

Sustainability Data Book

Social

Employee Data

	FY2021	FY2022	FY2023	Target Scope
Total number of employees *Based on actual number of persons	52,695	53,400	56,934	Nitori Group as a whole
Total number of employees *Number of non-regular employees on an hourly basis	37,229	37,329	38,540	
Number of regular employees	18,984	18,909	18,934	
Number of non-regular employees *Annual average (calculated on the basis that one day is eight hours)	18,245	18,420	19,606	

Diversity & Inclusion

	FY2021	FY2022	FY2023	Target Scope
Percentage of female employees (%)	65.3	65.9	65.8	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Number of new graduates hired	635	461	1,045	Full-time employees of Nitori, Home Logistics, Nitori Public, and Shimachu
Percentage of female new graduates hired	47.7	46.2	41.1	
Percentage of employment of persons with disabilities (%)	2.75	2.99	2.95	Nitori Holdings, Nitori, Home Logistics, Nitori Facility, N+, and Shimachu
Number of women in management positions	395	481	534	Full-time employees of Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Percentage of women in management positions (%) *1	15.0	16.8	17.5	
Number of non-Japanese nationals in management positions	41	58	70	
Number of employees taking childcare leave	165	226	191	
Number of male employees taking childcare leave	43	105	108	
Male childcare leave utilization rate *2*4*7	—	46.3	52.7	
Number of employees taking spousal maternity leave	50	105	89	
Number of employees taking nursing care leave	5	5	6	
Number of employees working shorter working hours (pregnancy, childcare, nursing care)	258	294	342	
Average days of paid leave taken	9.6	12.3	12.1	
Average percentage of paid leave taken	57.7	71.9	72.3	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, and N+
Average overtime hours (hours per month)	9.5	12.4	11.0	
Difference in wages between male and female workers *1*3*7 Total*5	—	61.8	61.9	
Difference in wages between male and female workers *1*3*7 Regular employment*6	—	73.6	73.3	Shimachu
Difference in wages between male and female workers *1*3*7 Part-time employment	—	93.3	94.2	
Difference in wages between male and female workers *1*3*7 Total*5	—	51.3	50.0	
Difference in wages between male and female workers *1*3*7 Regular employment*6	—	73.0	69.6	
Difference in wages between male and female workers *1*3*7 Part-time employment	—	105.2	100.7	

*1 Calculated in accordance with the provisions of the “Law Concerning the Promotion of Active Roles for Women in Their Professional Lives” (Law No. 64, 2015).
*2 Based on the provisions of the “Law Concerning the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (hereinafter referred to as “Child Care and Family Care Leave Law”)” (Law No. 76, 1991), the percentage of employees who took child care leave, etc. as per Article 71-4-1 of the “Enforcement Regulations of the Law Concerning the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (Ministry of Labor Ordinance No. 25, 1991)” was calculated.
*3 Number of workers is calculated based on working hours.
*4 Of the employees who confirmed their intention to take childcare leave in accordance with the revision of the Child Care and Family Care Leave Law in April 2022, all employees who wished to take such leave (excluding those who had not yet reached the desired time to take leave) have taken childcare leave.
*5 The percentage of non-regular workers is high among all workers, and the percentage of women among them is also high.
*6 The regular employees include employees who converted from fixed-term labor contracts to permanent contracts, and the percentage of women among them is high. The regular employees include those who chose various work styles such as shorter working hours, and a higher percentage of them are women.
*7 Disclosure began in FY2022.

Human Resources Development

	FY2021	FY2022	FY2023	Target Scope
Total training hours	348,508	745,802	889,971	Full-time employees of Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Average hours of education per employee	50.7	115.4	162.0	
Average days of education per employee	6.3	14.4	20.2	

*Types of training programs applicable to the above hours: training programs for first to third year employees, training programs for visionary leaders, global training programs, U.S. seminar, chain store theory training programs, coordination training programs, digital literacy training programs, on-the-job training for each division, etc.
→ Details: P51 Education System

Occupational Health & Safety

	FY2021	FY2022	FY2023	Target Scope
Number of qualified health managers	1,656	1,768	1,823	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Number of staff trained in health and safety standards during the previous year	420	354	315	

	FY2021	FY2022	FY2023	Target Scope
Frequency rate of lost time injuries (%) *Absence from work for 4 days or more	2.62	3.18	2.77	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu

*Calculation formula: Frequency rate = Cumulative number of births per year ÷ Total number of person-hours per year × 1,000,000

Status of Performance of Audits of New Overseas Suppliers
(*Including Quality Assurance Items and Response to Environmental and Social Issues)

	Number of cases	Accepted	Conditional Acceptance (Improvement Request)	Rejected (no transactions permitted)
FY2021	99	12	76	11
Composition ratio	100.0%	12.1%	76.8%	11.1%
FY2022	234	18	189	27
Composition ratio	100.0%	7.7%	80.8%	11.5%
FY2023	297	26	206	65
Composition ratio	100.0%	9.0%	69.0%	22.0%

Audit Items for Potential New Overseas Suppliers (*Selected Items)

●Pollution prevention measures (including compliance with laws and regulations regarding air, water, and soil pollution) ● Compliance with Laws and Regulations for Hazardous Substance Disposal ● Promotion of resource reuse Periodic safety training as required by law ● Installation of fire extinguishing equipment ● Hazardous materials handling training ● Safety measures when working with hazards ● First Aid System for Accidents ● Improved working environment ● Leave/break time beyond what is required by law ● Ensure minimum wages as required by law ● Overtime hours within the stipulated hours / payment of overtime as stipulated by law ● Installation, maintenance and management of cafeteria/restroom facilities ● Enrollment in legally mandated benefits ● Establishment of labor unions ● Prohibit child labor/forced labor/discrimination ● Acquisition of Environmental/Labor Certifications

Status of Evaluation of Existing Overseas Suppliers

	First half of FY2021	Second half of FY2021	First half of FY2022	Second half of FY2022	First half of 2023	Second half of FY2023
Number of cases	441	460	415	431	451	443

Existing overseas suppliers evaluation factors (*Some in the five categories of “Development,” “Quality,” “Logistics/ Trade,” “Corporate Stance,” and “Sustainability (items addressing social issues, including environmental issues and human rights violations)” are excerpted from a total of 53 items.)

● Risk of factory shutdown ● Status of secondary supplier management ● Respect for Human Rights ● Creating a Safe Working Environment ● Compliance with international standards for assessment of working environment (prohibition of child labor, forced labor, and discrimination; assurance of health and safety; observance of appropriate working hours; fair compensation; freedom of association and possession of the right to collective bargaining, etc.) ● Sustainable forest utilization and conservation ● Understanding CO2 emissions(Scope1,2,3) ● Visualization of Chemical Substances ● Acquisition of Environmental Certifications ● Acquisition of other international certifications

Endorsement Initiatives



External Evaluation

