

Mandom Corporation Introduces the Teleworking System as Part of Working Style Reform.

- Aiming to Achieve HAPPY for Both Employees and Society -

Mandom Corporation (Headquarters, Osaka; President Executive Officer & Director, Motonobu Nishimura; hereinafter referred to as “Mandom”) has been addressing activities to balance work and life for its employees since fiscal year 2008 with the aim of building a company where employees can work actively for a long time.

Mandom set the goal of enhancing work and life balance and of achieving the sustainable growth of the Company and introduced the Teleworking System from April 1, 2017 for employees who have specific restrictions on their worksites and working hours, as Promotion of Teleworking, which is part of the Working Style Reform.

This system will reduce the commuting time and stress of employees so that each employee can exercise their abilities to a maximum and thereby increase operation quality and productivity and increase the effectiveness of working.

Employees can make good use of the time generated by working effectively and the Company can gain higher results through increased productivity. In addition, under the situation where the number of working people is decreasing, if diversified working styles are approved, it results in securing excellent human resources and it enables the Company to grow in a sustainable way.

Mandom continues to build a working environment, which is work-friendly for every diversified employee and where employees can show their abilities to a maximum and can work with satisfaction.

□ Outline of the Telecommuting System

(1) Start date

·April 1, 2017

(2) Subject persons

·Regular employee with service of one year and longer

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- Persons corresponding to any of the following persons
  - Persons who are nursing a child(ren) until the age of graduating from elementary school
  - Pregnant women
  - Persons subject to the Rules for Leave or Working for Nursing Care
- Persons who are in the reinstatement period from the treatment period and leave for injuries and illness approved by the industrial physician
- Persons who are granted an identification booklet for the physically handicapped
- Other persons who are specially approved by the Company

### (3) Operation

- Worksite shall be the home or residence of the employee's family for which an application has been made to the Company in advance.
- The telecommuting day shall be a half day or one day up to five days in total in a month.
- Working hours shall be the specified working hours per day between from 8:00 am to 8:00 pm.

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