

【Provisional】

“Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine” .

As male leaders, we declare that we will implement the initiatives below to increase the motivation of a wide variety of women and make it possible for them to utilize their abilities maximally.

Taking actions and sending messages ourselves

- ✓ We will set goals as to the promotion of women in our company, carry out measures to achieve the goals, regularly ascertain and make public the state of progress in achieving them, and continuously improve the measures being made.
- ✓ We will send our messages to the whole society, in our own words, about how important women’s contribution is to our company.
- ✓ We will change the mindset of male middle managers in our company by sending the message that different view creates better values in an organization.
- ✓ We will confirm that women are participating in all of the opportunities that we are involved in, and emphasize the importance of their participation.

Disrupting the status quo

- ✓ We will support women in our company so that they can play important roles by actively discovering talented personnel, developing their abilities, and promoting them. In order to do so, we will use every chance to ask the questions below and advance changes in the mindset in the whole organization.
 - “Why are there no women?”
 - “Why are women 30% or less?”
 - “Why isn’t the ratio of men to women fifty-fifty (50:50)?”
- ✓ We will remove impediments to women’s success and promote changes in the ways men and women work by confirming whether or not there is a way to make work patterns more flexible.
- ✓ We will verify based on data whether or not women are continuing their careers while also experiencing various life events, systematically provide opportunities for their capacity development, and continue to offer them support.
- ✓ We will communicate to our company’s suppliers and partner companies how important promoting women’s participation is, encourage and support them to promote women’s active roles.

Developing networking

- ✓ We will expand the network of male leaders who will promote women’s active roles and share good practices. We will also support the creation of networks of active women and collaborate with them.

【June 27th,2014】