



Work-Life Balance

Targets and Results / Examples of Initiatives

To encourage work-life balance, Sumitomo Chemical established key performance indicators (KPIs) along with three main targets: ① Correct long working hours, ② Encourage employees to take paid annual leave, and ③ Promote flexible workstyles. We implement various measures to achieve these targets.

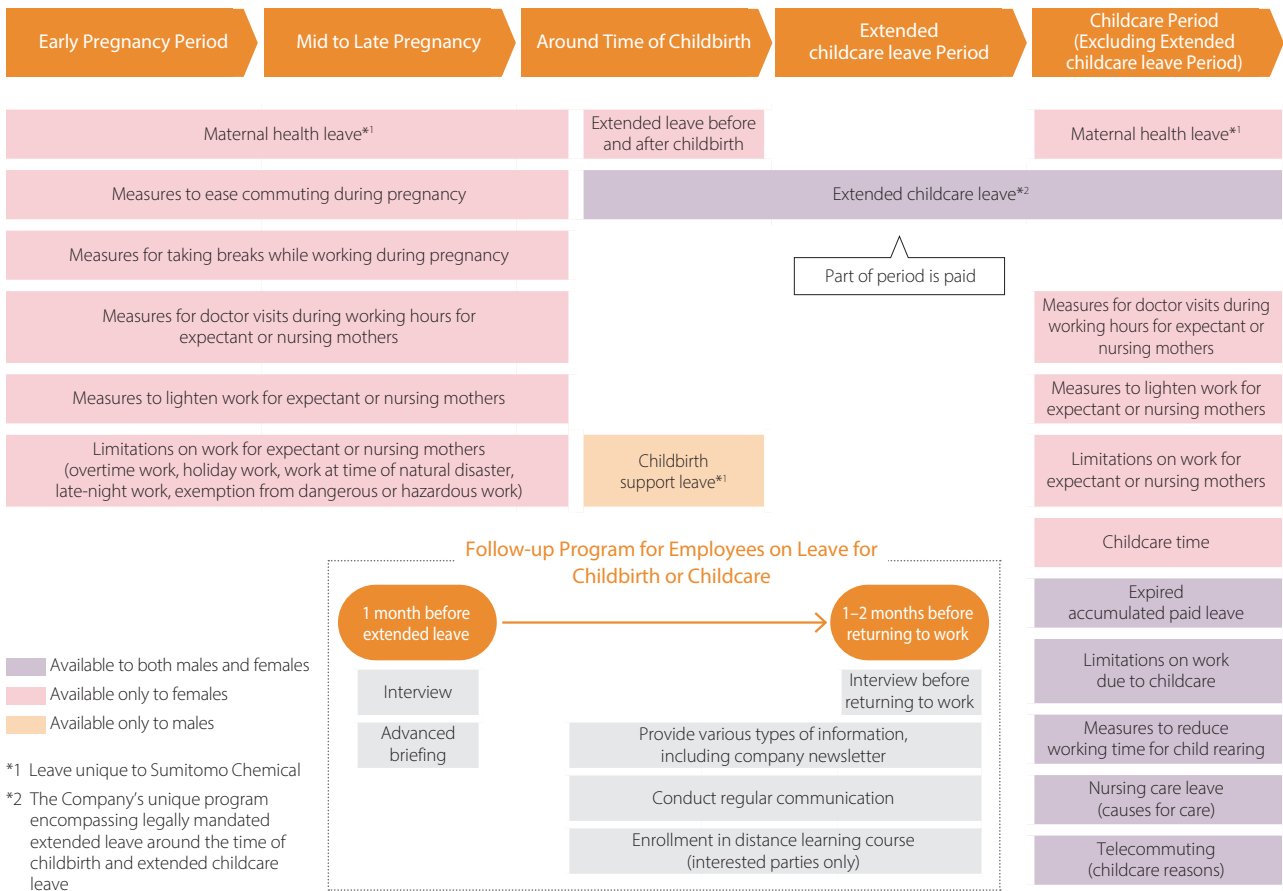
Measures to Promote Work-Life Balance

	KPI	Measure Details
① Correct Long Working Hours	Aim to eliminate long working hours as a general rule (on average over 45 hours/month worked after regular hours and on weekends and holidays) from fiscal 2020.	<p>A. Enhance Productivity by Utilizing Digital Tools Enhance productivity by utilizing digital platforms and tools, automate and enhance efficiency of operations by proactively utilizing robotic process automation (RPA), conduct training for effectively utilizing digital tools, etc.</p> <p>B. Improve productivity by promoting a better work-life balance Regularly convene the Labor-Management Committee consisting of labor and management representatives, take various measures to improve productivity in each workplace, hold lectures to promote better work-life balance, etc.</p> <p>C. Promote initiatives for the Sumika “Let’s Do This Declaration” We declared details related to work-life balance in the Sumika “Let’s Do This Declaration,” which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have positioned the elimination of long working hours as an action item.</p> <p>D. Appropriately Manage Working Hours and Health</p> <ul style="list-style-type: none"> Reduced the upper limit on overtime work from April 2017 (upper limit: 80 hours per month and 720 hours per year) Regarding the occupational physician interviews for people working long hours mandated by the Industrial Safety and Health Act, we have been enforcing our own guidelines, which are more stringent than legally mandated, requiring interviews for people who work 70 hours or more of overtime in one month or 150 hours or more in a three-month period From March 2018, we established an even more appropriate work management system by displaying computer logon and logoff times when reporting work hours, moving away from the existing system for reporting work hours.
② Encourage Employees to Take Paid Annual Leave	Realize an average of 80% of paid leave taken annually from fiscal 2020.	<p>A. Create an annual leave chart that covers several fiscal years Every year create an annual leave chart that covers several fiscal years to make it easier to plan far into the future and help encourage employees to take paid leave.</p> <p>B. Encourage employees to take paid leave</p> <ul style="list-style-type: none"> Encourage employees to take paid leave during Golden Week and other similar periods Encourage employees to create four-day weekends by adding days of paid leave to either side of weekends and promote taking time off in the September–November period Encourage senior employees to take paid leave <p>C. Continue to systematically provide paid leave Systematically provide five paid-leave days every year (does not include statutory leave)</p> <p>D. Promote initiatives under the Sumika “Let’s Do This Declaration” We declared details related to work-life balance in the Sumika “Let’s Do This Declaration,” which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have positioned the use of 80% of paid leave as an action item.</p>
③ Promote Flexible Workstyles	• Achieve at least 90% of male employees who have taken extended childcare leave or other childcare-related leave due to birth of a child during the current fiscal year*	<p>A. Promote and raise awareness about programs Continually promote and raise awareness about various programs that enable employees to flexibly adjust for their individual needs, including those related to life events like childcare and caregiving. In addition, encourage male employees with newborns to take extended childcare leave.</p> <p>B. Foster an environment that allows the realization of flexible workstyles By taking the measures outlined above in the action plan for ① Correct Long Working Hours, create an environment where it is easy to improve the productivity of employees and their workplaces and to realize flexible workstyles.</p> <p>C. Promote initiatives under the Sumika “Let’s Do This Declaration” We declared details related to work-life balance, DE&I in the Sumika “Let’s Do This Declaration,” which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have set the following action items: creating an environment that makes it easy for employees to fully utilize work-life balance systems, facilitating the effective use of the flextime system, establishing a cooperative framework in the workplace, and eliminating unconscious bias (including the assumption of fixed roles for men and women).</p>

* In the case of children aged one to three months, calculated as the portion taken by the end of the following fiscal year



Systems and Measures for Better Work-Life Balance and for Use at Time of Pregnancy, Childbirth and Childcare



Results of Systems for Work-Life Balance (Sumitomo Chemical)

System/Measure		(No. of people)			
		FY2020	FY2021	FY2022	
Childcare	Extended childcare leave	Total	476	524	480
		Male	374	427	411
		Female	102	97	69
		Percentage of men*1	63.8	73.5	77.4
Nursing Support	Extended leave for nursing care		4	1	2
	Nursing care leave		133	156	184
	Childbirth support leave		171	174	179
	Maternal health leave		41	44	34
	Expired accumulated paid leave*2		136	179	175
	Reduced working hours system		159	179	173
	Telecommuting*3		41	131	224
	Reemployment system*4		6	4	9
	In-house childcare facilities*5		136(101)	125(88)	121(83)
	Mutual aid association support money for childcare*6		112	116	120
Other	Suspension from work for special reasons for employees accompanying spouses going on overseas transfer*7		2	1	3
	Employee awareness survey*8		—	—	Conduct

Note: Employee numbers do not include temporary employees, part-time staff, or dispatch employees.

*1 The percentage is the number of people who have taken extended childcare leave during the relevant period divided by the number of male employees who have had children in the relevant period.
 *2 Only for childcare and nursing care
 *3 Number certified in each fiscal year (for childcare, nursing care, pregnancy, and other reasons that make coming into work more difficult)
 *4 Number registered as of the end of each fiscal year
 *5 Number of users on April 1 each fiscal year. Includes users other than Sumitomo Chemical. The figures in parentheses are the number of Sumitomo Chemical users.
 *6 Aggregate number of people at end of each fiscal year
 *7 Number of applicants as of the end of each fiscal year
 *8 Conducted once every three years (slated to be conducted once every two years starting from 2022)



Employee Awareness Survey

Sumitomo Chemical conducts an employee awareness survey that covers work, the working environment, career values, diversity and inclusion, and work-life balance with the principle aim of grasping the current situation and uncovering issues in order to enhance work environments and create more satisfying workplaces. Using the results of this survey, we promote measures to further increase people’s desire to work at the Company.

2022 Employee Awareness Survey

Total of five points. Four points and above is a high rating, and many employees were affirmative in their awareness.

Item	Average employee rating
I am motivated to grow on my own using digital technologies.	4.0
The workplace culture allows people to easily go home.	4.1
The working environment is conducive to easily working while raising children or caregiving.	4.0
Going forward, I want to work at the Company.	4.1
In my workplace, there is no discrimination based on gender, age, birthplace, or nationality.	4.0

Daycare Facilities at Worksites

With support from the Company, we encourage the use of these facilities by setting a daycare fee that is lower than those of the municipalities. To make it easy for parents to accompany children to the facilities, we consider the commuting method depending on the location, such as allowing employees to commute using their private vehicles in special cases.

Support for Childbirth and Childcare

For employees to achieve work-life balance, Sumitomo Chemical operates generous systems, for example, it offers a system that allows for a period far longer than is legally required for extended childcare leave (up to 3 years, 11 months) and a system that offers male employees leave to support their spouses during childbirth.

In addition, to support employees’ balance of childcare and work, the health insurance association and mutual aid association provide various forms of monetary support for childbirth and childcare, subsidies for home aides, and other help.

Kurumin Mark

In September 2015, Sumitomo Chemical was certified for the third time as a company that supports childcare and received the next-generation Kurumin certification mark. Under this system, business operators who successfully carry out action plans based on the Act on Advancement of Measures to Support Raising Next-Generation Children and meet all the certification criteria receive certification from the Minister of Health, Labour and Welfare.

This certification was in recognition of our third round of initiatives covering the period between June 2012 and March 2015. The first certification covered the period between April 2005 and May 2007, the second one covered the period between June 2007 and May 2012, the third one covered the period between June 2012 and March 2015, and the fourth one covered the period between April 2015 and March 2020. The Company was commended for its initiatives to help promote work-life balance, such as expanding in-house childcare facilities and encouraging employees to take various forms of leave. (We are currently applying for our fifth certification.)



Next-generation Kurumin certification mark