

Nitori Group's Sustainability

Sustainability Policies

Along with Our Steps Toward the Realization of Our Mission, We Aim to Solve the World's Problems and Create a Better Future

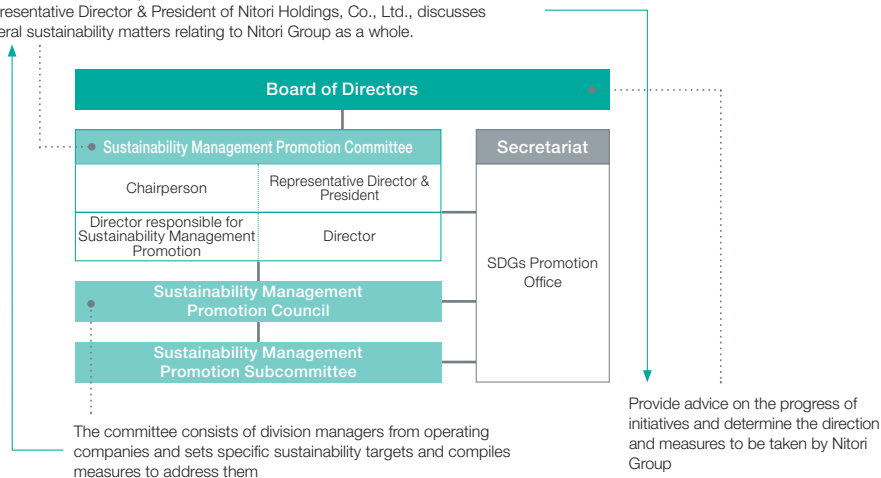
Nitori Group has been advancing towards the realization of its mission "Enrich the everyday lives of people all over the world." The result is an integrated business model of "Manufacturing-Logistics-IT-Retail Business." This business model enables us to provide customers with products and services that are "Offering the Unexpected," while achieving through efficiency and cost reductions. Furthermore, this business model will enable us to take total optimal actions from a sustainable perspective and will lead to the creation of "shared value" that contributes to solving environmental and social issues.

We will not be satisfied with the status quo, but rather will continue to reform and faithfully face the ever-changing challenges of the world. Together with our customers and all other stakeholders, we will strive for a "better future" for the environment and society and realize sustainability management that is unique to the Nitori Group.



Promotion System

The Sustainability Management Promotion Committee, chaired by the Representative Director & President of Nitori Holdings, Co., Ltd., discusses general sustainability matters relating to Nitori Group as a whole.



Materiality Issues

Materiality Issues	E	S	G	Shared Value	The Nitori Group's Approach
Contributing to Prosperous Home Living by "Offering the Unexpected" Products and Services 	●	●		Value creation for providing enriched lifestyles to customers	<ol style="list-style-type: none"> Pursue affordability, appropriate quality (functionality), and coordination Resolve customers' "Discontent, Dissatisfaction, and Inconvenience" Offer new value that further enriches lifestyles (products and services that can lead to solutions to environmental and social issues)
Product Safety and Security through Comprehensive Quality Control 		●			<ol style="list-style-type: none"> Product quality control and product safety measures as a manufacturer Share ideas and initiatives to build a culture of product safety with suppliers
Promotion of Environmentally Friendly Business 	●			Simultaneous expansion of economic value and environmental and social value	<ol style="list-style-type: none"> Carry out all tasks more efficiently throughout the entire supply chain Make effective use of all raw materials Make effective use of recycled materials through innovation Disclose and reduce greenhouse gas emissions from business activities
Fair and Honest Trade and Respect for Human Rights in the Supply Chain 	●	●			<ol style="list-style-type: none"> Supplier contracts based on strict standards and on-site investigations Establish "true partnerships" with suppliers Fair and honest trade, respect for human rights, work environment creation, etc.
Contribution to Local Communities 		●		Creation of social value through store openings and support in terms of human resources, the environment, and culture	<ol style="list-style-type: none"> As a company that offers lifestyle infrastructure, expand the store network and create stores supported by customers Expand into global business (open stores and create employment) Disaster assistance and social action programs in fields other than the main lines of business
Creation of a Rewarding Work Environment and Promotion of Diversity 		●		Simultaneously achieve employees' job satisfaction and enhancement of corporate value	<ol style="list-style-type: none"> Education system that allows employees to realize self-growth Transfer to a variety of job category in a wide range of business fields Create a comfortable environment where everyone can work in good health with peace of mind
Effective Corporate Governance 		●		Ensuring transparency and soundness of management Speedy decision-making and business execution	<ol style="list-style-type: none"> Build a foundation that supports medium- and long-term corporate growth Create decision-making systems and a basis for active discussions Ensure compliance Build a robust risk management system