakana (Fish) Mince”

Research into the effects of EPA on exercise

Nissui has been engaged in the research, dissemination and awareness-raising of EPA (eicosapentaenoic acid) by focusing on its effects on exercise, including enhancing endurance. At the National Dietitians Conference (sponsored by the Japan Dietetic Association) held in August 2017, Nissui explained the mechanism in which EPA raises the efficiency of oxygen delivery to the body. Furthermore, beginning with the sponsorship of the Japan Masters Swimming Association in 2013, Nissui has been developing the “SPORTS EPA” brand which supports athletes.



▶ [SPORTS EPA \(in Japanese\)](#) 

Society > For the employee

Diversity



“We aspire to be a great company where people from various backgrounds can be actively involved.”

Akiyo Matono
Representative Board Member,
President & CEO

Japan faces population decline and, as such, worsening labor shortages in the future cannot be avoided. Furthermore, although women make up half of the population, as it currently stands, female employees do not come close to making up half of our workforce, an issue that I believe needs remedying. When I worked in North America, having female directors for the group companies was considered par for the course, and I remember being surprised by that at the time. In comparison, the number of women actively involved in management at Nissui is still very low.

Those companies that have large numbers of highly talented personnel taking an active part are also those that have created policies and environments that make it easier for women to work. At Nissui, we are still failing to provide a place where women are sufficiently involved. In other words, we're stuck in a rut in terms of using, and increasing the participation of, our human resources.

Now, however, we are aware of the problem and if we can change, I think awareness of Nissui as a company that welcomes diversity, where female employees are better able to play leading roles, will spread. If we can do that, we will be able to gather together even more gifted individuals, regardless of gender.

Diversity is an important management issue for any company. While “diversity” is comprised of many elements, the first step for us at Nissui is to place a priority on female participation, and aspire to be a great company where people from various backgrounds can be actively involved.

Training is another key issue for us. We will train those employees who enter the company, whether male or female, equally. Limiting the type of work someone does because of their gender is a form of discrimination. While there may sometimes be cases where gender should be taken into consideration, such as where an employee is assigned or dispatched, or the nature of their duties, that should not rob them of any opportunities.

As an employee, workers should know what it is like to stand on the front lines, as it were, and their perspective will be broadened by experiencing a range of job roles. Whatever their academic background or specialism, it is how they are trained after they join the company and how they adapt that has the biggest effect on the capabilities they come to show. In that, there is no difference whatsoever between men and women.

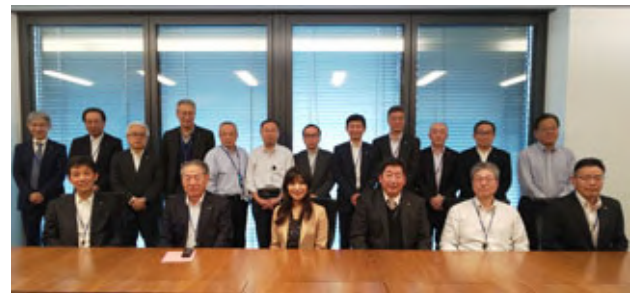
Our company provides products and services that are needed by society, and the profit we earn is a resource we can use to train people. With that, we will create an atmosphere where diverse human resources can play an important role. I would like us to create this kind of virtuous circle, where the talented individuals we gather together under our banner lead to greater profit, and vice versa.

Society > For the employee

Work Style Reform

Work-Life Balance Lecture

On March 12, 2019, a lecture was given by Yoshie Komuro, President of Work-Life Balance Co., Ltd., and 17 of the Company's executives attended. Titled, "Work Style Reforms as Management Strategy," Ms. Komuro, explained the changes in society which had occurred from the past to the present and the real reason why work style reforms were necessary. Ms. Komuro talked about how work-life balance was necessary for all employees as well as women and explained that work and life were not in a relationship that took away each other's time but in a relationship of synergy.



"Kurumin" Mark Certification

Initiatives toward Work-Life Balance

Nissui is promoting initiatives so that everyone working at the Company can strike a balance between "work" and "life," and can feel rewarded and fulfilled both in "work" and "life." Pursuant to the Act on Advancement of Measures to Support Raising Next-Generation Children, which aims to create an environment that will enable the healthy birth and growth of children who are to become the next generation society leaders, the Company carried out its First Phase Action Plan (July 1, 2005 to March 31, 2010) and was awarded the "Kurumin" mark certification by the Minister of Health, Labor and Welfare as a childcare supporting company in May 2010.

Subsequently, it was awarded the "Kurumin" mark certification in June 2013 for the implementation of its Second Phase Action Plan (September 1, 2010 to March 31, 2013) and once again in July 2017 for implementing its Third Phase Action Plan (April 1, 2013 to March 28, 2017).

Currently, Nissui is in the midst of initiatives to achieve the Fourth Phase Action Plan (April 1, 2017 to March 31, 2021).



Next-Generation mark
(Nickname : Kurumin)

Fourth Phase Action Plan

By supporting employees strike a balance between work and family and creating a pleasant working environment, Nissui hopes that employees will be able to demonstrate their full potential and to this end has formulated the following action plan.

1. Plan period

4-year period from April 1, 2017 to March 31, 2021

2. Details

Objective 1	<p>Raise the rate of employees taking leave for childcare during the plan period to the following levels.</p> <p>(1) Male employees: Leave-taking rate of 7% or higher during plan period</p> <p>(2) Female employees: Leave-taking rate of 90% or higher during the plan period</p>
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[Measures]

Fiscal 2017 By treating the first five days of childcare leave as paid leave, make it easier for male employees to take childcare leave, aim at raising the leave-taking rate and disseminate company-wide the importance of taking childcare leave.

Objective 2	<p>Expand the scope of "Leave for taking care of sick children" and improve support for balancing work and family for employees who are raising children.</p>
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[Measures]

Fiscal 2018 Expand the age of children subject to leave for taking care of sick children from the current "Children prior to entering primary school (Statutory)" to "Children who are in primary school" and provide a safety net for times of crisis.

Posted August 30, 2017

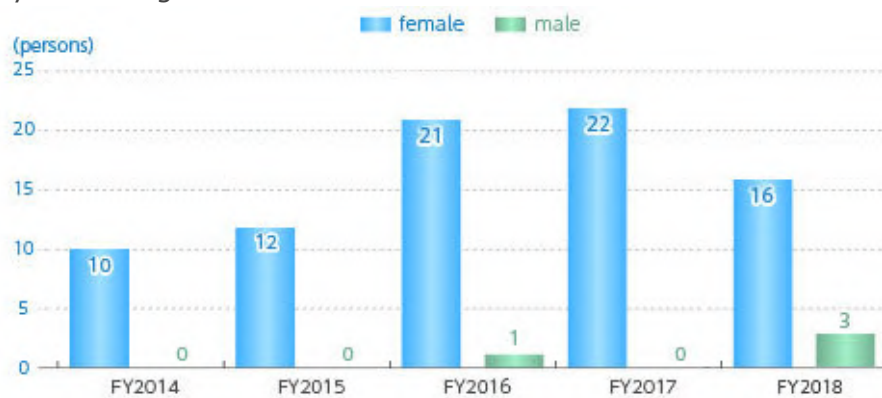
Promoting the Taking of Childcare Leave

During the 4-year period from April 1, 2017 to March 31, 2021, the target rate for taking leave for childcare has been set at:

- (i) Female employees: 90% or higher
- (ii) Male employees: 7% or higher

Additionally, in order to support the child rearing of male employees, the first five days of childcare leave will be treated as paid leave.

Number of Employees Taking Childcare Leave

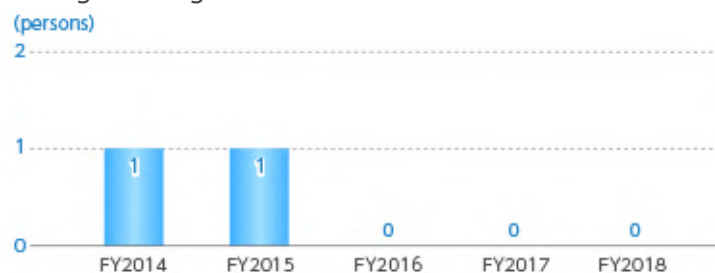


Scope : Nippon Suisan Kaisha, Ltd. (Nissui)(As of March of each year)

Supporting the Balance of Nursing Care and Work

Nissui has a nursing care leave program, in which 10 days of leave per year is allowed to employees with one person in their care, and 20 days per year for employees with two persons or more in their care. Nissui holds nursing care seminar biannually and has established specialist consultation counters where employees can receive consultation free of charge via phone and email by contracting with agencies specializing in nursing care.

Number of Employees Taking Nursing Care Leave



Scope : Nippon Suisan Kaisha, Ltd. (Nissui)(As of March of each year)

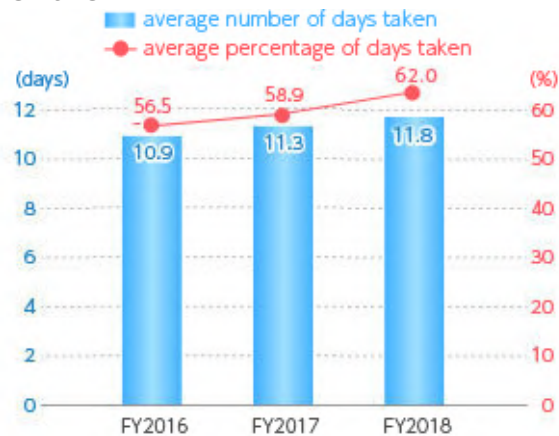
Adoption of the Teleworking System

Nissui has been considering the teleworking system, as a way of enabling work styles that are not restricted by time and place through the utilization of IT and telecommunications technology. A trial run was conducted from October 2017 through fiscal 2018, and Nissui decided to adopt this system from fiscal 2019, as it became evident that by combining regular commuting work with working at home and remote work, the efficiency of operations and the improvement of the work-life balance could be achieved.

Promoting the Taking of Paid Leave

As part of efforts to create a comfortable and rewarding work environment, Nissui is implementing initiatives for the systematic taking of paid leave and promoting improvement in employee health. Individuals prepare their own plans for taking annual leave, which enables the sharing of leave taking within each division, facilitates advance adjustment of the work load and assists in managing the progress of leave taking.

Number of Days of Paid Leave Taken



Scope : Nippon Suisan Kaisha, Ltd. (Nissui)(As of March of each year)

Society > For the employee

Women's Empowerment

Action Plan for Female Participation

Nissui formulated and announced an Action Plan in April 2016 to create an employment environment where female employees can take an active part.

▶ [Nissui's Action Plan at the website of Ministry of Health, Labor and Welfare\(in Japanese\)](#)

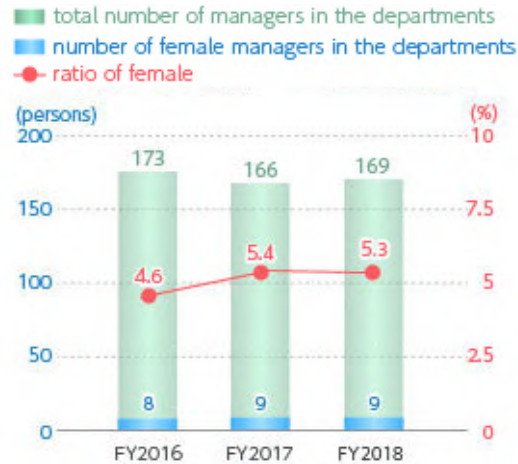
Trends in the Promotion of Female Employees

During the period from April 2016 to March 2019, Nissui aims to increase the number of female managers in the departments by 150% compared to that in April 2016.

Ratio of Female Executives and Managers



Ratio of Female Managers in the Departments



Executive: Board Members, Auditors, Executive Officers

Manager: Persons in positions with subordinates, and persons who do not have subordinates but are in a similar position, excluding executives

Scope : Nippon Suisan Kaisha, Ltd. (Nissui) (As of March of each year)

Conducted a Gender Diversity Awareness Survey

In fiscal 2017, a survey was conducted over the Intranet on all, approximately 1,200 employees, regarding the gender gap, career orientation and the gap in awareness between managers and employees, among others to identify issues.

With regard to items identified as issues in this survey, the Diversity and Personnel Development Subcommittee monitors the progress of activities toward improvement and efforts are being made to improve the corporate culture.

Exchange of Opinions on Diversity

On December 13, 2018, an exchange of opinions was held between Takayuki Kawashima, Director of the NPO, Fathering Japan and the CEO of Kodikara Nippon, and five of the Company's executives.

Nissui was able to confirm the current situation in which there was an increasing number of companies, regardless of industry and business category, promoting work style reforms, women empowerment, the correction of long working hours and work-life balance. In such circumstances, an exchange of opinions was conducted on the situation of the Company and its problems. Opinions expressed included, "Reforms in the attitudes of male managers that have hardened like clay and commitments to the reforms will be required" and "Superiors require the management capabilities to manage employees working under constraints."



Conducted “Female Employee Career Development Seminar” for Superiors

In the process of career formation of female employees, Nissui conducts seminars intended for superiors to learn management skills that will assist female employees in increasing their advancement.

In fiscal 2018, 38 managers participated and comments by participant included, “It was an opportunity to reflect on my own management and think about the career formation of female subordinates,” and “The key management points for the career development of female subordinates were outlined in an easy-to-understand way.”



Society > For the employee

Initiative to Hire Seniors/with Disabilities/Foreign Nationals

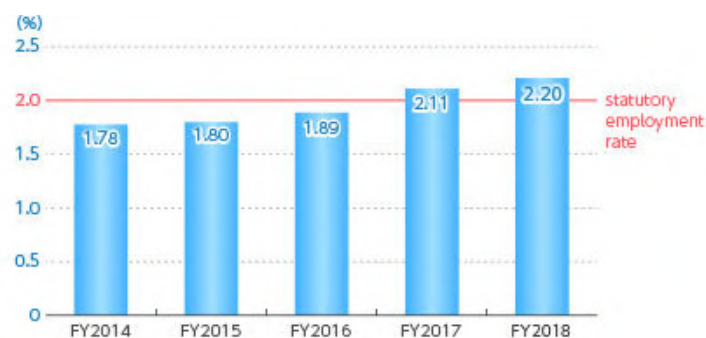
Initiatives to Hire Persons with Disabilities

Under the concept of normalization, Nissui is engaged in initiatives to realize a working environment in which all employees regardless of whether they have or do not have disabilities work together and demonstrate their capabilities. Currently, employees with various “physical,” “intellectual” and “mental” disabilities are taking active part in each work place. Employees with Psychiatric Social Worker qualifications have been assigned to the Human Resources Department, creating an environment in which persons with disabilities can work with a peace of mind.

The plants directly operated by Nissui accept students from the local special needs schools for work experience. The program offers students hands-on experience of the joys and rigors of working and subsequently allows them to build an image of what it is like to work. Some participants became interested in Nissui and have actually joined us.

Additionally, Nissui holds periodic seminars for its employees to deepen their understanding of persons with disabilities, aiming to create a “pleasant and inclusive working environment.”

Trends in the Employment of Persons with Disabilities



The statutory employment rate was changed to 2.2% from April 2018.
Scope : Nippon Suisan Kaisha, Ltd. (Nissui) (As of March of each year)

Senior Employee System

Amid the growing demand for stable employment opportunities for the elderly, Nissui is reemploying workers who are willing to work at Nissui after retirement. Their responsibilities are reviewed at the time of rehiring and at contract renewal by taking into account the skills, aptitude and work experience, among others, and commensurate compensation is also arranged. Nissui continues to provide an environment where senior citizens with experience and superior skills acquired over the years play an active part.

At Nissui, 75% of the retirees in fiscal 2018 chose reemployment and are remaining active. (Excluding employees promoted to corporate officers and transfers within the Group)

Initiative to Hire Foreign Nationals

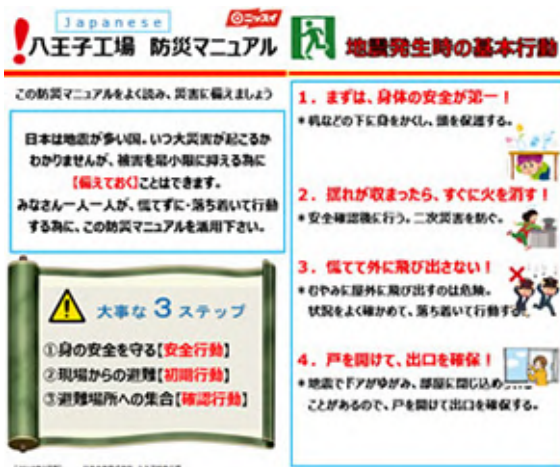
Multi-Language Support of Bulletins

Employees who speak various languages including Spanish work at the Hachioji General Plant, which manufactures foods. Bulletins in a number of languages, mainly English, Spanish, Portuguese and Chinese are prepared and an environment is in place that facilitates work and other aspects of life.

Labor Safety Training and Disaster Prevention Manuals for Foreign Employees

Twice a year at the Hachioji General Plant, outside interpreters are hired and special safety seminars are held including labor safety training and disaster prevention training in three languages (including English, Spanish and Portuguese). The seminars are held during the employees' working hours, for a period of 3 days, 4 to 5 times each day. For a relatively small number of employees who speak languages that are not covered by these seminars, original materials are prepared.

Additionally, disaster prevention manuals are outsourced to translation companies and prepared in multiple languages for foreign employees. The plant prepares its employees for any number of emergencies that could happen in the future by describing the basic actions to be taken in the event of earthquakes and other natural disasters.



Disaster prevention manual in Japanese



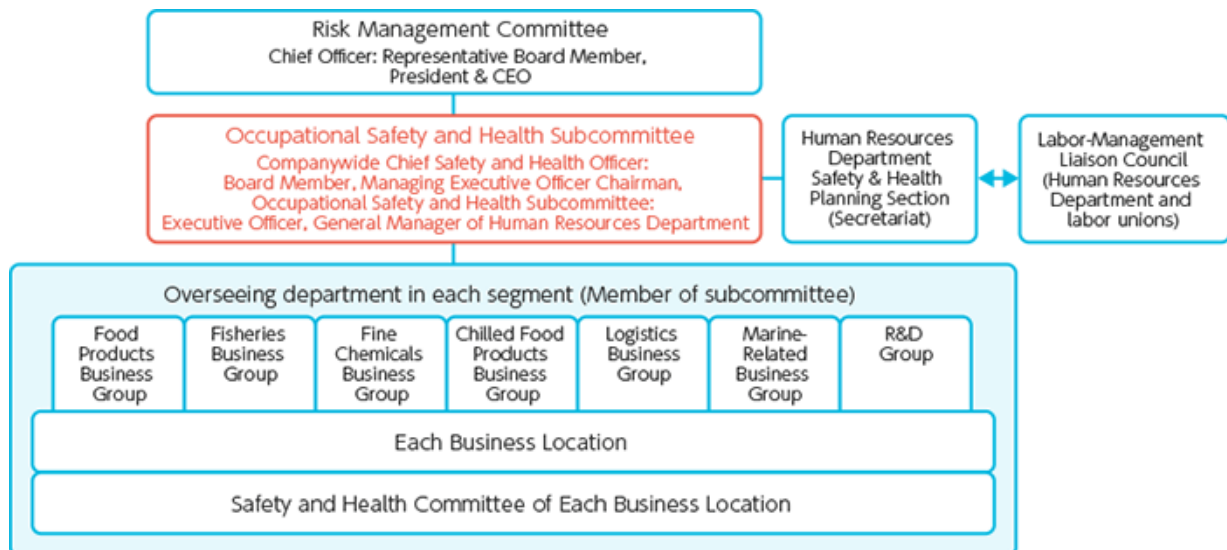
Disaster prevention manual in Myanmar

Society > For the employee

Labor Safety/Training and Development

Labor Safety and Health Management Framework

The Nissui Group has designated departments in each segment to oversee the Safety and Health Committees of each business location and established the "Occupational Safety and Health Subcommittee," with the heads of each overseeing department as members. The subcommittee is held once each quarter and addresses various issues relating to health, safety and labor matters of Nissui, including its Group companies.



Initiatives for Labor Safety

The Nissui Group has established the Occupational Safety and Health Subcommittee and manages "labor safety," "work hours" and "harassment" by division.

In fiscal 2017, activities were carried out based on the following policies

- (i) Standardize safety activities;
- (ii) Define the structures that are to conduct risk assessments; and
- (iii) Prevent disasters caused by falling.

In the Mid-Term Business Plan for 2018 to 2020, Nissui expresses the message of "aiming to create a safe and comfortable work environment in which each employee will be able to demonstrate his or her capabilities in a healthy way, fulfill the role assigned to him or her and work energetically.

In the initial fiscal 2018, Nissui is making efforts to

- (i) Reinforce training of new employees and employees who are middle-aged or older;
- (ii) Promote autonomous onsite activities; and
- (iii) Establish and standardize health management standards.

Additionally, at Nissui's food production plants safety training programs called "Safety School" are being carried out using machines that allows participants to experience what it feels like to be entangled in conveyor belts and machines to experience confirmation by finger pointing and calling out, to raise the safety awareness of its employees.



▶ [Labor safety training for foreign employees is here](#)

Training and Development

Nissui conducts a new employee OJT program for its new employees.

Nissui also conducts training programs by employee level, including "Basic training on problem solving," "Basic training on management," Training for new managers," "Training for new section chiefs" and "Training for new general managers" for the applicable employees.

Seminars in which participants are selected include the "Management reinforcement workshop," "Management academy," "Workshop for various styles of strategy formulation" and "Pre-management workshop." Furthermore, "Seminars by age group" and "Value-up career seminar" are held as career training.

Workshops for divisions that will hire persons with disabilities and management training for managers who have female employees are conducted as diversity training.

Training on harassment is conducted for all employees.

Additionally, "Media training" is conducted for executive.

Society > For the employee

Employee Health

As part of the initiatives for employee health, Nissui recognizes the maintenance and promotion of health as a management issue and announced the Employee Health Declaration on February 23, 2017.

Based on this declaration, various initiatives are carried out so that employees and their families can live healthy and energetic lives.

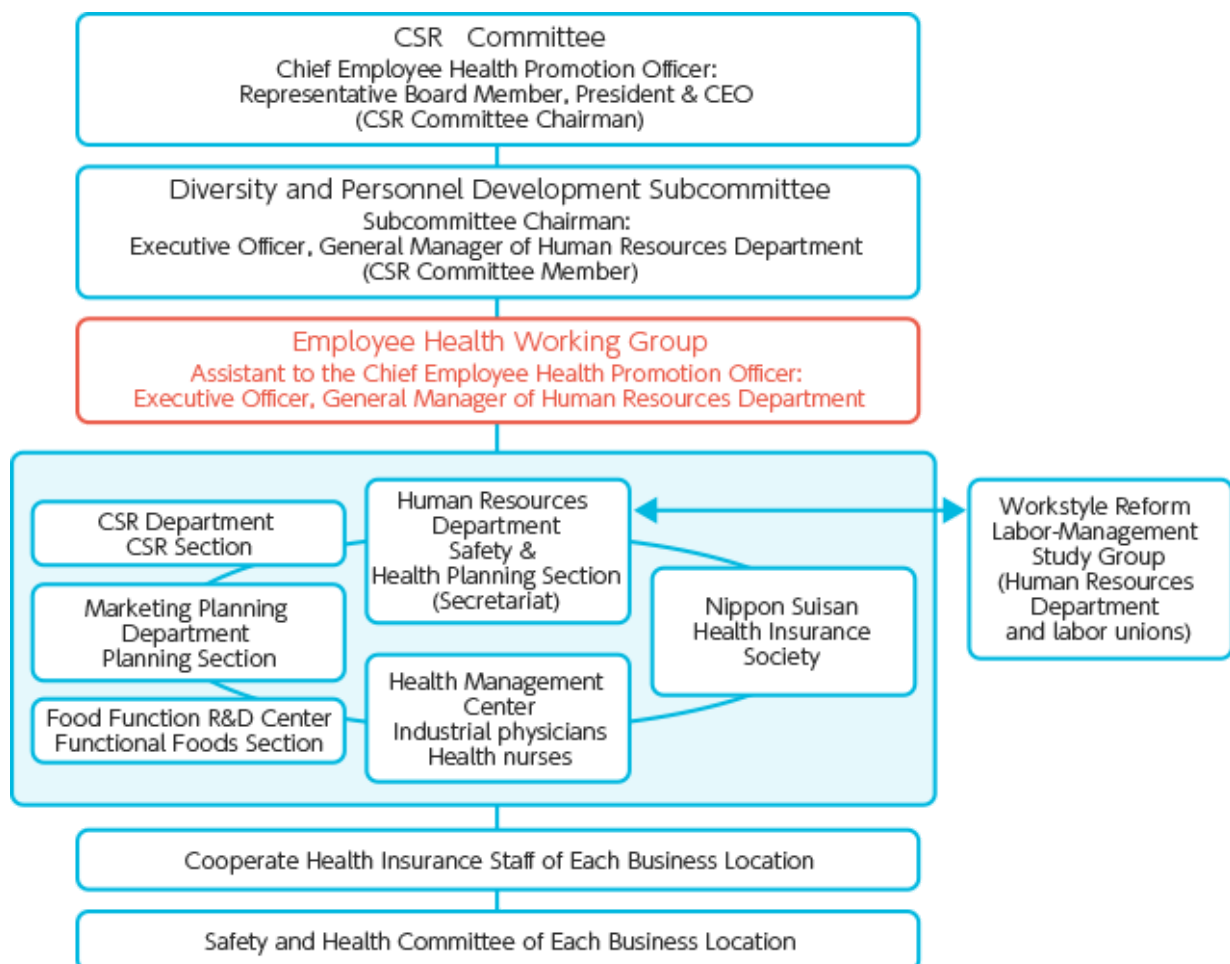
Employee Health Declaration

At the Nissui Group, we consider our employees to be our most valuable asset, and we want to see all employees be able to fully demonstrate their abilities. We also aim to improve the quality of life of our employees and their families by ensuring proper workplace conditions and by actively supporting both mental and physical health.

As a company that works with resources from the sea, we offer suggestions for healthy diets, try to maximize the use of functional components derived from seafood, and aim to contribute to the healthy lives of people everywhere, from our employees and their families to customers around the world.

Employee Health Promotion Framework

Recognizing the maintenance and promotion of employees' health to be a managerial key issue, Nissui has established the Promoting Health Working Group within the Diversity and Personnel Development Subcommittee. With the cooperation of the Safety & Health Planning Section (Secretariat), Health Management Center (industrial physicians and health nurses), the corporate health insurance society and each department, and by coordinating with the cooperate health insurance staff of each business location, we are engaged in initiatives to ensure the health and work-life balance of its employees and to create a workplace culture that is pleasant and offers a fulfilling place to work.



Chosen for the “2019 Health & Productivity Stock Selection”

On February 21, 2019, Nissui became the first in the fishery, agriculture and forestry industry to be chosen for the “2019 Health & Productivity Stock Selection,” sponsored jointly by the Japan’s Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange.

Under the Health & Productivity Stock Selection program, basically one company from each industry is chosen from among the companies listed on the Tokyo Stock Exchange as a company focusing on employees’ health from a management perspective and strategically carrying out efforts toward employee health.

Nissui was recognized for creating a better working environment under the concept of health and productivity management which promoted better health using a fish-based diet as the starting point, and expanding the movement from the individual to each division and from each division to the entire company.

In order to improve the productivity by putting in place a working environment in which diverse talent stay healthy and are able to demonstrate their capabilities, Nissui carried out measures to 1) promote the individual’s health, 2) strike a balance between work and private lives and 3) create a pleasant and fulfilling place to work.

▶ [The Nissui press release\(in Japanese\)](#)



First in the Marine Products Industry to Receive the DBJ’s Highest Health Management Rating

On March 29, 2018, Nissui was awarded the highest rank in the Development Bank of Japan’s DBJ Employee’s Health Management Rated Loan Program, the first given in the marine products industry, which led to our receiving financing.

The first of its kind in the world, the DBJ’s Health Management Rating adds a condition to its financing that evaluates and identifies companies that take measures that demonstrate excellent consideration and measures for ensuring the health of its employees. Nissui was praised for the public announcement of its Employee Health Declaration, its stress check program for all employees, and the analysis of its results.



Chosen as a “White 500” Company

On February 20, 2018, Nissui was recognized as a “White 500” company in the large enterprise category of the 2018 Certified Health and Productivity Management Organization Recognition Program. Under the system, the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi award companies that display exceptional health management as a way of highlighting exemplary health management initiatives. The program also aims to make it easier for employees, job applicants, associated companies and financial bodies to socially evaluate a company.



Measurement of the EPA/AA ratio and Health Ranking

From fiscal 2016, Nissui commenced the utilization of EPA (eicosapentaenoic acid), a core product of the Fine Chemicals Business, which is one of Nissui’s main businesses, in order to prevent employee’s lifestyle-related diseases.

At the regular physical examination conducted in fiscal 2016, the EPA/AA ratio, an indicator which is said to be connected to the incidence of cardiovascular diseases, was included in the test items of all employees and a company average of 0.4 was set as the targeted value.

As a result, the companywide EPA/AA ratio was 0.29% in fiscal 2016, 0.35% in fiscal 2017 and 0.38% in fiscal 2018.

In fiscal 2018, to encourage employees to make efforts to voluntarily improve their diets, a health incentive was paid to employees who had achieved an EPA/AA ratio of 1.0% or higher.

In addition to providing individual feedback on the measurement results, the results of each division have been aggregated and the ranking list on the right has been prepared.

2018年 EPA/AA比 健康番付	
西	東
横綱 取締役・執行役員	横綱 CS R部
横綱 水産事業第四部	横綱 経営企画 I R部
横綱 食品機能科学研究所	横綱 ファインケミカル事業部
横綱 チルド食品部	横綱 デジニシ允総合工場 鹿野業務課
	横綱 情報システム部
山崎 水産事業第一課	山崎 水産事業第二課
山崎 水産事業第三課	山崎 水産事業第四課
山崎 水産事業第五課	山崎 水産事業第六課
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山崎 水産事業第九十五課	山崎 水産事業第九十六課
山崎 水産事業第九十七課	山崎 水産事業第九十八課
山崎 水産事業第九十九課	山崎 水産事業第一百課

Health Ranking

Society > For the Businesspartner

CSR Procurement

The Nissui Group has designated "Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement" as one of the key issues of CSR, and aims to have the items that the Nissui Group procures confirmed as sustainable by the year 2030. The preservation of resources and resolution of labor-related human rights issues is called for when using and procuring marine resources. We are working with our suppliers to implement sustainable procurement that maintains respect for human rights.

Preparation of the Nissui Group Basic Procurement Policy

Nissui has formulated the Nissui Group Basic Procurement Policy by summarizing the basic approaches to the procurement of raw materials and products.

Nissui Group Basic Procurement Policy

The Nissui Group declares that it will appreciate the bounty of the earth and sea, and create diverse value through following the company's "five genes", carried forward since its foundation, and will try to solve social issues through the business activities covered in our CSR Action Declaration.

Based on that, the Nissui group developed its Nissui Group Basic Procurement Policy in order to meet the expectations of stakeholders, and to contribute to society when purchasing raw materials and products.

The Nissui Group is promoting procurement through relationships built on trust, with suppliers who understand and cooperate with this policy.

(1) Procurement Policy

1. Suppliers and partners shall be selectively chosen, taking quality, cost, delivery timing, and service into consideration.
2. The Nissui Group shall be open to new supplier candidates.
3. Transactions shall be conducted with fair quality and price maintained by getting material safety data sheets and competitive quotes.
4. The Nissui Group shall promote cost reduction in a positive manner on the condition of safety assurances and quality improvement.

(2) Compliance, Procurement Ethics

1. The Nissui Group shall comply with laws and regulations of all relevant countries, including Japanese law and internal company rules.
2. The Nissui Group shall fulfill its contracts faithfully with suppliers and partners.
3. The Nissui Group shall understand the significance of information it obtains through transactions and preserve the confidentiality of such information.
4. The Nissui Group shall build relationships of trust with suppliers and partners through fair, open and transparent procedures.
5. Corrupt or dishonest behavior, including granting and/or receipt of inappropriate benefits, is entirely rejected by the Nissui Group.

(3) Awareness of Environmental Preservation

1. The Nissui Group shall promote purchasing of raw materials and products that take environmental preservation of the Earth and local regions into consideration.
2. The Nissui Group shall seek confirmation that the raw materials and products it purchases have been harvested or produced having regard to principles of sustainability, biodiversity and of preservation of ecosystems.
3. The Nissui Group shall purchase raw materials and products from suppliers that are conscious of cyclical usage of resources and energy.

(4) Respect for Human Rights

1. Suppliers are requested to provide raw materials and products that are not associated with forced labor, child labor or the inhuman treatment of employees.
2. The Nissui Group shall purchase raw materials and products provided by suppliers who ensure that their working environments respect employees' freedom of association and are free from discrimination.
3. The Nissui Group shall purchase raw materials and products produced in safe and clean work environments.

(5) Collaboration with Suppliers and Partners

1. The Nissui Group shall promote close collaboration with suppliers as important business partners.
2. The Nissui Group shall ask suppliers and partners to acknowledge this policy and support and cooperate with the principles set out in this policy.
3. Various proposals by suppliers and partners are examined and seriously considered by the Nissui Group.

CSR Supplier Guideline

Nissui, in accordance with the Nissui Group Basic Procurement Policy and CSR Supplier Guidelines, promotes CSR procurement based on a 3-point checking system, in an effort to eliminate human rights and environmental risks of the suppliers with which the Nissui Group deals.

▶ [CSR Supplier Guideline \(51.9KB\)](#) 

CSR Procurement Promotion System

Nissui, in accordance with the Nissui Group Basic Procurement Policy and CSR Supplier Guidelines, promotes CSR procurement based on a 3-point checking system, in an effort to eliminate human rights and environmental risks of the suppliers with which the Nissui Group deals.

Self-Check Sheet of Nissui CSR Purchasing Initiatives

This is a self-check sheet for suppliers that maintain close relationships with the Nissui Group, including relationships based on large transaction amounts and relationships with a high degree of dependence. The self-check sheet asks the supplier to provide the status of its initiatives relating to "Compliance, Procurement Ethics," "Awareness of Environmental Preservation," "Respect for Human Rights," "Ensuring Quality and Safety," "Information Security" and "Contribution to Society." The self-check sheet comprises 135 items with many of the questions emphasizing the environment and human rights. Seminars are held for suppliers who are required to conduct this self-check sheet (Sustainable procurement seminar).

Check Sheet of CSR Purchasing Initiatives for New Suppliers

This is a check sheet for potential Nissui suppliers. The check sheet is conducted in an interview format and comprises 17 basic questions on CSR. The check sheet is conducted to confirm the potential supplier's intentions to work with Nissui and to have the potential supplier express consent to the concept and ideals of Nissui's CSR procurement.

Simplified Check Sheet

This check sheet applies to all of the more than 650 suppliers, with which Nissui currently has transactions. The items on the check sheet have been narrowed down and only contain nine items relating to "Respect for Human Rights" which is integral to CSR procurement but Nissui employees conduct physical checks of the supplier sites and goods.

The Nissui Group uses this 3-point checking system to confirm and understand the situation of its suppliers, and in the event that potential risks are detected, works to improve the situation with the supplier. Nissui is aiming to achieve sustainable procurement across its entire supply chain.

Sustainable Procurement Seminar

In February 2019, Nissui conducted what became the second in a series of the Nissui Group sustainable procurement seminars, following the previous year. Among the major suppliers who were required to conduct the “Self-Check Sheet of Nissui CSR Purchasing Initiatives” in fiscal 2019, 16 domestic suppliers attended. The seminar included a lecture by an outside lecturer on “CSR required in the procurement of marine products and foods, as well as the explanation on the Nissui Group’s CSR efforts, the concepts behind the “Nissui Group Basic Procurement Policy” and “CSR Supplier Guidelines,” and the contents of “Self-Check Sheet of Nissui CSR Purchasing Initiatives.” Nissui intends to visit overseas suppliers who are not able to attend this seminar individually and provide a similar explanation. Going forward Nissui will continue to hold these seminars for suppliers and promote CSR procurement based on a relationship of trust.



Fiscal 2018 Results and Fiscal 2019 Plan

In fiscal 2018, Nissui received replies to the “Self-Check Sheet of Nissui CSR Purchasing Initiatives” from 32 suppliers both in Japan and overseas. All data was tabulated and analyzed, and upon confirming the supplier’s initiatives, especially for “Respect for Human Rights” and “Awareness of Environmental Preservation,” the results were summarized in a graph and feedback sheets with comments on the initiatives requiring further reinforcement were returned to the suppliers.

In fiscal 2019, 16 suppliers, among those who had undergone the self-check in fiscal 2018, will once again be requested to undergo the self-check, while 19 will be added to the list of suppliers required to answer the “Self-Check Sheet of Nissui CSR Purchasing Initiatives.”

Stakeholder Dialogue

In August 2018, a stakeholder dialogue was held with two experts. Opinions were exchanged on [the surveys on the status of the marine resources procured by the Nissui Group](#) and the experts expressed their views and gave assessments on the evolution of CSR procurement.

In the dialogue, the experts commented, “The development of a system of CSR procurement involving the suppliers is a potent IUU fishing measure. In the future, Nissui will reach a stage where it will need to consider how to incorporate third-party assessments,” and “Expanding IUU fishing measures will become a means of self-defense against the problems of slave-labor, which is increasingly becoming a problem.”



Stakeholder Dialogue

Society > For the shareholder

▶ [Click here for "For the shareholder"](#)

Society > Corporate Citizenship

"Umi & Sakana" Competition

Visiting Schools for Classes and Hands-on Learning

The "Umi & Sakana (ocean and fish) " Children's Research and Artwork Competition aims to instill an interest in the sea and fish in a greater number of children. Elementary school children are encouraged to submit research or original artwork on the theme of "the oceans, fish, and us."

The competition was first held in 1982 and Nissui has continued supporting the competition ever since.

As part of the activities to promote entry in this competition, employees of Nissui as well as researchers and experts of other organizations visit schools to hold classes and offer hands-on learning, in order to assist entrants to find themes for the competition.

School Visits

In the school visits, Nissui, with the cooperation of organizations such as the Japanese Society of Fisheries Science and the Japan Fisheries Research and Education Agency, has asked researchers and experts in fish and fisheries to visit the elementary schools around Japan to provide specialized information, which could not be acquired in regular classes, in easy-to-understand terms, under the theme of “Let’s learn about the wonders of the oceans and fish.” The school visits also provide an opportunity for the children to view specimens of real fish and to touch fresh live fish landed at the markets in the morning. After the lectures, children at every school actively ask questions, and some of the questions have been so perceptive that it surprised even the experts.

In 2018, 17 schools were selected for school visits and a total of 1,389 elementary school students enthusiastically took part in these classes.



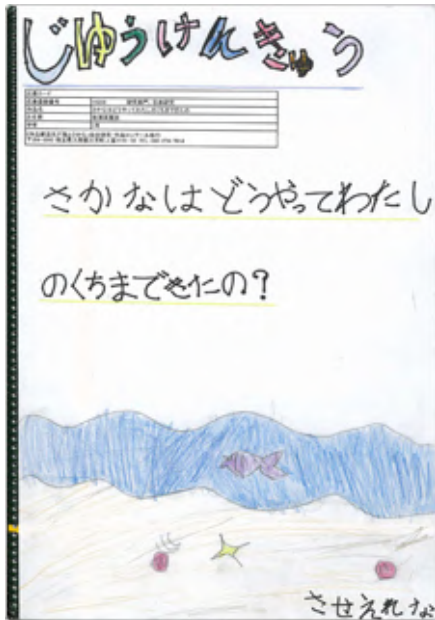
Winning Entries of the 37th Competition (2018)

The “Umi & Sakana” Children’s Research and Artwork Competition asking elementary school children to submit research or original artwork on the theme of “the oceans, fish, and us.” In the 37th Competition held in 2018, as many as 29,172 unique works were submitted from elementary schools from around Japan and the world. The following are winners in each division.

Research Division

Ministry of Agriculture, Forestry and Fisheries Minister's Award

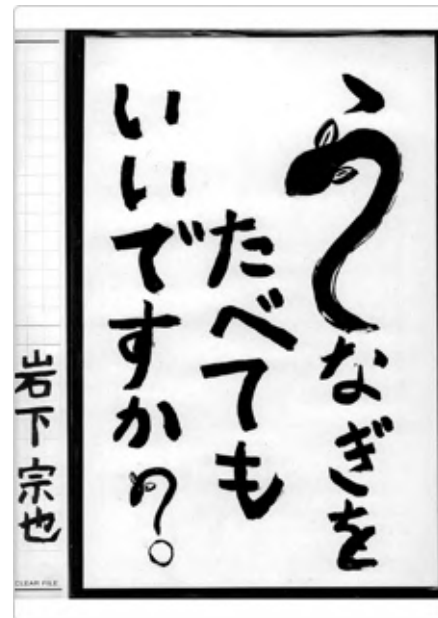
Erena Sase



PDF (5.24MB)

Ministry of Education, Culture, Sports, Science and Technology Minister's Award

Shuya Iwashita



PDF (7.20MB)

Japan Agency for Marine-Earth Science and Technology Chairman's Award

Yugo Nakamura



PDF (448KB)

Japan Fisheries Research and Education Agency Chairman's Award

Seigo Ando



PDF (10.00MB)

Japanese Society of Fisheries Science Chairman's Award

Azusa Hanai



PDF (5.30MB)

Asahi Shimbun Award

Hitoha Nakamura



PDF (5.37MB)

Asahi Gakusei Shimbun Award

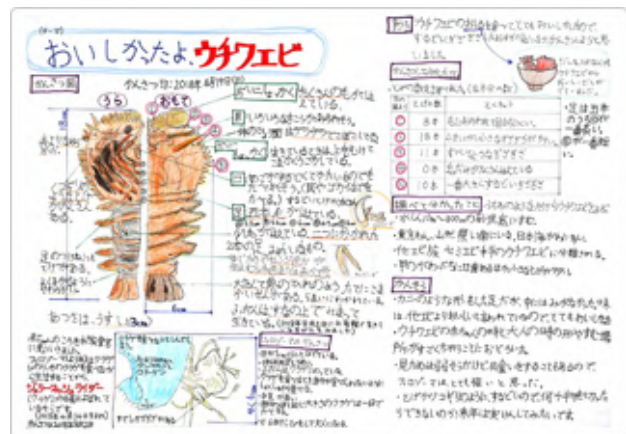
Kanna Koyama



PDF (3.24MB)

Nissui Award

Hanto Ino



PDF (424KB)

Artwork Division

Ministry of Agriculture, Forestry and Fisheries Minister's Award

Kouto Sakashita



PDF (204KB) 

Ministry of Education, Culture, Sports, Science and Technology Minister's Award

Saki Haruta



PDF (148KB) 

Japan Agency for Marine-Earth Science and Technology Chairman's Award

Rinto Sasaki



PDF (180KB) 

Japan Fisheries Research and Education Agency Chairman's Award

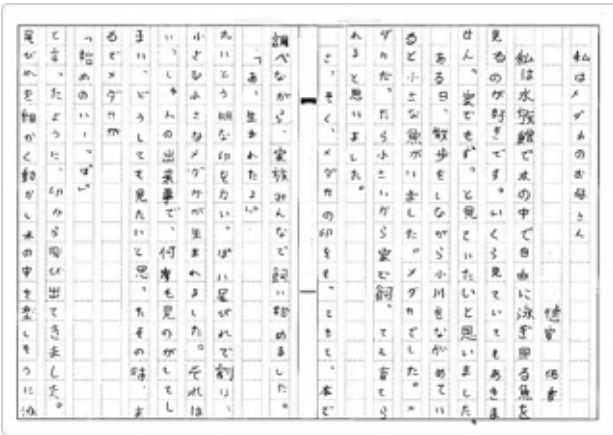
Ryosuke Shimamura



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Japanese Society of Fisheries Science Chairman's Award

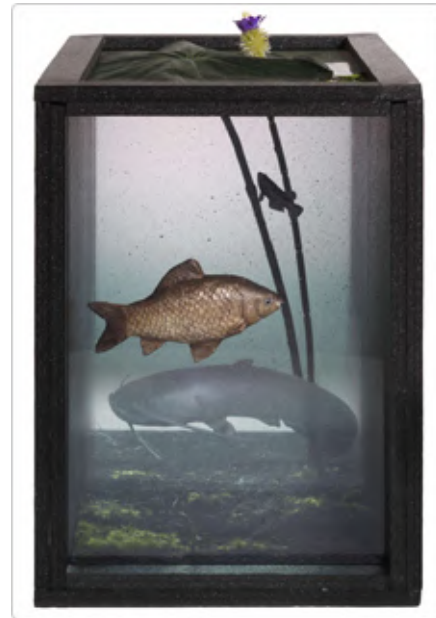
Yuuka Tokuyasu



[PDF \(152KB\)](#)

Asahi Shimbun Award

Masatomo Yamazaki



[PDF \(212MB\)](#)

Asahi Gakusei Shimbun Award

Sakura Funabiki



[PDF \(4.34MB\)](#)

Nissui Award

Iori Sato




[PDF \(296KB\)](#)

Special Overseas Award

Kwok Yi Shun



[PDF \(212KB\)](#) 

Society > Corporate Citizenship

Nissui Pioneer Exhibition

Nissui Pioneer Exhibition

The Past, Present and Future of Nissui, Which Has Created Diverse Value from Marine Resources, Is Here

Since its founding in 1911, Nissui has contributed to society by cooperating with the people around the world and creating diverse value from marine resources.

To mark its 100th anniversary, the Nissui Pioneer Exhibition was established in order to convey this corporate stance as well as our Founding Philosophy to future generations. The exhibition displays the past, present and future of Nissui, which has created innovative value from marine resources.

Opening of the Nissui Tobata Building, in the Tobata District of the City of Kitakyushu, the Place Where Nissui was Founded

Nissui began with Ichiro Tamura, the founder of Nissui, sending Kosuke Kunishi to England to learn how to build trawlers. In 1911, the Tamura Steamship Fishery Division was established in Shimonoseki. In 1929, it was relocated to Tobata, where its role as a supplier of marine products was consolidated.

The Nissui Tobata Building was built in 1936. In 2009, the building was given the "Kitakyushu Urban Beautification Award." The building is illuminated at night to 8:00 p.m.



Society > Corporate Citizenship

Initiatives for Fisheries and Marine Businesses

Nippon Survival Training Center

In April 2011, Nissui Marine Industries Co., Ltd., a fully-owned subsidiary of Nissui, established the Nippon Survival Training Center (NSTC), the first private marine survival training complex in the country.

By providing marine survival training in accordance with global standards, the NSTC equips people that work on the seas with the knowledge, skills, and training to make rational decisions and take appropriate action in the event of an accident, thereby contributing to safety and the preservation of life.

As for the training facilities, the NSTC has a training wing in the Tobata district that houses a pool as well as a lifeboat staging area that serve as a marine survival training center, plus a firefighting training facility in the Wakamatsu district.

It is in this pool that trainees are put in realistic situations in which they learn underwater escape, how to properly fit on a life jacket, how to operate a life raft, the proper posture to prevent injury when jumping into the water while wearing a life jacket, and other tactics needed in the event that a helicopter lands in or goes down on water. At the life boat staging facility, trainees learn how to board and deboard life boats that are lowered to the water from the main vessel by wires using a davit system as well as life boats that are dropped freefall into the water.

Additionally, the training pool and equipment are offered to private-sector diving operators to be used in their training. Through these efforts, Nissui is contributing to the improvement of marine recreation safety as well as to the improvement of divers' skills.

Since its founding, Nissui has always been involved in marine-related businesses. As such, ensuring the safety of marine workers in the event of accidents or natural disasters is just as important as job-training for marine personnel. With the aid of the NSTC, Nissui hopes to contribute further to the healthy development of marine industries.



Nippon Marine Enterprises, Ltd.,

Nippon Marine Enterprises, Ltd., a Nissui Group company, is commissioned by the Japan Agency for Marine-Earth Science and Technology (JAMSTEC) to operate and manage a range of marine vessels and observation equipment that JAMSTEC owns. It has been meeting the needs for state-of-the-art marine observation, including the operation of “Kaimei” and other wide-area seabed research vessels, the operation and maintenance of the manned research submersible “Shinkai 6500” as well as unmanned exploration vessel vehicles, and the exploration of the ocean crust in areas prone to seismic activity mainly around Japan.

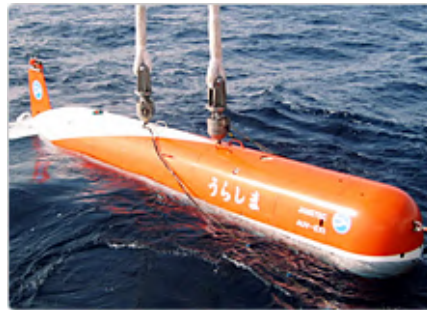
Recently, Nippon Marine Enterprises, Ltd., has been participating, as a member of Team KUROSHIO, a team representing Japan, in the international competition, Shell Ocean Discovery XPRIZE, which aims to innovate sea floor exploration technology using unmanned exploration vehicles. In this competition, teams compete in sea floor mapping using technology that go beyond any existing technology. Nippon Marine Enterprises, Ltd., is offering AUV (Autonomous Underwater Vehicle) operating technology while at the same time playing a major role in processing seafloor topography data collected by the AUV.

Nippon Marine Enterprises, Ltd., has been leveraging the knowledge and technology of the sea, which it has cultivated since its founding, to contribute to the challenges of understanding the sea, earth and life in an integrated manner, as a group of engineers that supports state-of-the-art research activities.



Oceanographic Research Vessel
MIRAI

Image courtesy of JAMSTEC



Deep Sea Cruising AUV URASHIMA

Image courtesy of JAMSTEC



Deep Submergence Research
Vehicle SHINKAI 6500

Image courtesy of JAMSTEC

Society > Corporate Citizenship

Initiatives for Popularizing Fish Consumption

Initiatives for Popularizing Fish Consumption

Conducting Plant Tours to Deepen Understanding toward Consuming Fish

We want children to see how the food they eat is made and to become familiar with a fish-based diet. For this reason, the Nissui Group has been conducting plant tours for local elementary schools. At the Himeji General Plant, elementary school children were able to observe actual chikuwa-making up-close and to learn hands-on about food-manufacturing safety and security.



Plant Tour at the Himeji General Plant

The Fish Masters' "Eat Fish Project"

The "Eat Fish Project" was started in May 2013 to promote seafood consumption by the Nissui Group company, Yamatsu Suisan Co., Ltd. As part of this project, "Fish Masters" from Yamatsu Suisan have been visiting local elementary schools mainly in Niigata Prefecture. In the dialogues, the children asked numerous questions, and became very excited when they were given the opportunity to handle live fish.



The children ate grilled fish and learned where each bone was found.

Activities to Teach the Next Generation the Importance of Diet

As employees of a company that handles food, Nissui employees are involved in activities to communicate the importance of diet to children. In FY2018, activities centered on such themes as "Let's learn about the importance of food: Fish and good health," "Learning about Osaka food culture and local fish and shellfish types through live fish and dissection," and "Fish classroom and hotpot cooking with dissected yellowtail." Children listened eagerly to the lecturers' explanations as they learned about the value of nutritionally well-balanced meals and the positive effects of EPA and DHA found in fish.



Society > Corporate Citizenship

Initiatives for End Hunger

Supporting and Participating in the World Food Programme's "End Hunger: Walk the World" Initiative

Nissui has supported and participated in "WFP Walk the World," a charity walk event sponsored by the United Nations World Food Programme (WFP), an accredited NPO, since 2017. Fees to participate in this charity walk event are used through the United Nations WFP as food assistance for children who are suffering from hunger in the developing countries. In 2018, a total of 115 Nissui employees and their families participated in the two events held in Yokohama and Osaka. With matching original Nissui towels wrapped around their necks, Nissui participants thought about ways to reduce global hunger while walking around the port city of Yokohama and the environs of Osaka Castle.



“Table for Two” Activities at Hachioji General Plant

Since March 2018, Hachioji General Plant has been running its Table For Two campaign. In the campaign, when employees purchase certain set meals or foods, a 20 yen donation is made, which, through an NPO organization, is then used to provide school meals to children in developing countries. At the Hachioji General Plant, we offer a Table For Two menu once a week, designating a fish dish rich in healthy EPA and DHA.



Society > Corporate Citizenship

Factory Tour and Workplace Experience

Children Enjoy Tours of Plants

We hope that becoming familiar from childhood with how foods are made will encourage an interest in *monozukuri* (manufacturing). We also hope that children will learn the importance of diet and become more fond of eating fish. With these hopes, we have opened our four food manufacturing plants –Hachioji General Plant, Himeji General Plant, Anjo Plant and Tobata Plant – to local elementary school children for factory visits to learn about food. In FY2017, the four plants welcomed approximately 3,100 visitors. Hachioji General Plant also provides hands-on food manufacturing experiences for local children and parents.



Tour of Anjo Plant

Experiencing the thrill of studying fish

Saiki City, Oita Prefecture, where [the Oita Marine Biological Technology Center](#) is located, has always had a thriving fishery industry. The Oita Marine Biological Technology Center, which specializes in aquaculture, has been established in such an area, and in order to better acquaint the community with this research facility, it accepts elementary school children on educational field trips and offers workplace experience to junior high school students. The program has been designed so that it will motivate children to take an interest in fishery and aquaculture, in the hopes that future researchers will be born from those who take part.

Cooperation in the “Dockside Discovery” Tour (UniSea, Inc.)

UniSea, Inc., a Nissui Group company, is engaged in the marine products business in the Unalaska Region of the state of Alaska in the US. As part of “Dockside Discovery (Note)” which has been held once a year since 2014 by the University of Alaska, it has been providing workplace tours to children.



Environment Compliance Manager
Emily Gibson

On May 23, 2018, UniSea, Inc. welcomed 58 fifth-graders and sixth-graders from surrounding schools and gave them a tour of the premises and a lecture on the importance of seafood processing in the Unalaska Region as well as an introduction to education and work opportunities.

(Note) Dockside Discovery: A marine education program developed for elementary school children funded by the University of Alaska Fairbanks Alaska Sea Grant program. Dockside Discovery offers children a day spent at the dockside learning about marine safety and the sea’s ecosystem, as well as the natural environment of the region in which the children live and how it is being utilized.



Society > Corporate Citizenship

Sports Support

Co-sponsorship of Rugby Teams of New Zealand

Nissui has been an official sponsor of the "All Blacks," the national rugby team of New Zealand, through the New Zealand Rugby Union (NZRU) since 1988 and has co-sponsored the New Zealand Universities Rugby Foot Ball Council since 2003.

Nissui has a long, close relationship with New Zealand; we have operated a trawl fishery off the New Zealand coast and manufactured canned foods made from mutton produced in New Zealand. Moreover, Nissui has transferred advanced trawl fishery technologies through business affiliations with local companies and has established joint ventures throughout the years. Nissui's continued co-sponsorship with rugby has served to deepen the friendship and goodwill that have grown from this collaboration and has contributed to the promotion of rugby as a sport.

Nissui will continue co-sponsoring the All Blacks and rugby, doing what we can to help the rugby spirit of "fairness" and "One for all, All for One" permeate into society.



"Nissui Tokyo 2009 Bledisloe Cup," the legendary game between the New Zealand national team and the Australian national team held at the National Stadium in Tokyo.

Support of the Japan Masters Swimming Association

Nissui has been developing the SPORTS EPA brand, which utilizes EPA (eicosapentaenoic acid) in the sports field, and has continued to support the Japan Masters Swimming Association. Swimming requires endurance and overcoming the lack of oxygen, which swimmers experience during swimming competitions, is a major issue. However, swimmers can expect to improve their exercise efficiency and reduce the level of fatigue by taking EPA. Nissui supports the swim meets sponsored by the Japan Masters Swimming Association and encourages all swimmers so that they can perform to the best of their abilities until the finish line.

The Japan Masters Swimming Association

▶ <http://www.masters-swim.or.jp/> 



Society > Corporate Citizenship

Other Activities

Providing Well Water During Emergencies

There is a deep well on the premises where the Hachioji General Plant, and the Group companies, Chilldy Co., Ltd. and the Hachioji Office of Carry Net Co., Ltd. are located. The water from the well, under strict daily water quality supervision, is being used in the plants and the offices. The Hachioji General Plant, in preparation for water supply stoppages due to various causes including natural disasters, has made an arrangement to offer this well water as drinking water, by entering into the "Disaster Control Measure-related Agreement" with the City of Hachioji. This arrangement is part of Nissui's regional contribution activities borne from the desire to be of service to the people living in the same community in emergency situations as well as in ordinary times.



Emergency feed-water valve in Hachioji General Plant

Donation to the Scholarship Foundation for Orphans from Marine Accidents

Nissui, with the cooperation of its executives and employees, the (NAC) Nippon Suisan Labor Union and through the social gathering of maritime employees, donates to the Scholarship Foundation for Orphans from Marine Accidents each year since its foundation in 1970.

Cooperation with NPO Oyaji Nippon

Since 2017, Nissui has been cooperating with the *Mirai* (Future) Class offered by the NPO, *Oyaji Nippon* (Note). *Mirai* Class offers classes on "Career Education," in which speakers lecture on what it means to work and the goals of working from the perspective of a corporate person, at the elementary and junior high schools in Tokyo. Each employee talks about Nissui's unique operations and what he/she has learned from his/her experiences. By communicating those stories in his/her own words to the children, each employee is helping the children to mentally prepare to become working persons in the future.

(Note) NPO *Oyaji Nippon*: An organization that supports the *Oyaji-no-kai* (middle-aged/elderly men's associations) around the country and carries out activities that contribute to the sound growth of children.



Working Together to Clean Hiroshima's Peace Memorial Park

On August 1, 2018, 12 employees from the Chushikoku Branch took part in the cleanup of the Hiroshima Peace Memorial Park sponsored by the Hiroshima City Public Health Promotion Conference. Cleanup activities were conducted for about an hour after offering a silent prayer to the victims of the atomic bomb. This was the second time the Chushikoku Branch participated in this event, and the employees were able to pick up more trash than the previous year.



The Global Fisheries Program

For the purpose of contributing to the development of the marine industry in New Zealand, Nissui provides in-house training for young Maori, a minority group of the nation.

We have accepted 1 or 2 trainee(s) every year since 2002. During the one-year training, trainees visit or stay in fish farms and research facilities nationwide to participate in practical work and lectures ranging from catching, farming, processing, selling and distributing. The training program also focuses on understanding Japanese culture and consumer's needs as well as Japanese language study.

Trainees who have completed the training return to New Zealand, and actively engage in the home marine industry and other relevant businesses.

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Governance

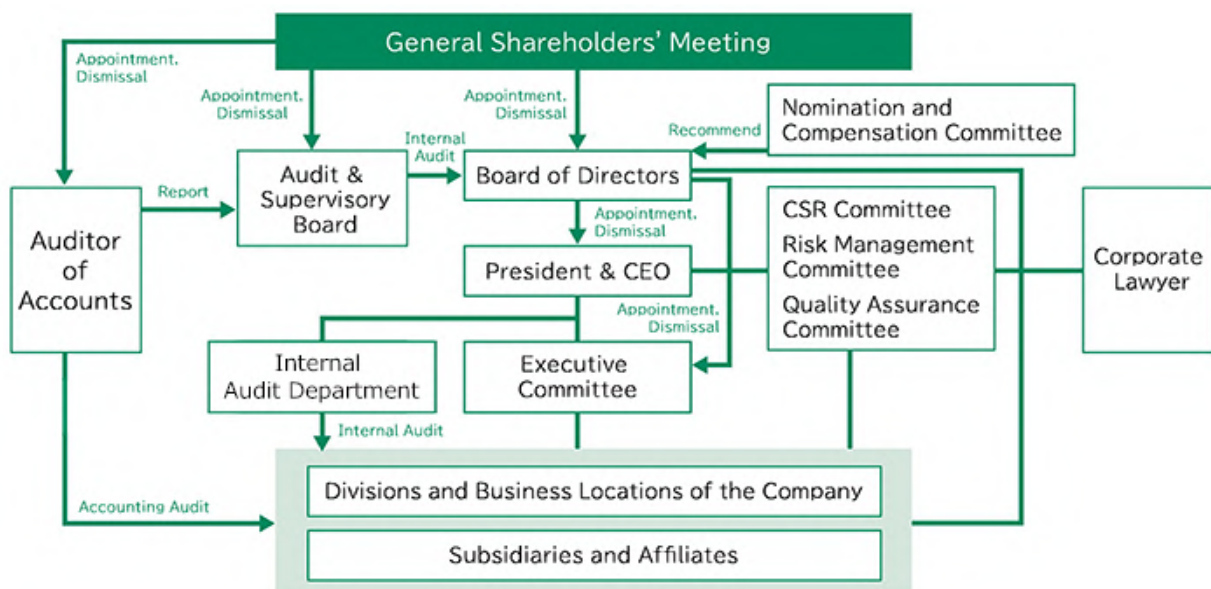
Corporate Governance

► [Corporate Governance \(Extract of Corporate Governance Report 2019\)\(PDF 239KB\)](#) 

Basic Approach to Corporate Governance

Nissui upholds the Policy toward Society “to behave with integrity as a company and an individual” in its Code of Ethics. Board Members who engage in management for the benefit of the shareholders shall strive to enhance the functions of the Board of Directors, the decision-making body for the Company’s business execution, and ensure flexible decision-making and the transparency of management. The Audit & Supervisory Board Members shall ensure its independence while enhancing and strengthening its oversight function over the business execution of the Board Members.

Corporate Governance Structure



Board Members have a term of office of one year to ensure greater transparency of management and to strengthen the functions of management oversight, and Outside Board Members independent from the executive team have also been appointed. The Board of Directors currently comprising eight male Board Directors, of whom two are Outside Board Members meet at least once a month, as a general rule, to decide important matters and to supervise the status of business execution.

With respect to business execution, the executive officer system was adopted from June 25, 2009 to further strengthen the business execution framework and to ensure greater flexibility and effectiveness in business operations. Executive Officers who have been appointed by the Board of Directors meet once a month at the Executive Committee, as a general rule, to deliberate and resolve important matters relating to operations and to report on the status of business execution. The Executive Committee comprises 18 male Executive Officers including six Executive Officers serving concurrently as Board Members.

With respect to supervision and auditing, Outside Board Members maintain a position that is independent from the executive team when attending the Board of Directors and conduct supervision over management, while the Audit & Supervisory Board Members (three male and one female) including three Outside Audit & Supervisory Board Members attend the Board of Directors and conduct audits of the business execution of the Board Members as well as attend the Executive Committee, as necessary.

Furthermore, an internal auditing division, which is under the direct control of the President, conducts internal audits of the business operations of the Group. With respect to accounting audits, Nissui has engaged Ernst & Young ShinNihon LLC, and undergoes accounting audits pursuant to the Companies Act and to the Financial Instruments and Exchange Act.

With respect to nomination and remuneration, the Nomination and Compensation Committee, a voluntary committee comprising the Representative Board Member and Outside Board Members, deliberate the election and dismissal of executive candidates including the CEO, succession plans, remunerations, etc. and make recommendations to the Board of Directors. The Board of Directors, keeping in mind this recommendation, resolves executive appointments and remunerations. Candidates for Audit & Supervisory Board Member obtain prior approval of the Audit & Supervisory Board.

The remunerations of Audit & Supervisory Board Members are determined by deliberation of the Audit & Supervisory Board Members.

Internal Control System

▸ [Basic Policy for Internal Control System](#)

Auditing System

The Internal Audit Department, an organization (with seven members including the General Manager) which is under the direct control of the President, has been established as an internal auditing division. The department conducts internal audits on the Group based on annual plans, evaluates matters relating to internal controls to ensure the reliability of financial reporting, and reports the results to the Board Members, the Audit & Supervisory Board Members and the heads of the audited organizations.

As of March 31, 2019, the Audit & Supervisory Board comprises four members including three Outside Audit & Supervisory Board Members. Each Audit & Supervisory Board Member conducts audits in accordance with laws and regulations, the Articles of Incorporation and the implementation procedures established by the Audit & Supervisory Board for the purpose of ensuring the effectiveness of audits. Audit & Supervisory Board Members also periodically receive reports on audit plans and audit results from the Accounting Auditor, while at the same time mutually coordinate with them by witnessing certain audits conducted by the Accounting Auditor, and exchange information and opinions with the Internal Audit Department as necessary.

Furthermore, Audit & Supervisory Board Members also periodically exchange opinions with the Representative Board Member and Board Members (including Outside Board Members). The Company has established "Staff of Audit & Supervisory Board Members" to assist the operations of the Audit & Supervisory Board Members from a position independent from the Board Members and Executive Officers.

The Company has entered into an audit engagement agreement with Ernst & Young ShinNihon LLC.

Outside Executives

There are two Outside Board Members, who have no personal, capital, trading or any other special relationship of interest with the Company.

Outside Board Member, Kazuo Ohki, has extensive insight accumulated over the years as a Representative Director of a telecommunications company and a network support company. The Company has elected him as an Outside Board Member with the expectation that he will offer appropriate supervision and decision-making on management in general.

Outside Board Member, Keisuke Yokoo, has extensive insight accumulated over the years through his experience at financial institutions and as the Representative Director, and since June 2013 has also been providing questions and advice, as necessary, to ensure the appropriateness of decision-making, as an Outside Audit & Supervisory Board Member at the Board of Directors meetings of the Company. The Company has elected him as an Outside Board Member with the expectation that he will offer appropriate supervision and decision-making on management in general based on his abundant knowledge of the Company.

Given that both Outside Board Members meet the requirements of independent officers set forth by the Tokyo Stock Exchange and the "Independence Criteria of Outside Executive Officers" set forth by the Company and thus do not pose any conflict of interests with general shareholders, the Company has deemed them to be independent and has designated them as Independent Officers as set forth by the Tokyo Stock Exchange and given notice thereto. The Outside Board Members exchange information and opinions, as necessary, with the Internal Audit Department on the content of the reports submitted by the department.

There are three Outside Audit & Supervisory Board Members, who have no personal, capital, trading or any other special relationship of interest with the Company.

Outside Audit & Supervisory Board Member, Shino Hirose, is well-versed in corporate law, as well as in business in China from having served at the Japanese Embassy in Beijing, as a public servant for a fixed term with the Ministry of Foreign Affairs. The Company has elected her as an Outside Audit & Supervisory Board Member with the expectation that she will draw on her expertise in conducting the audits of the Company. Ms. Hirose belongs to the law firm, Abe, Ikubo & Katayama.

Outside Audit & Supervisory Board Member, Motohide Ozawa, a Certified Public Accountant, has abundant experience as an expert in accounting from having served as a Representative Partner at a major accounting firm and from currently serving as Specially-appointed Professor of Graduate School of International Accounting, Professional Graduate Schools, Chuo University. He serves as an outside auditor, etc. of three listed companies including a warehouse company and an apparel manufacturing company and has extensive insight into the business world. The Company has elected him as an Outside Audit & Supervisory Board Member with the expectation that his advice based on his experience and knowledge will be effective toward the audits of the Company.

Outside Audit & Supervisory Board Member, Toshinari Iyoda, has had extensive experience over the years in international sales and media/information and communication sales at financial institutions, as well as being well-versed in auditing from having served for six years as a standing corporate auditor including a corporate auditor of a listed company. The Company has elected him as an Outside Audit & Supervisory Board Member with the expectation that he will draw on his deep insight and experience accumulated in the course of his career in conducting the audits of the Company.

Given that all three Outside Audit & Supervisory Board Members meet the requirements of independent officers set forth by the Tokyo Stock Exchange and the "Independence Criteria of Outside Executives" set forth by the Company and thus do not pose any conflict of interests with general shareholders, the Company has deemed them to be independent and has designated them as Independent Officers as set forth by the Tokyo Stock Exchange and given notice thereto. Outside Audit & Supervisory Board Members periodically receive reports on audit plans and audit results from the Accounting Auditor, while at the same time mutually coordinate with them by witnessing certain audits conducted by the Accounting Auditor. Outside Audit & Supervisory Board Members also exchange information and opinions with the Internal Audit Department as necessary.

The Internal Audit Department reports the results of the operational audits of the Group to the Audit & Supervisory Board Members.

▶ [Independence_Criteria_of_Outside_Executives \(PDF 104KB\)](#) 

Executive Compensation

Total Amount of Compensation, etc. by Executive Category, the Types of Compensation and the Number of Eligible Executives for the 103rd Term

Executive category	Total amount of compensation, etc. (Millions of yen)	Total amount of compensation, etc. by type (Millions of yen)		Number of eligible executives (persons)
		Basic compensation	Performance-linked compensation	
Board Members (excluding Outside Board Members)	345	240	105	8
Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)	24	24	-	1
Outside Executives	66	66	-	9

Note

1. Compensation paid to Board Members includes the portion of the salary for Executive Officers and the performance-based compensation for Executive Officers for the current fiscal year with regard to Board Members serving concurrently as Executive Officers.
2. The above includes three Board Members and two Audit & Supervisory Board Members who retired at the conclusion of the 102nd Ordinary General Shareholders' Meeting held on June 28, 2017 and the one Board Member who retired as of March 15, 2018.

Policy on the Determination of the Amount of Executive Compensation, etc.

A basic policy for the determination of executive compensation has been established, as per the following, in accordance with the Corporate Governance Code.

Compensation for Board Members

Basic Policy

- i. The compensation system shall support the achievement of the Company's Basic Management Policy.
- ii. The compensation system shall be designed to reflect medium- to long-term management strategies, and as means to achieve such management strategies strives to eliminate short-term bias and motivate the medium- to long-term improvement of corporate value.
- iii. The compensation system shall be effective in maintaining and securing outstanding talent.
- iv. The compensation system shall be designed in a transparent, fair and reasonable manner from the standpoint of accountability to stakeholders including the shareholders and employees, and shall ensure appropriate determination processes.
- v. The compensation system shall be aligned to the roles and responsibilities entailed by each rank and to performance.

Executive Compensation Structure

The Company's executive compensation system comprises the three elements of 1) basic compensation which has been determined as a fixed compensation according to the rank of the officer, 2) performance-linked compensation (annual incentive) which is linked to annual business performance and 3) stock-based compensation (medium-term incentive) which is linked to the level of achievement of the Medium-Term Business Plan. Compensation levels and the proportion of each type of compensation are set, upon comparison with industry peers and similar-sized enterprises, based on the financial condition of the Company.

Compensation Determination Procedures

The Company's executive compensation is determined by resolution of the Board of Directors within the range of the total amount of compensation approved by the General Shareholders' Meeting, upon deliberation by the Nomination and Compensation Committee, a voluntary committee chaired by an Outside Board Member and comprising the Representative Board Member and Outside Board Members.

Compensation for Audit & Supervisory Board Members

Compensation for Audit & Supervisory Board Members comprises fixed compensation and is determined by deliberation of the Audit & Supervisory Board Members within the range of Audit & Supervisory Board Member compensation approved by the General Shareholders' Meeting.

Governance

Compliance

Code of Ethics

Objectives

Being aware that each of us is a constituent member of the business enterprise having a characteristic of a social and public institution, we hereby adopt this Code as our moral standard and code of conduct.

Basic Thoughts

We can continue to operate the business only if customers support us and society trusts us. We keep this in mind and have pride in having as our principle the lawfulness and sincerity that reflects the spirit in which the Company was founded.

Guidelines of Ethical Conduct

We observe applicable domestic and foreign laws with regard for the underlying spirit of such laws and also “behave with integrity as a company and an individual” in order to continue to be fair and sincere to society. More specifically, we:

1. develop and keep fair relationships with customers, shareholders, parties transacting business with us and all other interested parties;
2. eliminate any relationship with any antisocial force that poses a threat to public order or safety;
3. widely and fairly disclose the Company information and, at the same time, strictly control nonpublic information;
4. respect intellectual property rights in the world and not engage in illegal use of these rights;
5. draw a line between official matters and private matters and not make use of official or business position for personal interest;
6. perform official duties faithfully, keep conscious of our role as a good citizen and a member of a responsible business enterprise, and not deviate from social ethics and morals;
7. respect our frank and openhearted communication environment and make an effort to maintain a sound and effective system of internal checks and balances;
8. respect the differences in culture and customs from those in Japan when engaging in business outside Japan and make an effort for mutual understanding;
9. respect and observe Quality Assurance Code, Environmental Code and other internal rules and regulations; and
10. for the purpose of employee evaluation, give priority to their loyalty to the matters provided in the Code of Ethics.

Management personnel should take the lead in observing this Code of Ethics and make it well known to people within the Company. If any breach of this Code occurs, Management should investigate the reasons therefore, make efforts to avoid recurrence of such breach and fulfill the responsibility of prompt disclosure of relevant information and explanations for such incidences.

Corporate Governance Promotion Structure / Ethics Subcommittee

The Code of Ethics, which sets forth our ethics and action guidelines, upholds the principle to “behave with integrity as a company and an individual.” To ensure that business activities adhere to laws and regulations, the Ethics Subcommittee, an organization in which external attorneys participate and which is directly controlled by the President, is held once every two months. The Ethics Subcommittee plans and manages programs seeking thorough compliance through enhancement of staff education and training, and makes final decisions on compliance with various business issues. An officer responsible for risk management reports the detailed activities of the Subcommittee to the Board of Directors.

To deal with doubtful matters on compliance in the Group, the Company has established an internal reporting system which allows executives and employees of the Group to directly inform the Ethics Subcommittee of such matters. The liaison contacts, which may be used by each domestic Group company, have been set both inside and outside the Company, and a system is in place which ensures that Audit & Supervisory Board Members are informed at the same time. The Company also receives information from external sources such as business partners.

Ethics Subcommittee

The Ethics Subcommittee was established based on the Code of Ethics and the Ethical Action Standards for the purpose of raising the level of ethical behavior of the Company and the Group companies, and is convened six times a year.

Initiatives to raise awareness

In September 2018, the Nissui Principles was prepared and distributed to all employees. The Nissui Principles include the Corporate Philosophy, the Basic Management Philosophy, the CSR Action Declaration, the Employee Health Declaration, the Code of Ethics, the Quality Assurance Code, the Environmental Code, the Nissui Group Basic Procurement Policy, the Basic Information Security Policy and the method for using the whistle-blowing system. A Risk Management Month is set aside each year where, the members of each division take turns reading the Nissui Principles.



Additionally, Nissui conducts compliance seminars for its new employees, as well as conducting seminars on specific themes including personal scandals, the Subcontract Act and the Antimonopoly Act.

Information Security Subcommittee

The Information Security Subcommittee is convened four times a year. Additionally, e-learning courses on information security are offered to employees after which training on targeted email attacks and surveys to determine the level of comprehension of information security are conducted.

Governance

Risk Management

The Risk Management Committee

The Risk Management Committee, an organization under the direct control of the President, is convened four times a year. The Risk Management Committee strives to build, maintain and improve the risk management system of the Nissui Group based on the risk management rules. An officer responsible for risk management periodically reports the Risk Management Committee's activities to the Board of Directors.

BCP (Business continuity planning)

The Nissui Group Disaster Countermeasures Manual sets forth the procedures for (1) securing the safety of employees, (2) supporting the areas affected by disasters, (3) resumption of operations and (4) disclosure of information.

During the fiscal years 2017 to 2018, Nissui worked on the construction of a structure that would actually enable post-disaster initial responses, and in the process confirmed the current conditions of the structure of post-disaster BCP, identified issues and conducted initial response training.

Once a year, training is conducted on all employees reminding them how to use the safety confirmation system. Furthermore, preparations for disasters are being made by distributing the pocket-size version of the "Disaster Countermeasures Pocket Manual," which outlines the standards for initial responses when earthquakes and other natural disasters occur, to employees and their families.

災害対策ポケットマニュアル
地震ほか自然災害発生時 初期行動基準

1. 在社時に発生した場合

- ①本人、来訪者の身の安全を確保する
- ②家族の安否確認を行う
- ③安否確認システムから災害情報配信メールを受信したら安否状況を報告する、又は課長（不在時は部署長）に本人と家族の安否を連絡する
- ④課長は、部下とその家族の安否および職場状況を部署長に連絡する
- ⑤部署長は、部署の状況を人事部（不通時は TIC または大阪支社）に連絡する
- ⑥自衛消防隊員は、消火班・連絡班・救護班・避難誘導班の任務につく
- ⑦会社から就業解除（帰宅可）の指示が出たら、ヘルメット・非常用持出袋を持って帰宅する

2. 外出・出張中に発生した場合

- ①安全な場所に避難し、身の安全を確保する
- ②家族の安否確認を行う

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Stakeholder Dialogue

**Try to solve issues together with our stakeholders
This is the essence of the Nissui Group CSR activities.**

The Nissui Group, aiming to solve key issues, has been engaged in numerous external communications with stakeholders and promoting activities while reminding ourselves to not become complacent.



Stakeholder Dialogue

The 4th Stakeholder Dialogue

Date

August 1, 2018

Theme

Concerning the survey results of the marine resources handled by the Nissui Group, as well as sustainable procurement and combating IUU fishing



Experts



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature,
Japan (WWF Japan)



Yoshioki Oozeki, Ph.D.

Senior Adviser
Japan Fisheries Research and
Education Agency

Opinions from the experts

Concerning the Survey Results of Marine Resources Handled by the Nissui Group

- You've put together some fantastic data...going to all that trouble is rare, even globally.
- Close to 40% of the marine resources Nissui procured were marine eco-labeled -certified. This is also meaningful for the operator as a way of validating one's own activities.

Concerning Sustainable Procurement and Combating IUU Fishing

- Creating a sustainable procurement mechanism that includes suppliers will also be effective in combating IUU fishing.
- Maintaining communications with suppliers will be a way for the company to avoid risk.

The 3rd Stakeholder Dialogue

Date

September 5, 2017

Theme

Sustainability of marine resources and sustainable procurement



Experts



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature,
Japan (WWF Japan)



Keiichi Ushijima

Japan CCaSS Leader, Principal
Climate Change and
Sustainability Services (CCaSS)
Ernst & Young ShinNihon LLC (EY
Japan)

Opinions from the experts

- How to evaluate the impact of issues on future operations and share it with employees in the process of determining key issues.
- The question is what kind of leadership Japanese companies can show in the area of global marine resource management.
- There are cases of forced labor and child labor being involved in the procurement supply chain without the company's knowledge. Human rights violations will be a future management risk.
- Capacity building of supporting the improvement of a supplier's capabilities helps cultivate a lasting relationship.

The 2nd Stakeholder Dialogue

Date

September 6, 2016

Theme

Key Issues of the Nissui Group



Experts



Makiko Akabane

Director, Japan
CSR Asia
Advisor
Japan NGO Center for
International Cooperation (JANIC)



Yukiko Furuya

President
Consumer Conference for
Sustainability (CCFS)
Standing Advisor
Nippon Association of Consumer
Specialists



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature,
Japan (WWF Japan)

Opinions from the experts

- A global marine products company requires the perspectives of (1) conservation of the ecosystem, (2) the lives of fishermen and factory workers, (3) humane work styles (e.g. labor conditions) and (4) governance.
- In terms of food education and food loss, it is crucial to maintain a stance of the company solving issues together with the consumer, e.g. by making proposals that take into account the impact of consumer behavior.
- A global perspective is essential when dealing with hunger and food pillaging because of its security aspects.
- Measures are required such as articulating the relationship with SDGs.

The 1st Stakeholder Dialogue

Date

February 12, 2016

Theme

“Nissui Group’s business management and CSR”
The type of CSR that the Nissui Group needs to reinforce



Experts



Eiichiro Adachi

Counselor
Head of ESG Research Center
The Japan Research Institute,
Limited



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature,
Japan (WWF Japan)



Yukiko Furuya

President
Consumer Conference for
Sustainability (CCFS)
Standing Advisor
Nippon Association of Consumer
Specialists

Opinions from the experts

- Product development requires not only the perspective of marketing but also solving social issues.
- “Labor” and the “Environment” are universal issues for the world’s seafood processing industry.
- Initiatives toward the resources should satisfy present needs while anticipating future needs.
- The direction which the organization is to take should be articulated (The stance toward initiatives will be called into question).
- The negative impact generated by the business must be disclosed and solutions should be considered.
- Verify the process of monitoring progress together with the stakeholders.

Library

ESG Data Book

ESG Data Book

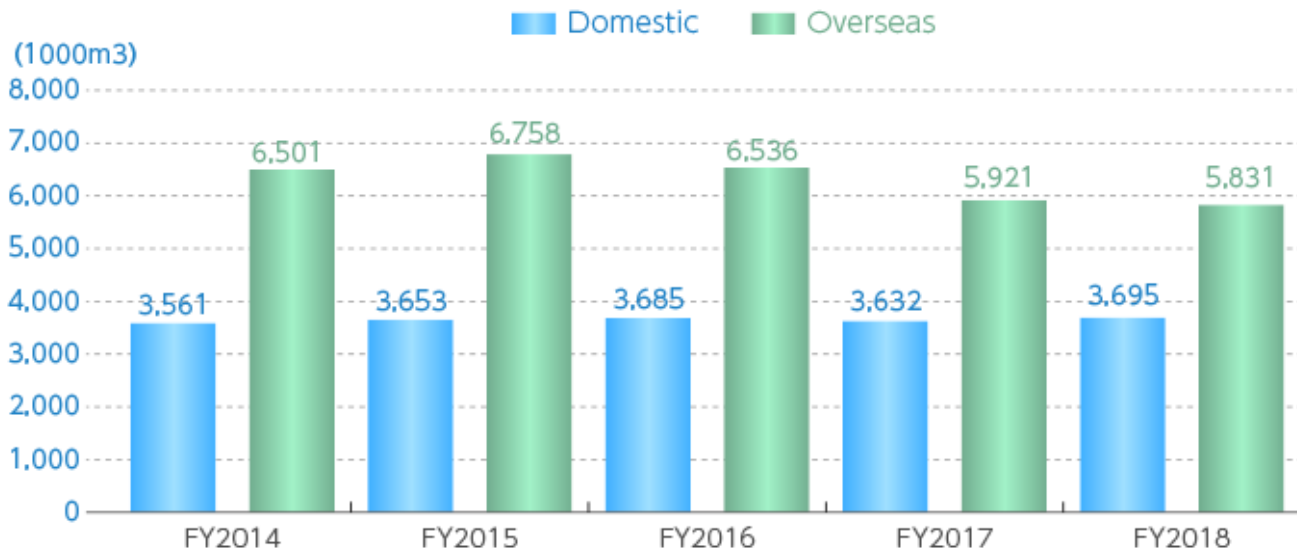
Environmental Data

Organizations covered in the environmental data

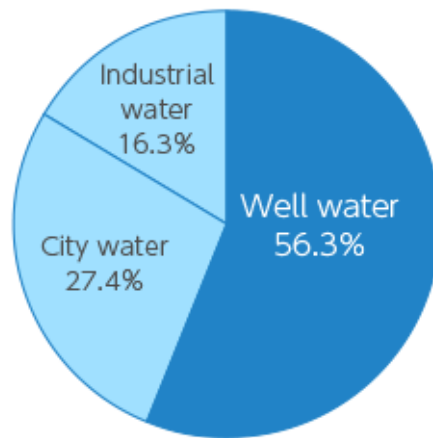
The environmental data represents the totals of Nippon Suisan Kaisha, Ltd. and its 24 domestic consolidated subsidiaries, which is the scope of the report of the activities to reduce environmental impact. The overseas totals represent the major 9 subsidiaries.

Water Use

				Base year		
		FY2014	FY2015	FY2016	FY2017	FY2018
Domestic	Water use (1000m ³)	3,561	3,653	3,685	3,632	3,695
	Compared to the base year	-	-	-	-	101.1%
	Reference Production volume (t)	308,887	304,811	309,345	307,924	321,392
Overseas	Water use (1000m ³)	6,501	6,758	6,536	5,921	5,831
	Asia	743	680	671	666	633
	Europe	167	179	219	234	253
	North America	5,296	5,648	5,394	4,740	4,729
	South America	295	251	252	281	216
	Reference Production volume (t)	409,133	386,303	375,171	374,385	397,525

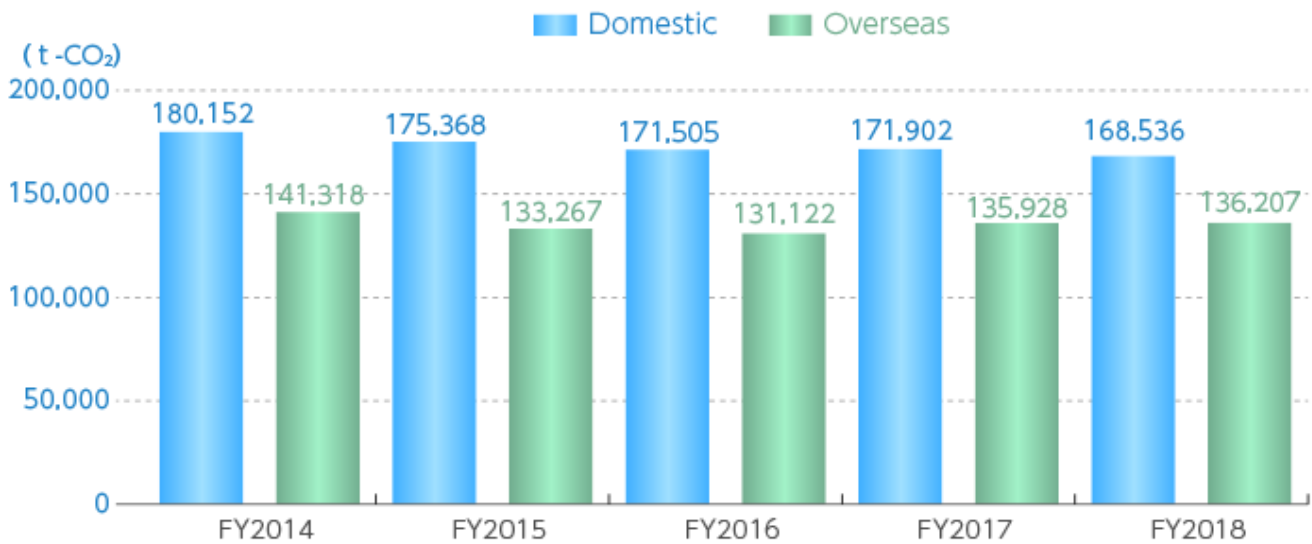


Percentage of water usage by type of water for FY2018

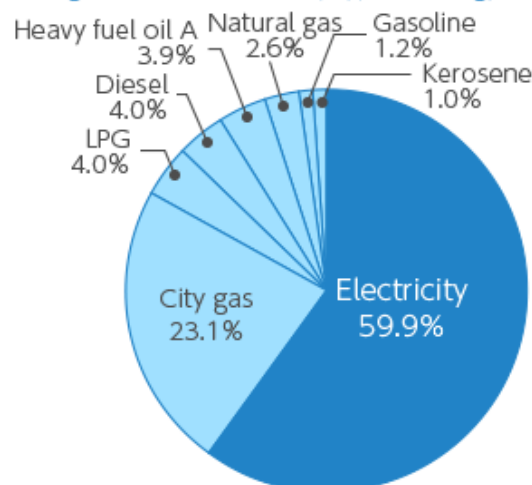


CO₂ Emissions

		Base year				
		FY2014	FY2015	FY2016	FY2017	FY2018
Domestic	CO ₂ emissions (t-CO ₂)	180,152	175,368	171,505	171,902	168,536
	Compared to the base year	-	-	-	-	-3.9%
	Reference Production volume (t)	308,887	304,811	309,345	307,924	321,392
Overseas	CO ₂ emissions (t-CO ₂)	141,318	133,267	131,122	135,928	136,207
	Asia	14,959	14,676	15,018	15,089	15,066
	Europe	12,622	13,677	11,808	17,199	16,763
	North America	65,124	61,836	59,929	58,161	59,895
	South America	48,613	43,078	44,367	45,479	44,483
	Reference Production volume (t)	409,133	386,303	375,171	374,385	397,525

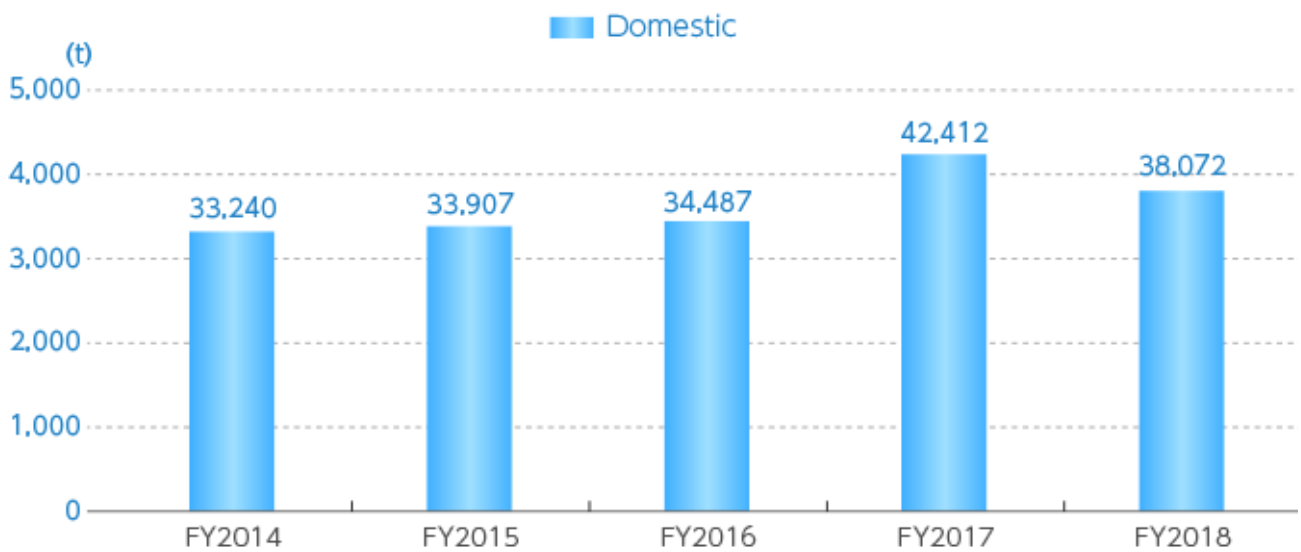


Percentage of CO₂ emissions by type of energy used in FY2018

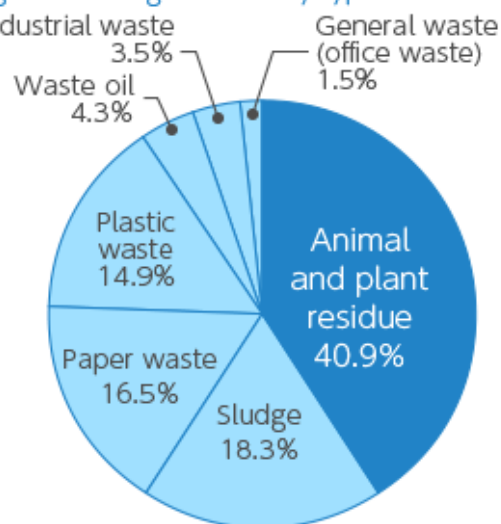


Waste

		Base year				
		FY2014	FY2015	FY2016	FY2017	FY2018
Domestic	Waste (t)	33,240	33,907	34,487	42,412	38,072
	Compared to the base year	-	-	-	-	112.3%
	Recycling rate	91.5%	95.7%	96.0%	96.0%	98.1%
	Reference Production volume (t)	308,887	304,811	309,345	307,924	321,392



Percentage of waste generated by type of waste for FY2018



Personnel/Labor Data

Organizations Covered by Personnel Data

Personnel Data reports on Nippon Suisan Kaisha, Ltd. and its 64 domestic/overseas consolidated subsidiaries (As of March 31, 2019).

*Definition of terms

Employees:Senior-level employees, non-senior-level employees and fixed-term employees, who are directly hired by a company

Temporary employees:Temporary employees including directly-hired contract employees and temporary employees such as part timers

Executives:Board Members, Audit & Supervisory Board Members and Executive Officers

Managers:Persons with subordinates, or persons in equivalent levels without subordinates, excluding executives

Senior-level employees:Section chiefs or persons in positions equivalent to section chiefs in a company, or an employee in a higher rank than a section chief, excluding executives

Number of Employees (Persons)

	FY2016			FY2017			FY2018		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Domestic Nissui Group, total	11,968	-	-	11,883	-	-	11,917	-	-
Employees	4,531	-	-	4,640	-	-	4,796	-	-
Temporary employees	7,437	-	-	7,243	-	-	7,121	-	-
Nippon Suisai Kaisha, Ltd.	2,315	-	-	2,280	-	-	2,352	-	-
Employees	1,132	915	217	1,147	915	232	1,203	955	248
Temporary employees	1,183	-	-	1,133	-	-	1,149	-	-
Consolidated subsidiaries	9,653	-	-	9,603	-	-	9,565	-	-
Employees	3,399	-	-	3,493	-	-	3,593	-	-
Temporary employees	6,254	-	-	6,110	-	-	5,972	-	-
Overseas Nissui Group, total	-	-	-	6,401	-	-	6,679	-	-
Employees	-	-	-	4,352	-	-	4,269	-	-
Temporary employees	-	-	-	2,049	-	-	2,410	-	-
Asia	-	-	-	1,605	-	-	1,498	-	-
Employees	-	-	-	614	-	-	547	-	-
Temporary employees	-	-	-	991	-	-	951	-	-
Europe	-	-	-	1,841	-	-	1,902	-	-
Employees	-	-	-	1,529	-	-	1,527	-	-
Temporary employees	-	-	-	312	-	-	375	-	-
North America	-	-	-	1,727	-	-	1,988	-	-
Employees	-	-	-	1,175	-	-	1,198	-	-
Temporary employees	-	-	-	552	-	-	790	-	-
South America	-	-	-	1,228	-	-	1,291	-	-
Employees	-	-	-	1,034	-	-	997	-	-
Temporary employees	-	-	-	194	-	-	294	-	-

Executives and Managers (Persons)

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Nippon Suisan Kaisha, Ltd.	Executives	22	21	1	23	22	1	25	24	1
	Managers	446	423	23	434	410	24	426	399	27

Number of Persons Hired (Persons)

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of Persons Hired	Nippon Suisan Kaisha, Ltd.	52	37	15	56	38	18	68	51	17
	New graduates	40	29	11	41	29	12	48	34	14
	Mid-career hires	12	8	4	15	9	6	20	17	3
	Domestic Group companies	-	-	-	-	-	-	-	-	-
Reference: Retention rate of new graduates (3 years after employment)	Nippon Suisan Kaisha, Ltd.	90%	89%	90%	100%	100%	100%	95%	97%	92%

Retirees/Turnover (Persons)

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Retirees	Nippon Suisan Kaisha, Ltd.	36	33	3	48	42	6	32	25	7
	Early retirement system	0	0	0	6	5	1	1	0	1
	Personal reasons	15	13	2	10	6	4	15	11	4
	Company reasons (Transfers)	11	11	0	14	14	0	1	1	0
	Others	3	2	1	2	1	1	0	0	0
	Retirement	7	7	0	17	17	0	15	13	2
	Domestic Group companies	-	-	-	-	-	-	-	-	-
Turnover	Nippon Suisan Kaisha, Ltd.	-	-	-	-	-	-	-	-	-

Number of persons with disabilities (Persons)

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Nippon Suisan Kaisha, Ltd.	Employees with disabilities	38	-	-	42	-	-	45	-	-
	Ratio	1.89%	-	-	2.11%	-	-	2.20%	-	-

Status of Employees

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Average age (Years of age)	Nippon Suisan Kaisha, Ltd.	42.4	42.6	41.6	42.4	42.6	41.6	42.5	42.7	41.6
	Domestic Group companies	-	-	-	-	-	-	-	-	-
Average years of service (Years)	Nippon Suisan Kaisha, Ltd.	16.8	16.8	16.6	16.6	16.7	16.2	16.5	16.7	15.9
	Domestic Group companies	-	-	-	-	-	-	-	-	-
Average yearly salary (Thousands of yen)	Nippon Suisan Kaisha, Ltd.	8,072.7	-	-	8,333.8	-	-	8,020.5	-	-

Working Hours and Status of Use of Childcare Leave and Other Programs (Only Nippon Suisan Kaisha, Ltd.)

		FY2016			FY2017			FY2018		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Working hours (Per employee)	Total working hours (Hours/year)	1,993.1	-	-	1,986.6	-	-	2,014.8	-	-
	Average overtime hours (Hours/month)	16.5	-	-	17.1	-	-	19.3	-	-
	Average number of days of paid leave taken (Days)	10.9	-	-	11.3	-	-	11.8	-	-
	Rate of paid leave taken	56.5%	-	-	58.9%	-	-	62.0%	-	-
Childcare leave program	Childcare leave (Persons)	22	1	21	22	0	22	19	3	16
	Rate of childcare leave taken	-	-	100%	-	-	100%	-	-	100%
	Rate of workers returning to work	100%	100%	100%	100%	-	100%	94.7%	100%	93.8%
Other programs	Nursing care leave (Persons)	0	-	-	0	-	-	0	-	-



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