

## **Initiatives for Diversity**

The Valuence Group (hereinafter, the “Group”) believes that “diversity as an organization” is essential to accurately respond to the diverse needs of the market and to continuously create new business and added value amidst the intensifying competition in the global market. As part of this effort, we have formulated the following “Diversity Policy” and have established various systems.

### **Diversity Policy**

The Group prohibits all kinds of discrimination based on race, religion, age, gender, nationality, disability, sexual orientation, gender identity, etc., and respects human rights so that all employees can work as themselves. We will continue to conduct educational activities to create a flexible organization where employees are free from any kind of harassment in the workplace and accept more diversity.

### **Initiatives for Diversity**

#### **Women’s Advancement**

We are promoting initiatives to ensure that women can continue to work with peace of mind. Through measures to support life events and career development, we are working to create an organization where women can play an active role.

#### **Childcare and Nursing Care**

We have introduced a remote work system, shorter working hours, staggered working hours, and childcare and nursing care leave to create an environment where employees who have limited working hours due to childcare or nursing care can play an active role.

#### **Dual Career**

We have established an environment that allows “multiple in-house jobs,” that is, to work in multiple departments within the company, as well as working outside the company as a second job so that employees can balance work and investment in themselves.

#### **Athlete Support**

We have several employees who are active both in work and sports, and we adjust their work location, hours, and workload according to their wishes. We have created an environment that allows employees to acquire work experience and skills while balancing athletic activities and work.

## **LGBTQ+ Individuals**

In May 2018, we revised our internal employment regulations to expand the concept of “spouse” and changed the system to allow employees to receive childbirth benefits, condolence payments, and special leave regardless of whether their spouse is the opposite or the same sex. We will continue our efforts to create a workplace environment and society where LGBTQ+ people can work comfortably.

## **Persons with Disabilities**

To provide opportunities for people with physical, intellectual, and other disabilities to play an active role in their own way, we are promoting the expansion of job areas and hiring of people with disabilities. Currently, employees with disabilities are working in a variety of positions, including customer support, sales auditing, and administration. We will continue to actively promote the expansion of job areas and the hiring of people with disabilities.

## **Foreign Employees**

With the aim of removing barriers to work with foreign employees and creating a corporate culture that allows them to interact with a wide range of people without barriers, we have made videos of our philosophy training and other major training content available in both English and Japanese (and some in Chinese). In addition, when the management team sends management policies to employees via the company intranet, communication is conducted in both Japanese and English so that all employees can deepen their understanding.