

Diversity, Equity & Inclusion (DEI)

Aiming to be a company where all employees can work comfortably while valuing their individuality, the Sanyo Chemical Group promotes “DEI (Diversity, equity & inclusion)” to reform work styles, diversify its workforce, and create a work environment that respects and accepts all human rights and diverse values and allows employees to thrive. To promote DEI, the perspective of equity is more important as it leads to the valuing of individuality. We will contribute to the creation of a sustainable society by combining diversifying needs with the ideas and skills of each individual to create added value.

Targets and Results

Measure	Contents and items	Target value (deadline)	FY2023 results
Overall DEI promotion	Confirmation of various initiatives	D&I AWARD 2023 (highest rank certification)	Certified
Empowerment of women	(1) Female leader ratio (2) Female manager ratio (3) Female director ratio (4) Ratio of male childcare leave takers	(1) 15% or more (FYE2023) (2) 6% or more (FYE2023) (3) 30% or more (FYE2030) (4) 100% (FYE2025)	(1) 15.3%*1 (2) 4.9%*1 (3) 22.2%*1 (4) 92.4%*2
LGBTQ	Raise awareness internally and externally	PRIDE Index 2023 (Gold certification)	Certified (5th consecutive year)
People with disabilities	(1) Support for continued employment (2) Employment rate	(1) Build a system (FYE2023) (2) 2.5% (FY2024)	(1) Already built (2) 2.71%*3
Employees with foreign nationality	Number of employees with foreign nationality	Hire at least two people each year	3 people

*1 As of March 31, 2024

*2 Calculated based on the provisions of the Law for the Promotion of Women's Activities

*3 As of June 1, 2024

DEI promotion system

From an early stage, we have been working to create a comfortable working environment for women, including the establishment of a women's empowerment promotion section and consultation service in FY2014. Based on the Law for the Promotion of Women's Activities, we have shifted our focus from women's continued employment to empowerment, accelerating various initiatives. Since FY2018, to further accelerate support for women as well as LGBTQ and other minorities in the company, we have appointed a dedicated person to promote DEI to strengthen our internal structure.



Platinum Kurumin



"L-boshi (3 stars)"



PRIDE Index Gold

VOICE



With the support of my superior and those around me, I took one-month childcare leave. I took care of all the housework and childcare except for things that only my wife can do, such as breastfeeding, and came to appreciate the anxiety and worries she feels and the difficulty of balancing work and childcare. Since my work was usually done in a team, I didn't have many concerns, but I felt that eliminating tasks that are dependent on individuals would lead to more men taking childcare leave. Another person in my department took one-month childcare leave after me. I hope that a virtuous cycle of "standardization of work → increased childcare leave taken" will be created, leading to the creation of a work environment where diverse people can thrive.

Kentaro Matsuo

Global Marketing Group, Sales & Marketing Dept. of Resins Industry, Performance Materials Division

WEB

Diversity, Equity & Inclusion (DEI)

