

Nippon Ceramic Co., Ltd. Action Plan

Nippon Ceramic Co., Ltd. has formulated the action plan below to create an employment environment that enables women to maintain active careers life while striking a good balance with their personal life.

1. Period of the plan

Five years from April 1, 2021 to March 31, 2026

2. Targets, actions and schedules

Target: Increase the number of women recruited for sales, manufacturing and technical positions by at least three women for each.

Actions :

From Nov 2021: Current female employees will attend company briefings and other events to conduct recruiting activities.

From Dec. 2021: The average overtime working hours will be decreased year on year.

From Aug. 2021: The percentage of paid leave taken by all employees will be increased to 55%.

Target: Ensure that at least 80% of female employees and 40% of male employees take childcare leave or work shorter hours to care for children

Actions :

From Apr. 2021: Briefings will be held for employees wishing to take childcare leave or to work shorter hours to care for children.

From Apr. 2021: Personal interviews with superiors will be held before childcare leave or the working of shorter hours to care for children to design a subsequent career path and take necessary measures.