

Diversity & Inclusion Efforts

The Relo Group is aware that diversity and inclusion is one of its management issues and its goal is to serve customers and local communities by ensuring that its individual employees with diverse values and characteristics respect each other and help one another develop in accordance with the Sustainability Policy of Relo Group, Inc.

We will work to build a workplace environment and culture where all personnel who are diverse in terms of their gender, age, nationality, race, ethnicity, faith, social status, disability, sexual orientation, gender identity, values, workstyle and other characteristics will respect and understand one another and display their potential and achieve growth together.

Providing support for balancing work with childcare, nursing care and treatment

We are developing programs and support services for reducing constraints of childcare, nursing care, diseases and injuries for working. The percent of female employees taking childcare leave is higher than the percent published in the Ministry of Health, Labour and Welfare's FY2021 Basic Survey of Gender Equality in Employment Management. We will work to keep it at the current level. In addition, to consider employees' diverse work-life balances and increase engagement, we are encouraging male employees to take childcare leave.

Promoting women's empowerment

We are also developing an environment that enables women to continue their careers. To steadily promote women to managerial positions, we are aiming to increase the percentage of group managers (equivalent to heads of sections) and higher positions that are women to more than 30% by March 2026.

Helping diverse personnel perform well

We recruit new graduates and mid-career workers irrespective of their nationality. We are actively working to employ and promote diverse personnel. We actively support employees' independent development. For example, we support the acquisition of different qualifications and run an intra-group recruitment program and a mentor-mentee program for young staff.

Facilitating diverse workstyles

Currently, the population is aging and the birth rate is falling, so the elderly workforce is significant to businesses. The Relo Group actively rehires personnel after their retirement to establish an environment where elderly workers can leverage their skills. We have also institutionalized flexible working hours and encourage them according to job types.

Providing contacts for inquiries

We regularly conduct surveys in an effort to listen directly to the voices of employees, not through their managers. We also provide a contact for inquiries related to diversity and inclusion. We handle inquiries in full consideration of the handling of confidential and other information.