

Let's Think About SDGs

Issue 8 **Goal 5 Gender Equality**
Goal 8 Decent Work and Economic Growth
Goal 10 Reduced Inequalities

We have addressed each of the SDGs that are closely related to Nippon Paper Group's business activities. This time, we will take a look at goals 5, 8 and 10, which are about the foundation of our company ... its people!

Hi again, this is Mr. SDGees. This month, let's think about the goals relating to those of us working for the company.



Do remember to check the QR Code. It'll help!



Goal 5 Achieve gender equality and empower all women and girls

Targets related to Nippon Paper

- 5.1 End all forms of discrimination against all women
- 5.5 Ensure women's participation and equal opportunities for leadership at all levels of decision-making



Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.1 Sustain per capita economic growth
- 8.5 Achieve decent work* for all women and men
- 8.8 Protect labor rights and promote safe and secure working environments for all workers

* Productive work with rights secured, sufficient income generated, and appropriate social protection



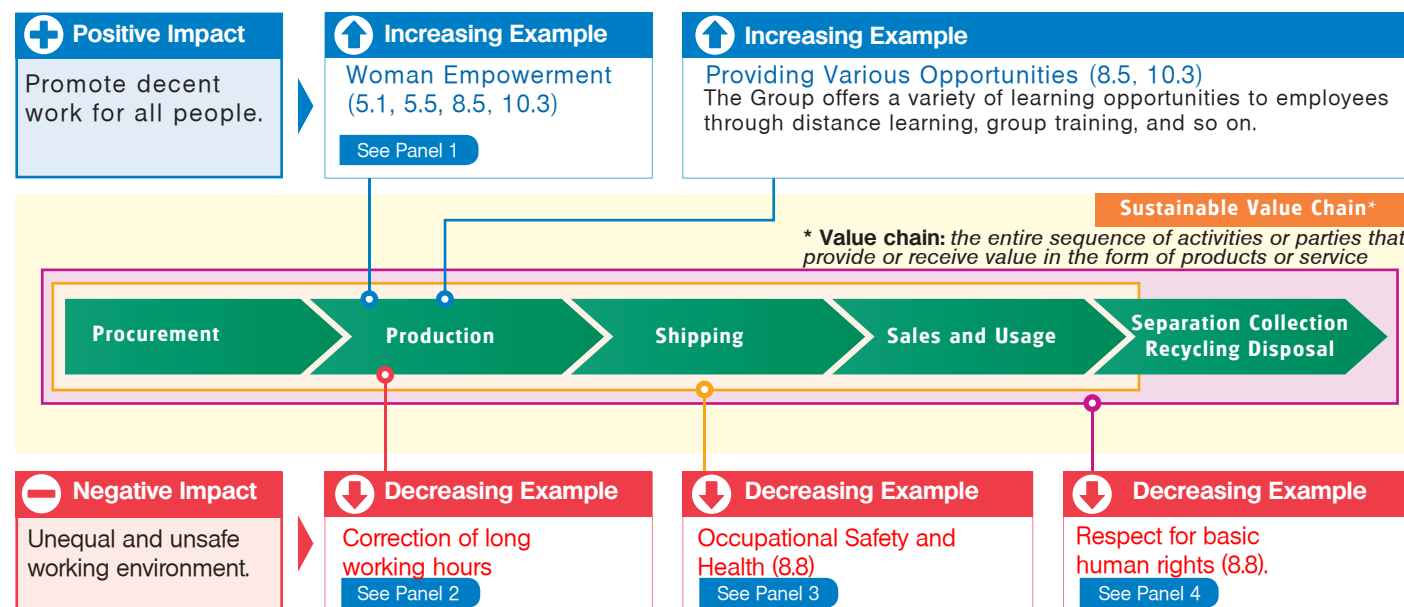
Goal 10 Reduce inequality within and among countries

- 10.2 Empower and promote the social, economic and political inclusion of all
- 10.3 Ensure equal opportunity and reduce inequalities

Background SDGs can be achieved through the efforts of people working in companies, and organizations. Goals 5, 8 and 10 are closely related. Especially in Japan, there are problems such as fewer leadership opportunities for women in the workplace and long working hours compared to the rest of the world. Positive improvements are needed throughout the value chain.

Nippon Paper Group and Goals 5, 8, 10

Many Group employees work in forests or at large-scale production bases. Ensuring the safety and health of those working at each site is therefore a top priority. In addition, we aim to be a highly motivated and dynamic organization in which diverse people with different backgrounds can develop their full abilities.



Panel 1

Woman Empowerment

Japan's world ranking for women's empowerment is 114th out of 144 countries. This is a priority issue for the Japanese government's "SDGs implementation guidelines". We hold in-house "diversity study sessions", to encourage female employees to play an active role in the company. (The Group believes diversity of nationality, age, religion, lifestyle, and gender, can increase its competitiveness.) Investors are also interested in women's activities within the company, and Nippon Paper Industries has been selected for the "MSCI Japan Stock Women's Activities Index", comprised of companies that are promoting women's empowerment.



2018 Constituent
MSCI Japan Empowering
Women Index (WIN)

MSCI Japan Stock Women's Activities Index Logo

Panel 2

Promotion of work-life balance

The Group is working to create an environment in which work and life can be balanced. Shortening working hours, or supporting childcare help all employees to develop their abilities.

Acquisition of the next generation certification mark "Kurumin"

The Company supports employees' work and childcare balance, under the Law for Measures to Support the Development of the Next Generation.

We have been certified as a "child-rearing support company" by the Minister of Health, Labor and Welfare, and acquired the "Kurumin" mark certification for next-generation support.



Panel 3

Promotion of Work Safety

Promoting an environment in which employees can work with safety is one of an employer's most important responsibilities. Based on the "Safety and Disaster Prevention Principles and Basic Policies", the Group has established a labor, safety and health system, and is working to prevent accidents, avoid disasters and create a safe and comfortable working environment.



Our Health and Safety Policy
<https://bit.ly/2HQpgVA>

Panel 4

To be a company where everyone can be motivated

The Group places "Challenge, Fairness, Teamwork" at its core, to encourage high morale and motivation among employees. Our "Human Rights, Employment and Labor Principles", states our aim of "Creating a company full of dreams and hopes that respects basic human rights and utilizes the individuality and ability of diverse human resources". We consider the human rights of not only our own employees but also those working in the entire value chain. We promote initiatives with "Amnesty International Japan" and exchange views on human rights in Japan and overseas.

We conduct surveys of, and site visits to, suppliers in order to implement human rights and labor considerations throughout the supply chain based on our philosophy and basic policy on raw material procureme

Nippon Paper Group's Value
Challenge Fairness Teamwork



Our Human Rights, and Employment Policy
<https://bit.ly/2WZwTz2>



Our Raw Materials Procurement Policy
<https://bit.ly/2QIJY3q>

Protecting the values that the Group is promoting will lead to the promotion of a fair and rewarding workplace! We would welcome questions and comments from you. Please see our web survey.



Web Survey Questionnaire
<https://bit.ly/2CNaXzG>



Mr. S.D.Gees and his colleagues