

Initiatives to Promote the Advancement of Female Employees: 2nd Action Plan Report

1. Implementation period

Apr 1st 2020 to Mar 31st 2024 (4 years)

2. Targets and Results

| No | Specific targets | Results |
|----|--|----------------|
| 1 | For women to make up 10% of (E-class) managers | FY 2023: 8.8% |
| 2 | For women to take over 70% of their allocated paid leave | FY 2004: 72.8% |

3. Initiative details and results

| No | Initiative Theme | Details | Progress Report |
|----|---|--|--|
| 1 | Developing efforts to encourage women to challenge for managerial positions and raising awareness of the need to champion more advanced roles for women | <p>Nippon Kayaku's human resources evaluation system is centered upon "position class" and work duties, as opposed to age, gender or educational background. Our system for managerial appointments is also free from gender-bias, allowing anyone to volunteer for the chance to step up.</p> <p>However, it is important for each company workplace to both properly understand and operate this system. That's why hold regular training sessions on this system, and sessions targeting mid-level employees in our bid to enable more women to challenge for management jobs.</p> <p>We are also setting up training sessions for newly-appointed managers which strive to cultivate a reappraisal of traditional gender-based attitudes to job allocation, and to raise awareness of promoting more advanced roles for women.</p> | <p>Human resource system seminars held in every company workplace</p> <p>Seminars set up for mid-level employees; efforts made to cultivate awareness of promoting more advanced roles for women</p> <p>Seminars set up for newly-appointed managers; efforts made to cultivate awareness of promoting more advanced roles for women</p> |
| 2 | The establishment of fair and equitable recruitment | <p>Greater involvement of female interviewers</p> <p>A PR campaign promoting job opportunities for females, aimed at potential applicants (particularly those in the technical and sales fields).</p> | <p>Making the greatest use possible of female interviewers to establish a fairer recruiting and selection process</p> <p>Inserting female worker success stories into company information sessions and introductory videos as part of a PR campaign to portray Nippon Kayaku as a place</p> |

| | | | where women can succeed |
|---|--|--|---|
| 3 | Expanding job opportunities for women and supporting their work-life balance | <p>Support for a women's network, including specific networking events</p> <p>Support for inter-departmental female networking events, which help us motivate women to challenge for management jobs.</p> <p>Raising awareness of the internal company support system for work-life balance open to female employees</p> | <p>Feb 2023: Lecture on women's health given at the Fukuyama Plant</p> <p>Mar 2024: Unconscious bias training delivered at the Tokyo Plant</p> <p>Specific initiatives discussed at a human resource managers' workshop, including seminars on the promotion of women's roles and awards for model achievements in next-generation development support.</p> |