

Morinaga Group Diversity and Inclusion Policy

“Leverage each person’s individuality”

To deliver happiness to ever more people, the Morinaga Group aims to be a sustainable company that keeps growing.

Our employees are the driving force toward achieving that aim: implementing diversity and inclusion maximizes that force. Therefore, we place those values at the core of our management strategy.

We take the approach of "leveraging each person's individuality" and at the same time develop relationships of mutual trust. In that way, we will create conditions where everyone can demonstrate their strengths and play an active role.

By enhancing our ability to respond to changes (resilience) and creating new value (innovation) through augmenting the diverse knowledge generated by various individuals, we—together with our customers—will continue to address those customers’ and society’s challenges.

Five Guidelines for Implementing the Policy

1. Understanding and Respecting Individuals

The Morinaga Group is aware of, recognizes and mutually respects each person’s differences.

When all employees properly understand unconscious bias and enhance the quality and quantity of communication, they will grasp one another’s ways of thinking, values and backgrounds. They will then leverage differences among those elements to produce synergistic effects.

2. Promoting the Active Participation of All Employees

The Morinaga Group aims to enable all employees to play an active role.

We will strive to create circumstances where every one of them can expand their potential and demonstrate their abilities—regardless of age, gender, race, nationality, community, education, beliefs, religion, disabilities, sexual orientation, gender identity, health status, or other attributes—through putting the right people in the right positions according to their experience and abilities.

3. Providing Fair Support

The Morinaga Group respects every employee and provides fair support by understanding employees' diverse lifestyles.

The Group will strive to create good working environments and conduct fair evaluations according to employees' achievements and contributions to the company. In that way, the employees will be able to participate actively—even when various circumstances and constraints arise.

4. Building Relationships of Trust

The Morinaga Group values relationships of mutual trust.

All employees will build relationships of mutual trust with one another by having a spirit of altruism and valuing connections among people.

5. Emphasizing Independence and Challenge

The Morinaga Group aims to grow in line with the personal growth of its employees.

The Group will provide various opportunities such that all employees can grow as professionals who act autonomously while considering their own lifestyles and ways of working. The Group will also value an attitude of independence and willingness to take on challenges as a mindset that is essential for growth.

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