

## The Action Plan of Nippon Suisan Kaisha, Ltd

Nissui formulated the action plan below to create an employment environment where female employees can take an active part.

1. Plan period: April 1, 2019 to March 31, 2022

2. Issues of Nissui

- (i) There is only a small number of female employees.
- (ii) There is a bias in the departments and job categories to which men and women are assigned.
- (iii) There are few female managers. The number of female employees who have been trained to near-management levels is also small.

3. Quantitative targets

- Women will account for 30% or more of new recruits.
- Increase the number of women working in the sales and production divisions by 20% or more.
- Increase female managers by 15% or more.

4. Details of initiatives and implementation period

### Increase the number and ratio of female recruits

- From April 2019: Proactive PR to female students  
Approach female students by coordinating with colleges and high schools  
Introduce female employees who play leading roles in the company during the selection process
- From June 2019: Proactive assignment of female employees to departments and job categories with few females

### Raising the awareness of managers

- From July 2019: Establishment of Women's Training & Development WG (tentative name) (Sales and Production divisions)
- From October 2019: Seminar on raising awareness for division heads
- From October 2021: Deliberation of a system of evaluating management's initiatives for women's empowerment by managers

### Raising the awareness of employees

- From April 2019: Selection and training & development of capable and highly-motivated women  
Creating contacts with outside role models and dispatching women to outside business skills improvement seminars
- From October 2019: Career design seminars for women  
Providing career counseling
- From April 2020: Implementing initiatives toward promoting the participation of men in child-raising

### Support of striking a balance between child-raising and work

- From March 2020: Introduction of "Interview Sheets for Employees Returning to Work from Maternity and Childcare Leave"
- From September 2020: Holding seminars to support the balance between work and home
- From October 2021: Deliberation of revisions and the establishment of systems to support the balance of work and home