

Corporate Information

Corporate Data

Corporate name	FamilyMart Co., Ltd.	
Head office	1-21, Shibaura 3-chome, Minato-ku, Tokyo	
Incorporated	September 1, 1981	
Common stock	¥16,659 million	
Fiscal year	March 1 to the last day of February	
Stock exchange listing	Tokyo Stock Exchange (First Section)	
Objective of business	Convenience store operations under franchise system	
Representative Director and President	Takashi Sawada	
Number of employees	15,139 persons on a consolidated basis (end of February 2019)	
Number of stores	23,814 (including convenience store business and overseas Convenience Store Business) (end of February 2019)	
Total store sales of all chain stores	2,982,852 million yen (Fiscal 2018)	
Major Group Companies	<p>Convenience store business Okinawa FamilyMart Co., Ltd. Minami Kyushu FamilyMart Co., Ltd.</p> <p>Overseas Convenience Store Business Taiwan FamilyMart Co., Ltd. Central FamilyMart Co., Ltd. Shanghai FamilyMart Co., Ltd. Guangzhou FamilyMart Co., Ltd. Suzhou FamilyMart Co., Ltd. Hangzhou FamilyMart Co., Ltd. Chengdu FamilyMart Co., Ltd. Shenzhen FamilyMart Co., Ltd. Wuxi FamilyMart Co., Ltd. Beijing FamilyMart Co., Ltd. DONGGUAN FamilyMart Co., Ltd. FamilyMart Vietnam Joint Stock Company PT. Fajar Mitra Indah Philippine FamilyMart CVS, Inc. Maxincome Resources Sdn. Bhd.</p>	<p>Related business Famima Digital One Co., Ltd. famima Retail Service Co., Ltd. EVENTIFY INC. Kyushu Supply Corporation Famima Support Co., Ltd. SENIOR LIFE CREATE Co., Ltd. Clear Water Tsunan Co., Ltd. Clean Aqua Beverage Corporation Kanemi Co., Ltd. POCKET CARD CO., LTD. LIVE VIEWING JAPAN Inc.</p>

Number of Stores by Prefecture (As of February 28, 2019)



FamilyMart's Franchise System

FamilyMart Co., Ltd., as the franchiser, collaborates closely with all of its franchisees to foster mutual trust and a collaborative relationship so that both parties may achieve business growth. Our franchisees are responsible for store management, including the ordering of their own inventories, the arranging of their product displays, and the hiring and training of their staff. For our part, we supply not only our brand name and logo but also full store management support services, including store operational know-how and the shared use of data management and logistics systems. In return for this support, the Company receives royalty income consisting of a certain percentage of each franchisee's gross margin. The rate differs according to the type of franchise contract.

FamilyMart Milestones

Established as Japan's first convenience store business in 1973, FamilyMart has grown in step with the changing times. Today, this domestic chain has grown to a scale of nearly 16,500 stores.

As the chain has grown, we have expanded the products and services available, evolving from collaboration with the stakeholders who support daily store operations. Here, we introduce FamilyMart history, as stores have continued to provide value by revitalizing communities and seeking richer, more convenient lifestyles through fulfillment of our corporate social responsibility and sustainable growth.

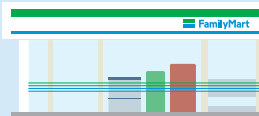
<p>March 1978 Franchise convenience store business starts, operated by Seiyu Stores, Ltd. (now Seiyu GK.)</p> <p>August 1978 Opened up the first FamilyMart franchised store</p> 	<p>April 1980 Introduction of an online ordering system</p> <p>September 1981 Establishment of FamilyMart Co., Ltd.</p> <p>January 1982 Launch of boxed lunches, fast food, and other original products</p> <p>February 1987 Network of 1,000 stores in Japan</p>	<p>August 1988 Opening of the first FamilyMart store overseas (Taipei)</p> <p>January 1989 Formulation of the "FamilyMart, Where You Are One of the Family" corporate message</p> <p>September 1989 Introduction of a point-of-sale (POS) system</p> 	<p>February 1990 Commencement of agency payment services for utility fees, etc.</p> <p>December 1994 Commencement of the operations of integrated distribution bases including production plants and distribution bases</p> <p>November 1996 Network of 5,000 stores in Japan</p> <p>February 1998 Establishment of the ITOCHU Group as the Company's largest shareholder</p> <p>October 1999 Launch of ATM services</p>	<p>October 2000 Introduction of Famiport multimedia terminals</p> <p>January 2001 Introduction of in-store SAT tablet devices for placing orders, enabling personnel to order based on sales and inventory data while checking product status in sales areas</p> <p>July 2006 Establishment of stores in all of Japan's prefectures</p>	<p>October 2006 Launch of <i>FAMICHIKI</i></p>  <p>December 2009 Acquired 100% ownership of am/pm Japan Co., Ltd. (convenience store).</p> 	<p>December 2011 Completion of the conversion of am/pm into the FamilyMart brand</p> <p>October 2012 Launch of the <i>FamilyMart collection</i> private brand</p> <p>October 2013 Network of 10,000 stores in Japan</p> <p>October 2015 Acquired 100% ownership of Cocostore Corporation (convenience store).</p>	<p>September 2016 Management integration with UNY Group Holdings Co., Ltd. (general retail industry/convenience store)</p> <p>October 2016 Completion of the conversion of Cocostore into the FamilyMart brand</p> <p>June 2017 Completion of distribution base reorganization following brand integration</p> <p>August 2017 Conclusion of a capital and business alliance with Pan Pacific International Holdings Corporation (PIIH) (discount stores)</p>	<p>November 2018 Completion of the conversion of Circle K and Sunkus into the FamilyMart brand</p>   <p>January 2019 Transfer of all shares of UNY CO., LTD. (General retail industry), to PPIH</p> <p>January 2019 Announcement of an action plan to support FamilyMart franchised stores</p>
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Business Milestones



Sustainability Milestones

<p>1992 Introduction of a system for childcare leave and reduction of working hours for childcare</p> <p>1993 First convenience store to set up in-store fundraising boxes</p> <p>1998 Establishment of Environmental Policy</p> <p>March 1999 Acquisition of ISO14001 certification by all stores and offices</p>	<p>2006 Start of FamilyMart Connecting Dreams Foundation fundraising</p> <p>2007 Introduction of biomass plastic containers for salads</p> 	<p>2009 Start of Thank-You Letter Contest</p> <p>April 2008 Launch of Bell Mark-labeled rice balls</p> 	<p>December 2016 Introduction of supplier helpline</p> <p>2017 Launch of "Mother's Kitchen" delicatessen dish brand, making meals easier and faster to prepare</p> 	<p>March 2017 Acquired "Eruboshi" certification based on the MHLW Act on Promotion of Women's Participation and Advancement in the Workplace</p> <p>September 2017 Announcement of Sustainability Policy Joined the United Nations Global Compact</p>	<p>February 2018 Announcement of Sustainability Procurement Principles Supply Chain CSR Code of Conduct established</p> <p>April 2019 Start of "FamilyMart Children's Cafeteria," promoting local exchanges and supporting children, who will bear future responsibilities</p>	<p>September 2019 Announcement of new basic principles</p>
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Supported Initiatives, Main Corporate Memberships, and External Recognition

We endorse and participate in a variety of domestic and international initiatives, seeking to play an active role in helping to build a sustainable society. External recognition of these activities since fiscal 2018 is also included here.

Supported Initiatives, Main Corporate Memberships	Activity Details
United Nations Global Compact 	<p>The United Nations Global Compact is a global effort to achieve sustainable growth in the international community based on 10 principles in the four areas of human rights, labor, environment, and anti-corruption. Participating companies and organizations are called on to work toward a better world. The company signed as a participant in the UN Global Compact in September 2017. Since 2018, the company has also participated in activities including the Supply Chain Subcommittee of Global Compact Network Japan, a local network in Japan that conducts subcommittee activities to share and study best practices among member companies.</p>
Japan Climate Initiative	<p>A network that strengthens communication and exchange of views among Japanese companies, municipalities, and NGOs actively engaged in climate initiatives. We participate as a member organization “joining the front line of the global push for decarbonization from Japan.”</p>
Decarbonization Management Promotion Network	<p>As part of an MOE program aimed at enhancing corporate value through decarbonization management, this network holds workshops and exchanges information to promote and support efforts by companies seeking to reduce greenhouse gas emissions and their carbon footprint throughout the supply chain.</p>
Japan Clean Ocean Material Alliance (CLOMA) 	<p>To work toward a solution to the new global problem of marine plastic waste, this alliance is promoting sustainable use of plastic products and development and introduction of alternative material, aiming to accelerate innovation through public-private collaboration.</p>
Japan Food Safety Management Association	<p>To improve efforts targeting food safety, quality control, and reliability of food industry businesses, this association is developing, managing, and standardizing food safety management standards and certification programs, as well as developing human resources in these areas.</p>
Japan Retailers Association	<p>As an industry organization of various retail businesses in Japan, the association conducts a variety of activities to develop the retail industry, including research on social issues relevant to the retail industry such as business continuity planning, labor shortages, and the declining birthrate and aging population.</p>
Japan Franchise Association	<p>Consisting mainly of franchisors and intended to promote the sound development of franchise systems, this association also addresses various social issues requiring an industry-wide response.</p>

External Recognition	Recognition Details
Selected for “SNAM Sustainability Index” Sompo Japan Nipponkoa Asset Management Co., Ltd. (SNAM) 	<p>Selected for inclusion in the SNAM Sustainability Index, a stock index established independently by Sompo Japan Nipponkoa Asset Management Co., Ltd. (SNAM) in June 2019. As a method for diversified investment in highly rated companies in the ESG field, the index is used for sustainable investment products for pension funds and institutional investors.</p>
JSH Reduced-Salt Food Products Award: “Gold Award” Organized by Salt Reduction Committee, Japanese Society of Hypertension (JSH)	<p>As a product with excellent results in promoting a low-sodium diet, our reduced-salt Japanese-style dressing sachet sold for salads was awarded the gold medal. This is the first time the award was given to a convenience store chain. A salt reduction committee of the Japanese Society of Hypertension has prepared a JSH reduced-salt foods list that includes foods with low salt content for hypertensive patients and others trying to reduce salt intake. Specifically, this committee awards the JSH Reduced-Salt Food Products Award for products that have achieved outstanding results.</p>
Acquired second-level “Eruboshi” certification under the Act on Promotion of Women’s Participation and Advancement in the Workplace Organized by Ministry of Health, Labour and Welfare 	<p>In this system, among companies that have formulated and submitted action plans based on the Act on Promotion of Women’s Participation and Advancement in the Workplace, those with good performance in the advancement of women can be certified by the Minister of Health, Labour and Welfare. The company has acquired second-level certifications, out of three levels.</p>
Third women’s empowerment award: Award of Excellence Organized by Japan Productivity Center	<p>The company received an award of excellence in the third women’s empowerment awards in April 2018. Given to organizations with unique, imaginative, and creative initiatives to increase organizational productivity through women’s advancement, this award recognizes the company’s appointment of women in managerial positions by the company’s leaders, and our achievement of new, bottom-up working styles.</p>

E Environmental Aspects (Relevant period of each fiscal year: from March that year to February the following year Scope: applies to FamilyMart Co., Ltd., unless otherwise stated)

Disclosures		Unit	FY2016	FY2017	FY2018	Notes
E: Environmental Aspects						
Environmental management / compliance	ISO 14001 certification acquisition ratio	%	100	100	100	
	Costs of environmental fines or penalties	yen	0	0	0	
	Violation of environmental regulations	cases	0	0	0	
Climate change	Total GHG (CO ₂) emissions	t-CO ₂	1,591,760	1,522,915	1,362,217	* Calculated based on MOE and METI <i>Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, Ver. 2.4.</i>
	Total supply chain GHG (CO ₂) emissions	t-CO ₂	—	7,502,046	7,294,327	
	Scope 1	t-CO ₂	—	48,685	46,756	
	Scope 2	t-CO ₂	—	1,397,604	1,255,969	
	Scope 3	t-CO ₂	—	6,055,757	5,991,602	
	Scope 3	t-CO ₂				* Circled numbers indicate categories.
	① Purchased products/services		—	5,483,494	5,491,686	
	② Capital goods		—	250,511	192,176	
	③ Fuel and energy-related activities not included in Scopes 1 or 2.		—	97,793	92,085	
	④ Transportation, delivery (upstream)		—	118,720	111,449	
	⑤ Waste from business operations		—	60,899	58,524	
	⑥ Travel		—	2,090	2,088	
	⑦ Employer commuting		—	784	931	
	⑪ Use of products sold		—	330	451	
	⑫ Disposal of products sold		—	41,136	42,212	
GHG (CO ₂) emission basic unit	tons/ million yen	—	0.4795	0.4367	* CO ₂ emissions per sales volume, plus Scope 1 and 2	
Scope 1 GHG breakdown	CO ₂	—	8,905	8,206	* In accordance with the Act on Rational Use and Proper Management of Fluorocarbons, we conduct periodic inspection, record and assess leakage. When stores are demolished, CFCs are recovered by specialized contractors.	
	CFCs	—	39,780	38,550		
Energy consumption (internal)	MWh	2,751,068	2,753,816	2,580,209		
Leaked/discharge waste liquid	t	0	0	0		
Biomass plastic used (for ready-to-eat, etc.)	t	—	1,205	1,630		
Ratio of biomass plastic usage (for ready-to-eat, etc.)	%		4.6	6.3		
Toxic waste generated	t	0	0	0		
Waste, recycling	Non-recycled waste generated (total waste)	t	442,721	379,052	342,500	* Figures indicating total waste. (The basis of calculation was changed from individual stores to all stores.)
	(Combustible, waste plastic)	t	189,932	163,566	146,802	
	Waste generated (food)	t	82,910	74,207	71,135	
	Stores engaged in food recycling	stores	3,566	3,639	3,563	
	Food recycling participation	%	47	54.1	56.3	
	Ratio of declined plastic bags	%	30	29.1	28.9	

E Environmental Aspects

Disclosures	Unit	FY2016	FY2017	FY2018	Notes	
Water	Groundwater collected	KL	70,257	77,309	83,392	* Applies to Clear Water Tsunan.
	Amount of collected water sold as drinking water	KL	15,347	18,628	23,651	
	Amount discharged to river	KL	54,910	58,681	59,741	
Supply chain	Aquaculture Stewardship Council (ASC) certification acquisition ratio	%	0	0	0	
	Marine Stewardship Council (MSC) certification acquisition ratio	%	0	0	0	
	Producers of ready-to-eat products: Companies monitoring food loss	companies	91	94	92	
	Producers of ready-to-eat products: Ratio of companies monitoring food loss	%	86	100	100	

S Social Aspects

Disclosures	Unit	FY2016	FY2017	FY2018	Notes	
S: Social Aspects						
Employees*1	Number of employees (non-consolidated)	people	5,584	5,944	6,045	* The number of employees includes regular employees, contract employees, associates, and employees seconded from outside of the company. Does not include employees seconded outside the company, or temporary, casual, or part-time employees.
	Men	people	4,977	5,191	5,081	
	Women	people	607	753	964	
	Ratio of women	%	10.9	12.7	16.3	
	Number of employees (consolidated)	people	16,601	17,777	15,139	* Average age applies to regular employees, contract employees, associates, and employees seconded from outside of the company. Does not include employees seconded outside the company, or temporary, casual, or part-time employees.
	Average age	years	40.2	40.2	40.4	
	Men	years	40.8	40.9	41.1	
	Women	years	36.1	35.9	37.1	
	Length of service	Year	12.3	12.3	12.1	
	Men	Year	12.7	12.8	12.8	
	Women	Year	8.6	8.1	7.8	
	Temporary employees (non-consolidated)	people	3,861	4,564	2,429	
	Men	people	1,883	1,817	915	
	Women	people	1,978	2,747	1,514	
	Ratio of temporary employees	%	40.9%	43.4%	28.7%	
Foreign national employees	people	93	95	126		
Men	people	45	40	55		
Women	people	48	55	71		

*1 Employee data is calculated as of the end of February of each year.

S Social Aspects

Disclosures	Unit	FY2016	FY2017	FY2018	Notes	
Employees* ¹	Employees hired after retirement (age 65 or older)	people	23	35	39	
	Ratio	%	82	90	71	
	New graduates hired	people	183	225	291	
	Men	people	120	143	189	
	Women	people	63	82	102	
	Ratio of women	%	34.3	36.4	35.1	
	Mid-career employees	people	15	68	120	
	Men	people	12	54	79	
	Women	people	3	14	41	
	Ratio of women	%	20	20.6	34.2	
	Resignees/retirees	people	146	555	607	* Also includes contract and associate employees.
	Men	people	105	471	444	
	Women	people	41	84	163	
	Turnover rate	%	5	6.3	5.6	
Managers	people	843	863	731	* Includes regular employees, contract employees, associates, and employees seconded from outside of the company. Does not include employees seconded outside the company, or temporary, casual, or part-time employees.	
Men	people	827	843	708		
Women	people	16	20	23		
Ratio of women	%	1.9	2.3	3.1		
Diversity, work style reform	Employees with disabilities	people	103	136	137	
	Rate of employees with disabilities	%	2.18	2.63	2.66	
	Employees taking a leave of absence for childcare	people	17	29	29	
	Men	people	1	2	5	
	Women	people	16	27	24	
	Rate of returning to work after childcare leave	%	94	91	94.5	
	Men	%	100	100	100	
	Women	%	88	82	89	
	Employees taking paid childcare leave	people	66	121	180	* Paid childcare leave: Sum of SukuSuku Kyuka (short-term childcare leave) and, for male employees, spouse maternity leave. SukuSuku Kyuka (short-term childcare leave) is an annual five-day paid childcare leave available until children reach elementary school age.
	Men	people	63	117	144	
	Women	people	3	4	36	
Employees taking nursing care leave	people	4	7	4		
Men	people	4	6	2		
Women	people	0	1	2		
Rate of taking paid leave	%	36	49.4	54.2		
Total hours worked per year	hours	2,130	2,074	2,041		
Average monthly overtime worked per person	hours	23.40	20.30	18.10		

*1 Employee data is calculated as of the end of February of each year.

S Social Aspects

Disclosures	Unit	FY2016	FY2017	FY2018	Notes	
Safety and hygiene	Occupational accident fatalities	people	0	0	0	
	Occupational accident mortality	%	0	0	0	
	Occupational accident severity rate		0.027	0.027	0.006	
	Occupational accidents	cases	13	23	10	
	Occupational accident frequency rate		0.87	0.56	0.76	
	Employees taking leave for mental health	people	59	65	63	
	Employees taking regular health exams	%	93.6	93.3	92.6	
	Smoking rate	%	35.4	30.4	33.0	
Human resource development, compensation	Dementia Supporter training recipients	people	—	—	100	
	Average training per person	hours	17.9	20.4	17.8	* Average training time was expanded in fiscal 2017 due to longer training for new employees.
	Average annual salary	yen	6,058,568	6,155,641	6,172,088	
Supply chain	Supplier plants receiving audits	companies	—	—	174	* Total JFS plant audits and third-party audits.
	Ready-to-eat product producers inspected	companies	91	94	92	
	Rate of ready-to-eat product producer inspections	%	86	100	100	
CSR activities	CSR expenditures	million yen	—	400	460	* For the breakdown of CSR activity expenditures, see "Overview of main CSR programs" below.
	NPO donations/community investment within this amount	million yen	—	148	170	

Overview of main CSR programs

Category	Percentage of total amount		Representative programs (collaborative organizations)	External beneficiaries		Notes
	2017	2018		2017	2018	
Charitable donation	41%	43%	Myanmar school feeding program (UN WFP)*	Approx. 270,000	Approx. 370,000	* In 2017, the company donated to disaster prevention and mitigation education in Vietnam.
			Water-related disaster preparedness education for children in Thailand (Save the Children Japan)*	Approx. 6,000	Approx. 300	
Community investments	37%	37%	Forest classes for kindergarteners, Kikigaki Koshien (listening and writing), and others (National Land Afforestation Promotion Organization)*	Approx. 3,000	Approx. 13,400	* In 2017, we provided support for environmental and career learning at stores.
			Holding store events to build community ties (Child Store Managers, Children's Cafeteria, and others)	Approx. 70,000	Approx. 1,300	
			Visiting lectures and visits to the company	Approx. 2,000 schools	Approx. 1,200	
			Cooperation in the Bell Mark campaign	Approx. 20,000 schools	Approx. 20,000 schools	
Commercial initiatives	22%	20%	FamilyMart Thank-You Letter Contest and others*	Approx. 30,000	Approx. 40,000	
Total costs	¥400 million	¥460 million				

* Including donation activities for in-store fundraising.

Governance Aspects

Disclosures		Unit	FY2016	FY2017	FY2018	Notes
G: Governance Aspects						
Board of Directors	Number of times held	times	13	20	21	
	Directors	people	9	9	10	* At of the end of each fiscal year
	Female directors out of this total	people	0	0	0	* At of the end of each fiscal year
	Independent, outside directors out of this total	people	2	2	2	* At of the end of each fiscal year
	Average director attendance	%	96.6	95.0	98.1	* Rounded to the first decimal place
Board of Corporate Auditors	Number of times held	times	13	12	12	
	Corporate auditors	people	5	5	5	* At of the end of each fiscal year
	Female auditors out of this total	people	1	1	1	* At of the end of each fiscal year
	Independent, outside auditors out of this total	people	3	3	3	* At of the end of each fiscal year
	Average auditor attendance	%	97.7	96.4	98.5	* Rounded to the first decimal place
Executive compensation	Total compensation	million yen	376	234	328	
Executive Officer	Ratio of female executive officers	%	0	0	0	
Compliance	Total political contributions	yen	0	0	0	
	Regulatory violations in social/economic area	cases	1	0	0	* August 2016: Admonishment under the Subcontract Act
	Whistleblowing/internal reporting	cases	46	39	55	* Includes Circle K Sunkus as of fiscal 2016.
	Rate of compliance e-learning attendance	%	96.3	97.8	100.0	* Rounded to the first decimal place. * Legal/information management training conducted in fiscal 2018.
	Rate of information security e-learning attendance	%	100.0	100.0	100.0	
Amount of taxes paid	Japan	million yen	10,107	4,094	1,029	
	Overseas	million yen	1,144	1,259	1,373	* Data for fiscal 2017 and 2018 include UNY (HK) CO., LIMITED.
	Total	million yen	11,251	5,353	2,402	

GRI Standards Comparison Table

• This report has been prepared in accordance with the GRI Standards “Core” option.

[General Disclosures]

● GRI Standards 100 series (items in common) Core option disclosures are indicated by ☆.

	Disclosures	Pages in this report, or other publications	
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 ☆	Name of the organization	P66 Corporate Information
	102-2 ☆	Activities, brands, products, and services	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life Online: Product Information (https://www.family.co.jp/goods.html)
	102-3 ☆	Location of headquarters	P66 Corporate Information
	102-4 ☆	Location of operations	P66 Corporate Information
	102-5 ☆	Ownership and legal form	P66 Corporate Information
	102-6 ☆	Markets served	P66 Corporate Information
	102-7 ☆	Scale of the organization	P66 Corporate Information
	102-8 ☆	Information on employees and other workers	P66 Corporate Information P70-71 Data: Social Aspects (Employees)
	102-9 ☆	Supply chain	P8 FamilyMart Business Activities and Sustainability Initiatives
	102-10 ☆	Significant changes to the organization and its supply chain	P2 Corporate Message P3-6 Top Message
	102-11 ☆	Precautionary Principle or approach	P16-17 Thorough Risk Management and Compliance P23 Continuous Improvement of Environmental Management System
	102-12 ☆	External initiatives	P9 Sustainability at FamilyMart P24-27 Climate Change Mitigation and Adaptation P68 Supported Initiatives, Main Corporate Memberships
	102-13 ☆	Membership of associations	P68 Supported Initiatives, Main Corporate Memberships
	Strategy		
	102-14 ☆	Statement from senior decision-maker	P3-6 Top Message
	102-15	Key impacts, risks, and opportunities	P3-6 Top Message P8 FamilyMart Business Activities and Sustainability Initiatives P16-17 Thorough Risk Management and Compliance
Ethics and integrity			
102-16 ☆	Values, principles, standards, and norms of behavior	P2 Corporate Message P9 Sustainability at FamilyMart P16-18 Thorough Risk Management and Compliance / Respect for Human Rights	
102-17	Mechanisms for advice and concerns about ethics	P16-18 Thorough Risk Management and Compliance / Respect for Human Rights	

GRI Standards Comparison Table

[General Disclosures]

● GRI Standards 100 series (items in common) Core option disclosures are indicated by ☆.

	Disclosures		Pages in this report, or other publications
GRI 102: General Disclosures 2016	Governance		
	102-18 ☆	Governance structure	P14-15 Enhancing Corporate Governance
	102-19	Delegating authority	P9 Sustainability at FamilyMart P14-15 Enhancing Corporate Governance P23 Continuous Improvement of Environmental Management System
	102-20	Executive-level responsibility for economic, environmental, and social topics	P9 Sustainability at FamilyMart P14-15 Enhancing Corporate Governance P23 Continuous Improvement of Environmental Management System
	102-21	Consulting stakeholders on economic, environmental, and social topics	P12-13 Stakeholder Engagement
	102-22	Composition of the highest governance body and its committees	P14-15 Enhancing Corporate Governance
	102-23	Chair of the highest governance body	P14-15 Enhancing Corporate Governance
	102-24	Nominating and selecting the highest governance body	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-25	Conflicts of interest	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-26	Role of highest governance body in setting purpose, values, and strategy	P9 Sustainability at FamilyMart P14-15 Enhancing Corporate Governance P23 Continuous Improvement of Environmental Management System
	102-27	Collective knowledge of highest governance body	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-28	Evaluating the highest governance body's performance	P14-15 Enhancing Corporate Governance
	102-29	Identifying and managing economic, environmental, and social impacts	P9 Sustainability at FamilyMart P10-12 Material Issues (Materialities) Related to Sustainability P14-15 Enhancing Corporate Governance P23 Continuous Improvement of Environmental Management System
	102-30	Effectiveness of risk management processes	P9 Sustainability at FamilyMart P14-15 Enhancing Corporate Governance P16-19 Thorough Risk Management and Compliance / Respect for Human Rights P23 Continuous Improvement of Environmental Management System
	102-31	Review of economic, environmental, and social topics	P9 Sustainability at FamilyMart P14-15 Enhancing Corporate Governance P23 Continuous Improvement of Environmental Management System
102-32	Highest governance body's role in sustainability reporting	P1 Editorial Policy	
102-33	Communicating critical concerns	P16-17 Thorough Risk Management and Compliance	
102-34	Nature and total number of critical concerns	P18 Hotline Usage (Fiscal 2018)	

GRI Standards Comparison Table

[General Disclosures]

● GRI Standards 100 series (items in common) Core option disclosures are indicated by ☆.

	Disclosures		Pages in this report, or other publications
GRI 102: General Disclosures 2016	102-35	Remuneration policies	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-36	Process for determining remuneration	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-37	Stakeholders' involvement in remuneration	WEB Corporate Governance Report (https://www.family.co.jp/english/ir/governance.html)
	102-38	Annual total compensation ratio	P72 Data: Social Aspects (Human resource development, compensation) P73 Data: Governance Aspects (Executive compensation)
	102-39	Percentage increase in annual total compensation ratio	P73 Data: Governance Aspects (Executive compensation)
	Stakeholder engagement		
	102-40 ☆	List of stakeholder groups	P12-13 Stakeholder Engagement
	102-41 ☆	Collective bargaining agreements	Online: 38th Annual Securities Report (https://www.family.co.jp/content/dam/family/ir/library/securities_reports/1902_yuho.pdf)
	102-42 ☆	Identifying and selecting stakeholders	P12-13 Stakeholder Engagement
	102-43 ☆	Approach to stakeholder engagement	P12-13 Stakeholder Engagement
	102-44 ☆	Key topics and concerns raised	P12-13 Stakeholder Engagement
	Reporting practice		
	102-45 ☆	Entities included in the consolidated financial statements	P66 Corporate Information
	102-46 ☆	Defining report content and topic Boundaries	P1 Editorial Policy
	102-47 ☆	List of material topics	P10-11 Material Issues (Materialities) Related to Sustainability
	102-48 ☆	Restatements of information	N/A
	102-49 ☆	Changes in reporting	P10-11 Material Issues (Materialities) Related to Sustainability
	102-50 ☆	Reporting period	P1 Editorial Policy
	102-51 ☆	Date of most recent report	P1 Editorial Policy
	102-52 ☆	Reporting cycle	P1 Editorial Policy
	102-53 ☆	Contact point for questions regarding the report	P1 Editorial Policy
	102-54 ☆	Claims of reporting in accordance with the GRI Standards	P1 Editorial Policy P74-85 Data: GRI Standards Comparison Table
	102-55 ☆	GRI content index	P74-85 Data: GRI Standards Comparison Table
	102-56 ☆	External assurance	Online: Third-Party Verification (https://www.family.co.jp/sustainability/material_issues/environment/carbon.html)

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

Material issues identified by the company correspond to material topics of the GRI Standards as follows.

The "GRI Standards Comparison Table" includes both material issues (labeled with ★) and certain related items.

Materiality	Material Aspects in GRI Standards
Materiality 1: Contributing to the future of the earth and its regions through environmental awareness	GRI 201: Economic Performance GRI 302: Energy GRI 306: Effluents and Waste GRI 301: Materials GRI 305: Emissions GRI 307: Environmental Compliance
Materiality 2: Evolving as a regional revitalization base close to people	GRI 203: Indirect Economic Impacts GRI 413: Local Communities
Materiality 3: Creating safe and reliable products and services to bring convenience and richness to everyday life	GRI 416: Customer Health and Safety GRI 419: Socioeconomic Compliance GRI 417: Marketing and Labeling
Materiality 4: Working with suppliers to pursue a sustainable supply chain	GRI 308: Supplier Environmental Assessment GRI 416: Customer Health and Safety GRI 419: Socioeconomic Compliance GRI 414: Supplier Social Assessment GRI 417: Marketing and Labeling
Materiality 5: Building a motivating work culture with driven employees	GRI 401: Employment GRI 404: Training and Education GRI 403: Occupational Health and Safety GRI 405: Diversity and Equal Opportunity

[Materiality Items] Materiality items are indicated by ★.

● 200 series (Economic Standards)

	Disclosures		Pages in this report, or other publications
★Economic Performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Online: 38th Annual Securities Report (https://www.family.co.jp/content/dam/family/ir/library/securities_reports/1902_yuho.pdf)
	201-2	Financial implications and other risks and opportunities due to climate change	P24-27 Climate Change Mitigation and Adaptation
	201-3	Defined benefit plan obligations and other retirement plans	Online: 38th Annual Securities Report (https://www.family.co.jp/content/dam/family/ir/library/securities_reports/1902_yuho.pdf)
	201-4	Financial assistance received from government	N/A
Market Presence			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
	202-2	Proportion of senior management hired from the local community	—

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 200 series (Economic topics)

	Disclosures		Pages in this report, or other publications
★Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P34-41 Evolving as a Regional Revitalization Base Close to People
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	P34-41 Evolving as a Regional Revitalization Base Close to People P72 Data: Social Aspects (CSR Activities)
	203-2	Significant indirect economic impacts	P34-41 Evolving as a Regional Revitalization Base Close to People
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	—
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	P16-19 Thorough Risk Management and Compliance
	205-2	Communication and training about anti-corruption policies and procedures	P16-19 Thorough Risk Management and Compliance
	205-3	Confirmed incidents of corruption and actions taken	P73 Data: Governance Aspects (Compliance)
Anti-competitive Behavior			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A

● 300 series (Environmental topics)

	Disclosures		Pages in this report, or other publications
★Materials			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P23 Continuous Improvement of Environmental Management System P28-29 Reduction of Food Wastage P30-33 Use of Sustainable Resources
GRI 301: Materials 2016	301-1	Materials used by weight or volume	—
	301-2	Recycled input materials used	P28-29 Reduction of Food Wastage P30-33 Use of Sustainable Resources P69 Data: Environmental Aspects (Waste, Recycling)
	301-3	Reclaimed products and their packaging materials	P28-29 Reduction of Food Wastage P30-33 Use of Sustainable Resources P69 Data: Environmental Aspects (Waste, Recycling)

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 300 series (Environmental topics)

	Disclosures		Pages in this report, or other publications
★Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P23 Continuous Improvement of Environmental Management System P24-27 Climate Change Mitigation and Adaptation
GRI 302: Energy 2016	302-1	Energy consumption within the organization	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	302-2	Energy consumption outside of the organization	—
	302-3	Energy intensity	—
	302-4	Reduction of energy consumption	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	302-5	Reductions in energy requirements of products and services	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	P23 Continuous Improvement of Environmental Management System P30-33 Use of Sustainable Resources, Elimination of Environmental Pollution
	303-2	Management of water discharge-related impacts	P23 Continuous Improvement of Environmental Management System P30-33 Use of Sustainable Resources, Elimination of Environmental Pollution
	303-3	Water withdrawal	P70 Data: Environmental Aspects (Water)
	303-4	Water discharge	P70 Data: Environmental Aspects (Water)
	303-5	Water consumption	P23 Continuous Improvement of Environmental Management System P30-33 Use of Sustainable Resources, Elimination of Environmental Pollution
Biodiversity			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
	304-2	Significant impacts of activities, products, and services on biodiversity	—
	304-3	Habitats protected or restored	—
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 300 series (Environmental topics)

	Disclosures		Pages in this report, or other publications
★Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P23 Continuous Improvement of Environmental Management System P24-27 Climate Change Mitigation and Adaptation
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	305-2	Energy indirect (Scope 2) GHG emissions	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	305-3	Other indirect (Scope 3) GHG emissions	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	305-4	GHG emissions intensity	P69 Data: Environmental Aspects (Climate Change)
	305-5	Reduction of GHG emissions	P24-27 Climate Change Mitigation and Adaptation P69 Data: Environmental Aspects (Climate Change)
	305-6	Emissions of ozone-depleting substances (ODS)	P69 Data: Environmental Aspects (Climate Change)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
★Effluents and Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P23 Continuous Improvement of Environmental Management System P30-33 Use of Sustainable Resources, Elimination of Environmental Pollution
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	P70 Data: Environmental Aspects (Water)
	306-2	Waste by type and disposal method	P69 Data: Environmental Aspects (Waste, Recycling)
	306-3	Significant spills	N/A
	306-4	Transport of hazardous waste	N/A
	306-5	Water bodies affected by water discharges and/or runoff	N/A

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 300 series (Environmental topics)

	Disclosures		Pages in this report, or other publications
★Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P23 Continuous Improvement of Environmental Management System
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	P69 Data: Environmental Aspects (Environmental Management Compliance)
★Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P50-51 Building Responsible Supply Chain Management / Promoting Sustainable Raw Material Sourcing
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	—
	308-2	Negative environmental impacts in the supply chain and actions taken	P50-51 Building Responsible Supply Chain Management / Promoting Sustainable Raw Material Sourcing P70 Data: Environmental Aspects (Supply Chain)

● 400 series (Social topics)

	Disclosures		Pages in this report, or other publications
★Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P56-65 Building a Motivating Work Culture with Driven Employees
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	P62-63 Human Resource Development and Training P71 Data: Social Aspects (Employees)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
	401-3	Parental leave	P60-61 Promoting Work-Life Balance and Workstyle Reform P71 Data: Social Aspects (Diversity, Work Style Reform)
Labor/Management Relations			
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	—

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 400 series (Social topics)

	Disclosures		Pages in this report, or other publications
★Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-2	Hazard identification, risk assessment, and incident investigation	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-3	Occupational health services	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-4	Worker participation, consultation, and communication on occupational health and safety	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-5	Worker training on occupational health and safety	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-6	Promotion of worker health	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P64-65 Creating a Safe, Healthy, and Comfortable Workplace Environment
	403-8	Workers covered by an occupational health and safety management system	—
	403-9	Work-related injuries	P72 Data: Social Aspects (Safety and Health)
	403-10	Work-related ill health	P72 Data: Social Aspects (Safety and Health)
★Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P62-63 Human Resource Development and Training
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	P72 Data: Social Aspects (Human Resource Development, Compensation)
	404-2	Programs for upgrading employee skills and transition assistance programs	P62-63 Human Resource Development and Training
	404-3	Percentage of employees receiving regular performance and career development reviews	—
★Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P57-59 Promotion of Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P57-59 Promotion of Diversity and Inclusion P70-71 Data: Social Aspects (Employees) P73 Data: Governance Aspects (Board of Directors, Board of Corporate Auditors)
	405-2	Ratio of basic salary and remuneration of women to men	—

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 400 series (Social topics)

	Disclosures		Pages in this report, or other publications
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	P18 Thorough Risk Management and Compliance
Freedom of Association and Collective Bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—
Child Labor			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	N/A
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
Security Practices			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	—
Rights of Indigenous Peoples			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	N/A
Human Rights Assessment			
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	—
	412-2	Employee training on human rights policies or procedures	—
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—
★Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P34-41 Evolving as a Regional Revitalization Base Close to People
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	P34-41 Evolving as a Regional Revitalization Base Close to People
	413-2	Operations with significant actual and potential negative impacts on local communities	N/A

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 400 series (Social topics)

	Disclosures		Pages in this report, or other publications
★Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P50-51 Building Responsible Supply Chain Management / Promoting Sustainable Raw Material Sourcing
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	—
	414-2	Negative social impacts in the supply chain and actions taken	P50-51 Building Responsible Supply Chain Management / Promoting Sustainable Raw Material Sourcing P72 Data: Social Aspects (Supply Chain)
Public Policy			
GRI 415: Public Policy 2016	415-1	Political contributions	N/A
★Customer Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life P52-55 Our Responsibility to Provide Safe and Reliable Products
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life P52-55 Our Responsibility to Provide Safe and Reliable Products
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
★Marketing and Labeling			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life P52-55 Our Responsibility to Provide Safe and Reliable Products
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life P52-55 Our Responsibility to Provide Safe and Reliable Products
	417-2	Incidents of non-compliance concerning product and service information and labeling	Online: Apology and notice regarding use of seasonings past their best-by date (https://www.family.co.jp/company/news_releases/2018/20180404_99.html)
	417-3	Incidents of non-compliance concerning marketing communications	N/A
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A

GRI Standards Comparison Table

[Materiality Items] Materiality items are indicated by ★.

● 400 series (Social topics)

	Disclosures		Pages in this report, or other publications
★Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	P8 FamilyMart Business Activities and Sustainability Initiatives
	103-2	The management approach and its components	P9 Sustainability at FamilyMart
	103-3	Evaluation of the management approach	P42-47 Creating Safe and Reliable Products and Services to Bring Convenience and Richness to Everyday Life P52-55 Our Responsibility to Provide Safe and Reliable Products
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	P73 Data: Governance Aspects (Compliance)

United Nations Global Compact Comparison Table

	Principle		Pages in this report
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	P9 Sustainability at FamilyMart P16-19 Thorough Risk Management and Compliance / Respect for Human Rights
	Principle 2	make sure that they are not complicit in human rights abuses.	P48-55 Working with Suppliers to Pursue a Sustainable Supply Chain P56-65 Building a Motivating Work Culture with Driven Employees
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	P9 Sustainability at FamilyMart
	Principle 4	the elimination of all forms of forced and compulsory labour;	P16-19 Thorough Risk Management and Compliance / Respect for Human Rights
	Principle 5	the effective abolition of child labour and	P48-55 Working with Suppliers to Pursue a Sustainable Supply Chain
	Principle 6	the elimination of discrimination in respect of employment and occupation.	P56-65 Building a Motivating Work Culture with Driven Employees
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	P9 Sustainability at FamilyMart
	Principle 8	undertake initiatives to promote greater environmental responsibility and	P22-33 Contributing to the Future of the Earth and Its Regions through Environmental Awareness
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	P68 Supported Initiatives, Main Corporate Memberships
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	P9 Sustainability at FamilyMart P16-19 Thorough Risk Management and Compliance / Respect for Human Rights