

Mandom awarded top 3-star ranking as Osaka City's Leading Company in Women's Advancement

Mandom Corporation (head office: Osaka City, President Executive Officer & Director: Ken Nishimura, hereinafter referred to as "Mandom") was granted certification by the City of Osaka on June 1, 2022 as a "Leading Company Promoting Women's Advancement (3 Star)." ."



We are trying to build an organizational system that embodies diversity and inclusion in order to retain human resources with diverse attributes and value systems, and enable them to reach their full potential.

The five Mandom Principles announced in May 2017 are a code of conduct that is followed by all Mandom personnel at all times and include "Active Employee Engagement" and "Human Assets"; every day we are engaged in thoughtful action in this area.

Mandom has initiated strong programs to promote women's advancement in its corporate activities. To enhance motivation and job satisfaction of female employees, Mandom actively deploys women throughout the company. It has stepped up the training of female would-be management, for example by encouraging female employees' participation in cross-sector career design forum and promoting overseas assignments. Meanwhile, Mandom assists the participation of men in homemaking activities, which is a key instrument in realizing the advancement of women. A short-term paternal leave system with salary guarantee has been introduced, and a discussion between HR, line manager and employee is conducted followed by a mandatory submission of a paternal leave plan. Out of 19 male employees who became eligible for the leave in 2021, to date, 18 have taken their paternal leave. Employees who are on parental leave, whether male or female, have voluntary access to a company PC, which can be used to receive training contents distributed by Mandom, copies of the company newsletter and videos of speeches made by executives, all in aid to smooth their return to the workplace after their period of parental leave.

Based on the idea of "Aiming to realize HAPPY for individuals and companies," we will work to improve the system and foster a workplace culture in order to create a workplace where all employees can play an active role and are more rewarding to work.



Action plan for promoting women's participation

In April 2016, a Japanese law took effect, which obliges large companies and local and central governments to set numerical targets for hiring and promoting women. Mandom understands that promotion of women is an important theme that draws expectations and demands from a broad range of players in the society. Accordingly, this theme has been reflected in one of the CSR Material Issues for the Mandom Group - "Achieving employee satisfaction (ES) and diversity." In line with the objectives and purposes of the law, Mandom will develop and execute a phased action plan to help realize a society where women are promoted and encouraged to exercise their individuality and unleash their full potential. We will also disclose our actions and keep the information up to date through the official website of Ministry of Health, Labor and Welfare below.

Mandom's efforts also include establishing an employment environment allowing employees to balance work and child-rearing based on the Act on Advancement of Measures to Support Raising Next-Generation Children, and establishing diverse working conditions inclusive of employees who are not raising children. For details, see the page on our Decent Work and Work-Life Balance initiatives.

- MHLW official website:

Mandom's page with details of its private-sector company action plan in line with Women's Advancement Promotion Law

<https://positive-ryouritsu.mhlw.go.jp/positivedb/detail?id=454>

About the City of Osaka's Certification of Leading Company Promoting Women's Advancement

The City of Osaka started this certification project with the aim of giving public recognition to companies that promote the advancement of women in their workplace thereby promoting activities to this effect in wider society. Companies have to meet set criteria to receive certification in recognition of their effort in creating an organization where motivated women can continue to participate positively, in providing support to work-life balance, and in promoting the participation of men in homemaking activities.

As of June 1, 2022, 697 certificates have been issued: 12 3-star, 500 2-star and 185 1-star awards.

- City of Osaka website

<https://www.city.osaka.lg.jp/shimin/page/0000282105.html#ninsho>

Related News Release

- Mandom granted "Kurumin" Certification

https://www.mandom.co.jp/en/release/pdf/2019112202_en.pdf