

Employee Health, Diversity and Inclusion

(Related SDGs)



Health management initiatives

In April 2016, the Group established the MTPC Group Health Policy based on its corporate philosophy, vision, and Corporate Behavior Charter and is promoting activities related to employee health effectively and appropriately.

MTPC Group Health Policy

1. We will strive to maintain our own health so that we can contribute to the health of people around the world.
2. We will leverage our own capabilities and advance the establishment of an environment in which we can work energetically.

In fiscal 2018, we were recognized for the third consecutive year under the “Outstanding Enterprise in Health and Productivity Management White 500” (large enterprise category), a recognition system that is promoted by the Ministry of Economy, Trade and Industry. The Company’s evaluations in the categories of “systems/policy implementation” and “evaluation/improvement” improved from the previous year, and it has received the highest evaluation in the industry, particularly in the category of “measures and policies not limited to risk holders.”



Actively utilizing diverse human resources

The Group has positioned its approach to diversity and inclusion as one of its management strategies. We have organized that approach into the Diversity Promotion Circle, and we are advancing initiatives on that basis.

The Diversity Promotion Circle has the objective of leveraging diverse human resources and maximizing results and the Company develops those human resources to maximize the potential of diverse employees, establishes systems and frameworks that make it easy for diverse employees to do their jobs, and provides opportunities for a diverse range of people. Managers implement diversity management to draw on the capabilities of diverse employees and maximize results, and each employee generates synergies.

In regard to diversity, we take into account both visible diversity (gender, sexual orientation and gender identity (including LGBT¹), age, career background, nationality, disability status, time restrictions due to childcare, nursing care, etc.) and non-visible diversity (knowledge, skills,

experiences, values, ways of thinking, etc.). By appreciating these differences and leveraging them, we seek to maximize our results.

In fiscal 2018, all employees undertook e-learning compliance training and departmental training based on the themes of diversity promotion and LGBT. We continued to implement nursing care seminars and www28 training (www: an abbreviation for Win-Win- Woman), which considers the careers of women who have not yet experienced such life events as marriage and childbirth. As a so-called “Ikuboss”-related measure to encourage subordinates to fulfill both work and personal matters, we fostered awareness of men’s participation in childcare and child-care leave through the distribution of folded triangular shaped signs that describe the Ikuboss Declaration and holding of the Ikuboss Award to commend the company’s best practices.

On the system side, we revised the rules of employment by adding harassment-related behavior and made them subject to disciplinary action. Specifically, the declaration clearly states that sexual harassment includes sexual orientation such as LGBT, discrimination and harassment based on sexual identity, and that maternity and paternity harassment^{2,3} are also subject to disciplinary action. The declaration was widely distributed through compliance and harassment prevention guidebooks.

- 1 LGBT is an acronym for L: lesbian, G: gay, B: bisexual, T: transgender, and is a generic term for a sexual minority.
- 2 Maternity harassment is workplace discrimination against women due to pregnancy and the need to provide childcare.
- 3 Paternity harassment is workplace discrimination against fathers who have taken paternal leave to help with childcare.

Diversity promotion circle

