SHOWA KAKO CORPORATION ACTION PLAN

Formulate an action plans as follows in order to create an employment environment where women can demonstrate their abilities in various.

1. Planning period　MAY 1st /2019 ～　APRIL 30th/2024　For 5years.

2. Our Challenges

（1）The percentage of women in officials position to industry has reached a certain level but it is still low.

（2）A Balance support system is not in place yet.

3. Activities

Our goal１：More than 20% of officials of female employees.

＜COUNTERMEASURES＞

●September/2019 ～ Training contents investigation of the carrier formation

●December/2019 ～ Begin training for employees who wish to advance their career

Our goal２：Introduce a short time or flex time working system for employees with children before entering elementary school.

＜COUNTERMEASURES＞

●August/2019 ～ Understand employee needs and start considering

●April/2020 ～ System beginning

●May/2020 ～　Dissemination of the short time working system by house organs and information session

Our goal３：Balance support system beginning/ Easy to use environment arrangement

＜COUNTERMEASURES＞

●May/2019～Information collecting about Balance support system and considering

●April/2020 ～　System beginning

●May/2020～　Dissemination of available Balance support system by house organs and information session