Materiality	Key Issues	Key Initiatives	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Organizational Governance	Corporate Philosophy & Vision	Act proactively to realize our vision.																	
	Collaborative & Empowering Culture	Foster a culture of teamwork and initiative.			●		●	●		●	●		●	●	●		●	●	●
	Compliance	Comply with company rules and regulations.																	
Social Contribution Through Core Business	Customer & Partner Trust	Build trust through integrity and fair business practices.		●						●	●			●		●	●		●
Human Rights	Fundamental Labor Rights	Prohibit child labor, forced labor, and unfair labor practices.																	
	Non-Discrimination & Inclusion	Respect diversity and prevent discrimination.																	
	Human Rights Due Diligence	Prevent abuse, harassment, and human rights violations.	●	●	●		●			●		●						●	
	Avoidance of Complicity	Avoid involvement in or benefit from human rights abuses.																	
Labor Practices	Occupational Health & Safety	Provide a safe and healthy workplace.																	
	Working Conditions and Social Protection	Ensure fair working conditions and social protection.	●	●	●	●				●	●		●					●	●
	Employee Development and Training	Support employee growth and development.																	
Environment	Pollution Prevention	Prevent environmental pollution.																	
	Sustainable Resource Use	Use resources efficiently.																	
	Climate Action	Reduce greenhouse gas emissions.		●	●			●	●		●		●	●	●	●	●		●
	Biodiversity & Ecosystems	Protect nature and ecosystems.																	
Fair Operating Practices	Fair Corporate Conduct	Promote integrity and ethical business conduct.																	
	Information Management	Protect personal and confidential information.																	
	Fair Business Relationships	Maintain fair and transparent business relationships.				●				●				●				●	
	Anti-Social Forces	Reject all ties with anti-social forces.																	
	Value Chain Responsibility	Promote social responsibility across the value chain.																	
	Respect for Property Rights	Respect and protect property rights.																	
Consumer Issues	Fair Marketing & Information Disclosure	Provide accurate information and quality products.		●	●						●			●		●	●		●
	Sustainable Consumption	Deliver safe and reliable products and services.																	
Community Involvement & Development	Community Engagement	Engage with local communities and society.																	
	Education & Culture	Promote culture through fragrance.	●	●	●	●				●			●	●			●	●	●
	Social Investment	Support local communities and social development.																	