

Showa Kako Corporation “Action Plan”

Employees can reconcile work and child care, in order that all the employees can fully demonstrate the capability by making the environment which all employees tend to commit, an action plan is formulated as follows.

1. Planning Period: From 1st April 2017 to 31st March 2020 3years

2. Contents

Target 1 : Reduction of overtime

<Countermeasure>

- From April' 2017 Inform and strengthen education to employees and department that has many overtime
- From October' 2017 Considering and beginning of efforts of work styles reform (reduction target setting, education for managers, guidance to target department, etc.)
- From April' 2018 Verifications of results and efforts /considering and beginning of efforts for the current fiscal year

Target2 : Increasing acquisition rate of annual paid leave
(Department with low acquisition rates)

<Countermeasure>

- From April' 2017 Inform and strengthen education to department with low acquisition rates for promoting acquisition of paid leave
- From October' 2017 Considering and beginning of efforts of work styles reform (Formulation of acquisition plan, considering of promoting acquisition system, guidance to target department, etc)
- From April' 2018 Verifications of results and efforts /considering and beginning of efforts for the current fiscal year

Already Executed Matter: In order to reduce overtime burden, every Wednesday is set as “NO OVERTIME DAY” and it has been executed since 2010.