

ES-CON JAPAN's Action Plan for the Next Generation Act

Based on the Act on Advancement of Measures to Support Raising Next-Generation Children, which was formulated to develop an environment that facilitates raising the bearers of our future, we have formulated the following plan of action to support the work-life balance of employees doing child care or nursing care.

1. Period of plan

April 1, 2020 – December 31, 2022 (two years and nine months)

2. Our challenges

- 1) Low employee awareness of our child care leave and nursing care leave regulations
- 2) Insufficient reflection of employee needs in these regulations
- 3) Strong feedback to reduce overtime in order to support work-life balance

3. Targets

- 1) Increase awareness of the regulations supporting work-life balance such as child care and nursing care
- 2) Promote development of the work environment to support employee work-life balance by revising company regulations to make it easier to take child care or nursing care leave
- 3) Ensure that employees in each employment category work no more than 45 hours per month outside of their statutory working hours

4. Details of measures

- 1) Increase employee awareness of the contents of our child care leave and nursing care leave regulations

From April 2020:

- Create a pamphlet that explains our child care leave and nursing care leave regulations in an easy-to-understand way, and post these in

visible places throughout our offices as well as regularly on our groupware

- Explain these regulations to new graduate and mid-career hires
- 2) Revise our regulations supporting work-life balance such as child care and nursing care

From April 2020:

- Understand employee work-life balance needs such as child care and nursing care through questionnaires, etc. (to be conducted annually)
 - Consider proposals for revisions to regulations and implement the revisions to support work-life balance such as child care and nursing care
 - Consider measures to support returning to the workplace after child care or nursing care leave (share information during child care or nursing care leave, meet upon return, etc.)
- 3) Reduce average monthly overtime

From April 2020:

- Monitor each department's average overtime per employee and other working conditions to ensure at a department level and group level that no employment category exceeds 45 hours of overtime
- Consider implementing forced shutdown of computers on Wednesdays ("no overtime" day)