



DE&I Code of Conduct

In light of changes occurring throughout societal environments, the “Diversity & Inclusion (D&I) Action Guideline” that we established in 2021 has been reviewed and revised as the new “DE&I Code of Conduct.” Based on this Code of Conduct, we will continue and strengthen specific initiatives as detailed below.

Promoting the Active Participation of Women

Goal

By fiscal year 2030, increase the number of female managers by at least three, aiming to have more than five.

Specific Initiatives

(1) Enhance Career Awareness

- Facilitate career development by conducting early training in anticipation of life events.
- Conduct training and seminars encouraging demonstration of strengths

(2) Create a Comfortable Work Environment

- Establish systems that support returning to work after life events
Enhance childcare and nursing care-related systems and employee welfare programs, etc.
- Foster a workplace culture where women are able to thrive through management education

Employment of Older Aged and Disabled Persons

Specific Initiatives

(1) Employment of Older Aged Persons

- Provide training and seminars for senior employees regarding career development, including post-retirement

(2) Employment of Persons with Disabilities

- Advance Initiatives to comply with legally mandated employment rates
- Promote understanding among all employees and provide reasonable consideration tailored to individual disabilities

Enhance Work Fulfillment

Goal

- Reduce long working hours by improving productivity
- Promote various ways to take time off (annual paid leave, seasonal leave, wellness leave; Set a target of taking at least 8 days of leave annually.)

Specific Initiatives

(1) Work Styles

- Organizational management and human resources development to balance work load and enhance productivity
- Ensure operation and penetration of a personnel evaluation system that assesses accomplishments
- Enhance efficiency by accelerating business reform and DX promotion

(2) Ways of Taking Leave

- Monitor vacation utilization regularly and strengthen and continue measures to promote employees to take leave
Encourage taking leave over consecutive holidays, etc.
- Promote childcare leave among male employees

(3) Human Resources Development

- Establish mechanisms where diverse human resources are able to feel growth and have their contributions recognized
- Implement skill development measures to achieve the desired qualities for human resources

(4) Monitoring

- Conduct quarterly engagement surveys and maintain the PDCA cycle

Respect for Diversity

Goal

Reform individual awareness and workplace culture to create an environment where diverse human resources can flourish

Specific Initiatives

- Continue Internal Control & Compliance Awareness Month, educating and raising awareness among employees
- Continue training on harassment prevention
- Promote understanding, conduct seminars on unconscious bias and LGBTQ
- Establish mechanisms where diverse human resources can feel they are making a contribution

Promotion of Health

Goal

- Health checkups: Attendance rate 100%
- Specified health guidance: Guidance provided to all applicable individuals

Specific Initiatives

(1) Health Checkups

- Notify those who have not undergone health checkups and their supervisors of obligation to do so, and ensure full participation

(2) Cerebrovascular and Cardiovascular Diseases

- Ensure specified health guidance aimed at improving lifestyle habits

(3) Support for Balancing Treatment and Work / Creating a Workplace Free from Health Concerns

- Establish work and leave systems to support balance during treatment
Set up systems and consultation desks to address daily health concerns (infertility, menopause treatment, etc.)

(4) Mental Disorders

- Establish and implement mental health support systems for prevention
Provide line care training, counseling desks, etc.
- Continue to conduct mental health checks