

## Mandom certified as an “Osaka City” s Leading Company in Women’ s Advancement” for FY 2022

### Received the Award of Excellence in the large companies category as a Mayor commendation

Mandom Corporation (Head office: Osaka City, President Executive Officer: Ken Nishimura, hereinafter referred to as Mandom) was awarded the Award of Excellence in the large companies category as a Mayor commendation of the certification project for Osaka City’s Leading Company in Women’s Advancement for FY 2022, and it received the award today from Osaka City.



Award ceremony

Osaka City’s Leading Company in Women’s Advancement is a project to certify, based on certain criteria, companies, etc. that actively promote “creating of an organization in which motivated women can continue to actively participate,” “supporting of a good work-life balance,” and “active male engagement in home life” so that such companies, etc., and by extension, the efforts that they are making, may be given social recognition. In June 2022, Mandom received the Three-Star Certification, the highest ranking.

#### ■ Why Mandom received the Award of Excellence

· Mandom’s basic policy regarding HR reassignments includes actively appointing women to managerial positions so as to improve the women-to-men ratio in managerial positions as well as to cultivate female executives, and the company encourages appropriate appointment of women to



executive management positions with authority to make HR decisions and to executive officers of business domains. The company has also set quantitative targets for appointing “women in section chief and similar positions one step before managerial positions,” and it has announced them both internally and externally. The number of women in positions of or equivalent to section chief and the ratio of female managers have both improved for three consecutive years, and such increase in the number of role models is serving to increase motivation among female employees.

- To support good balance between childrearing and work and promote flexible working styles, Mandom has introduced a mechanism where pre-maternity/childcare leave interviews participated in by the employee, the employee’s supervisor, and an HR representative are conducted, and a childcare leave plan for the employee taking the childcare leave is submitted by the supervisor of such employee. The company has made balancing childrearing and work easier by allowing employees to choose from options, including work-from-home and flexible non-consecutive hours, resulting in more women choosing to work longer hours, such as switching from reduced hours to full-time.

Mandom promotes the realization of an organizational structure that is diverse and inclusive in order to secure human assets with varying attributes and core values and to ensure that each employee is allowed to maximize their potential. In addition, the five Mandom Principles were announced in May 2017 as a code of conduct that is followed by all Mandom employees at all times, and they include “Active Employee Engagement” and “Human Assets.”

## ■ Mandom’s main initiatives to promote active participation of women

### ① Supporting of a good work-life balance

- Mandom promotes flexible working styles by introducing a work-from-home system and a flextime system with no core hours.
- Leave for caring for children is all paid, which goes above and beyond the legal standard, and can be taken even when the child is home due to temporary school closures, etc.
- If an employee’s spouse (including those employed in other organizations) is to stay overseas for six months or longer for work or study abroad, and the employee is to accompany the spouse, Mandom offers a system in which such employee is allowed to take a leave of absence for up to three years.

\* Due to the efforts regarding promotion of flexible working styles and support for work-life balance as mentioned above, a total of 14 female employees shifted from reduced hours to full-time work between April 2020 and October 2022.

## ② Launching initiatives for active male engagement in home life

- Mandom has mandated meetings participated in by an employee with a spouse about to give birth, the employee's superior, and the Human Resources Div. to explain the details of the childcare leave. To encourage male employees to take childcare leave, Mandom has adopted a system in which the childcare leave plan is submitted by the employee's superior. By promoting male employees' active engagement in home life and childrearing, Mandom aims to enhance understanding for female employees who work while raising children.

\* Childcare leave taken by male employees (results for this fiscal year)

Of the seven eligible employees, six have already taken the leave and one is scheduled to take it, resulting in a 100% childcare leave uptake rate.

## ③ Creating of an organization in which motivated women can continue to actively participate

- Mandom holds women's career design forums in which female employees from different industries participate. The purpose of these forums is to provide an opportunity for female Mandom employees to meet female employees from different industries, gain hints from diverse career tracks and core values, broaden their horizons, and think about their own careers.
- Mandom includes active appointment of women to key management position in the basic policy for HR reassignment so as to encourage appointment of women in various business domains.

(Related releases)

- Mandom receives the "Kurumin" certification

<https://www.mandom.co.jp/release/pdf/2019112202.pdf>

- Mandom receives the Three-Star Certification, the highest ranking, of Osaka City's Leading Company in Women's Advancement

<https://www.mandom.co.jp/release/2022060201.html>

(Related information)

- Award of Excellence in the large companies category as a Mayor commendation for Osaka City's Leading Company in Women's Advancement for FY 2022

<https://www.city.osaka.lg.jp/shimin/page/0000591457.html>