

Daifuku Sustainability Action Plan

Daifuku Co., Ltd.
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Theme	Aspirations for 2030	Materiality	2030 Goals		SDGs	KPI		Target		
			2030 Goals	SDGs		Key Performance Indicator	Scope	FY2021	FY2022	FY2023
Contribute to a smart society	Provide products and services, and develop new technology to solve social challenges	Promote innovative technological development and invention	Innovate to create new value for the distribution system		① Innovation investment amount (*1) ② Patent registrations	Global	① 15 billion yen ② 3,600 patents	① 15 billion yen ② 3,800 patents	① 15 billion yen ② 4,000 patents	
		Develop new business domains	Expand realm of business using business strategy (including M&A and alliances)		Penetration into new markets and new business conditions; commercialization of new products	Global	<ul style="list-style-type: none"> Collaborative research with universities and companies Provide new automated solutions Develop new customers, expand business area globally Expand service business 			
		Cater to customer needs through smart logistics	Use cutting-edge technology to improve efficiency and automate to create value for customers		Introduction of cutting-edge technology to products/services	Global	<ul style="list-style-type: none"> Use wireless/5G tech and rechargeable batteries Introduce high-efficiency systems and predictive maintenance system using AI tech Reduce energy consumption with more sophisticated power supply equipment Make maintenance services more efficient with use of IoT 			
Maintain and improve the quality of products and services	Build and maintain systems that provide reliable, safe and high-quality products	Optimize production through globalization	Achieve global optimized production		New/Expanded production sites to achieve production in optimal conditions; and other countermeasures	Global	<ul style="list-style-type: none"> Build a procurement network globally and share production technology Strengthen ability to respond at overseas affiliates (in sales, production/services) Optimal distributed production with concentration/in-sourcing 			
		Pursue product quality and safety	Earn customer trust in product quality and safety		① Number of serious accidents related to product/system safety (*2) ② Rate of certification (*3) in ISO 9001 integrated in production sites ③ Number of employees who obtain safety assessor credentials (*4)	①②Global ③Japan	① 0 occurrences ② 60% ③ 160 people	① 0 occurrences ② 60% ③ 190 people	① 0 occurrences ② 65% ③ 220 people	
Enhance operational framework	Carry out both business operations and social responsibility	Strengthen governance	Further strengthen Group governance system	-	① Improving effectiveness of the Board of Directors ② Enhancing conscientiousness of employees ③ Carrying out sound internal audits	Global	<ul style="list-style-type: none"> Carry out efforts to improve effectiveness Implement measures to propagate Group Code of Conduct globally Carry out internal audits in Japanese departments and overseas affiliates (total 300 cases/3 years) and maintain compliance with internal evaluations 			
		Ensure compliance	Eliminate serious cases of corruption		Carrying out anti-corruption training	Global	Carry out training and follow-ups for Japanese and overseas parties with authority to accept/place orders			
		Manage risk	Implement Group risk management, including overseas subsidiaries		Implementing countermeasures against major risks	Global	Carry out regular risk assessments and risk response training			
		Ensure responsible procurement in the supply chain	Implement global CSR procurement	 	Establishing a CSR procurement system and expand range of operations	Global	Review CSR Procurement Standards and formulate new guidelines to be applied domestically and overseas			
		Strengthen information security	Thoroughly implement internal global standards and continued operations	-	① Number of global information security education sessions ② Number of global e-mail training sessions	Global	① 2 sessions ② 3 sessions	① 4 sessions ② 4 sessions	① 4 sessions + education follow-up training ② 4 sessions	
		Ensure transparent information disclosure and strategic communication	Strengthen stakeholder engagement		① Number of dialog meetings held with shareholders and investors ② Enhancing communication with stakeholders	①Global ②Japan	① 370 meetings (10 ESG-related meetings) ② Carry out events for students; contribute to pro-social activities through employee participation	① 400 meetings (10 ESG-related meetings)	① 420 meetings (10 ESG-related meetings)	
Respect human dignity	Seek to provide peace of mind and comfort to people	Protect employee health and safety	Eliminate labor accidents and major accidents in operations		① Frequency rate: Japan (overseas) ② Strength rate: Japan (overseas) ③ Number of new labor health and safety trainees ④ Number of serious accidents (*5)	Global	① 0.4 (0.9) ② 0.02 (0.03) ③ 1,500 trainees ④ 0 accidents	① 0.4 (0.8) ② 0.01 (0.02) ③ 1,600 trainees ④ 0 accidents	① 0.3 (0.6) ② 0.01 (0.02) ③ 1,700 trainees ④ 0 accidents	
		Achieve diversity and inclusion	Create an environment where a diversity of human resources can remain active	 	① Number of female managers ② Employment rate of people with disabilities ③ Paternity leave acquisition rate	Japan	① 19 people ② 2.3% ③ 5%	① 25 people ② 2.3% ③ 8%	① 30 people ② 2.3% ③ 10%	
		Create a workplace environment that motivates employees	Achieve a workplace environment where employees experience comfort, health and prosperity	 	① Paid leave acquisition rate ② Maintaining high rate of stress check testing ③ Holding events to encourage mental and physical health	Japan	① 73% ② 96%	① 76% ② 96%	① 80% ② 96%	
		Cultivate human resources	Provide opportunities for growth according to the individual's career ambitions		① Strengthening education for managerial employees and candidates ② Developing training using online resources and promoting autonomous learning	Japan	<ul style="list-style-type: none"> Provide education according to qualities of candidates for promotion Establish on-demand library for training and education 			
		Respect human rights	Respect human rights of all people involved in our business	 	① Promotion of workplace understanding of human rights ② Carrying out due diligence for human rights	Global	<ul style="list-style-type: none"> Carry out human rights training for Group employees Formulate policies and carry out due diligence for human rights and ensure the wide-spread human rights knowledge inside and outside the Company 			
Contribute to the environment through our business	Make efforts in the workplaces and in all regions that reduce our burden on the global environment	Keep business operations environmentally friendly	Enhance measures to reduce environmental footprint, such as in climate change and resource depletion	 	① Daifuku's CO ₂ total emissions reduction rate (over 2018) ② Participation rate in CO ₂ emissions reduction programs (*6) by supply chain ③ Resource recycling at global production sites	①③Global ②Japan	① 2.5% reduction ② 32% ③ Survey overseas sites; establish goals	① 5.0% reduction ② 34% ③ -	① 7.5% reduction ② 36% ③ -	
		Expand environmentally friendly products and services	Maximize value for customers through being eco-friendly	 	① Avoided CO ₂ emissions through products/services (*7) ② Sales ratio of projects that include eco-friendly products (*8) ③ Recyclability rate of new products	Global	① 30K t-CO ₂ ② 43% ③ 90%	① 60K t-CO ₂ ② 46% ③ 90%	① 90K t-CO ₂ ② 49% ③ 90%	

*1: R&D expenses + DX investment amount

*2: Accidents caused by the malfunction of our products or systems leading to death or serious illness/injury during operations (injury or illness require 30 days or more of treatment)

*3: Carrying out reviews on identical standards and schedule through identical certification authority, and obtaining and maintaining certification

*4: Credentials that certify knowledge and abilities in field of safety based on international safety standards meant chiefly for designers

*5: Accidental deaths occurring during work at Daifuku (labor accidents)

*6: Daifuku's own framework on efforts (sharing of goals and supporting measures to reduce emissions, etc.) to reduce CO₂ emissions at suppliers

*7: CO₂ volume after subtracting all CO₂ emissions from our products/services provided to our customers from CO₂ emissions in fiscal 2011, used as a base standard for environmental performance at the time

*8: Projects that have contributed to customers in terms of environmental consideration through Daifuku Eco-Products