

Kyo-sei Life Vision 2030

Key Theme

# Unicharm Principles

Our aim is to pursue fairness and transparency in order to establish and retain stakeholder trust.



## Our Basic Approach and Strategy

At Unicharm, we believe that fair and transparent management is essential to ensuring and enhancing our relationship of trust with stakeholders. The Unicharm Ideals state that “we strive to pursue proper corporate management principles that combine corporate growth, employee well-being, and the fulfillment of our social responsibilities.” Viewing this as our highest priority, we have established

and operate various internal rules and systems. In order to adapt to the ever-changing business environment, we must develop and utilize human resources with an even greater emphasis on diversity. We will create working environments that facilitate the personal growth of each employee and bring them happiness and accelerate our business growth in the process.

Key Themes	Indicators	Fiscal 2023 Results	Key Themes in Fiscal 2023
1 Management practices that account for sustainability	Maintain and improve ratings by external evaluation agencies	—	<a href="#">P.141</a> External Evaluations
	No. of serious human rights violations in the value chain	1 (revised)	<a href="#">P.084</a> Human Rights Risk Assessment at Unicharm Group Factories <a href="#">P.105</a> Human Rights Risk Assessments of Supplier Factories
2 Practice of appropriate corporate governance	No. of serious compliance violations	Zero	<a href="#">P.129</a> Response to Serious Compliance Violations
3 Promotion of diversity management	Percentage of female managers driven by the provision of various opportunities for women	24.7%	<a href="#">P.092</a> Promotion of Women's Empowerment
4 Fostering development of competent human resources	Percentage of positive answers received for the “Growth Through Work” section of the employee awareness survey	88.7%	<a href="#">P.089</a> Employee Survey
5 Construction of healthier workplaces and workplace safety systems	Reduction in the percentage of employees on leave for mental or physical health reasons by improving the workplace environment so that employees can work with peace of mind and maintain mental and physical health	9 employees (Japan)	<a href="#">P.099</a> Mental Health Measures