

## **“General employer action plan (5th phase)” based on the Act on Advancement of Measures to Support Raising Next-Generation Children**

November 25, 2020

PARCO Co., Ltd.

PARCO has formulated the fifth phase of General employer action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children as outlined below.

Through this plan, PARCO aims to provide a foundation for employees to maintain a work-life balance.

### **1. Plan period**

December 1, 2020 to February 29, 2024 (three years and three month).

### **2. Aim**

Create security for employees and their families by providing an employment environment that responds to changes in circumstances such as childbirth and childcare, and reforming work styles by employing various systems that make active participation easier.

### **3. Measures**

#### **1)Promoting a review of work styles**

- Further publicize and promote the operation of various systems already introduced and revised (work-at-home system, flexi-time system and mobile work system).
- Encourage a cutback in working on designated days off in order to reduce working hours.

#### **2)Promoting and raising awareness of systems supporting a childcare (or nursing care) and work balance**

##### **① The following measures from the previous action plan are being continued**

- Help all employees, including men, to maintain a stable childcare (or nursing care) and work balance, while also using the company intranet to promote other relevant systems that enable them to demonstrate their various abilities.
- Support a smooth return to work and resumption of activities following childcare leave by prioritizing the employee's choice of department in which to return to work and providing sensitivity guidance to the leader of said department.

##### **② Improve and raise awareness of relevant systems in order to achieve goals**

- Aim to address, within the period of the current plan, the need for expansion of relevant systems after grasping through personnel interviews, etc.
- Strongly encourage the use of systems among male employees in particular, including childcare leave and reduced hours for childcare.