



GLORY respects every employee as an individual and strives to create an enriching and pleasant work environment.

## Promoting Diversity

GLORY aims to build a workplace where every employee, regardless of gender, nationality, sexual orientation, or disability, can utilize his or her talents to the fullest.

### Equal Opportunities for Women

Since fiscal year 2011, GLORY has been focusing on ensuring gender equality and delivering equal opportunities for female employees. Initiatives include the GLORY Women's College, where women are trained to become candidates for managerial positions. So far, 53 women have graduated from the college.

In fiscal year 2016, GLORY formulated an action plan based on Japan's Act on the Promotion of Women's Participation and Advancement in the Workplace. The company has since put the plan into action.



A class in the GLORY Women's College

### Action plan based on the Act on the Promotion of Women's Participation and Advancement in the Workplace

- 1 From fiscal year 2016, have 20% of new graduate hires in the next three years be female
- 2 Over the next five years, double the number of female managers (i.e., those at the rank of section manager or higher)

### Employing People with Disabilities

In 1999, GLORY Friendly Co., Ltd. was established to give people with disabilities an opportunity to make a living and contribute to society. Under the slogan "Foster a creative working environment by valuing communication with one another and fully demonstrating our skills," employees conduct duties such as company janitorial work and landscaping, in-house documentation and mail delivery, and waste disposal. As of the end of fiscal year 2016, employees with disabilities accounted for 2.23% of all GLORY Group employees.



GLORY Friendly employees clean up an open area

## Work-Life Balance

GLORY has in place numerous initiatives aimed at promoting a work-life balance. These initiatives enable employees to match their job and work schedule to their lifestyle while maximizing their abilities and career potential.

### Work-Life Balance Support Systems

Employees can take advantage of systems that allow them to place equal importance on raising children and doing their jobs.

In December 2016, GLORY opened an in-house daycare center called "G Kids Home" for children of full-time GLORY employees. The daycare center caters to children aged from 57 days up to the age at which they enter elementary school. Knowing that their children are taken care of on company premises gives parents peace of mind. GLORY is creating an environment that enables



G Kids Home



Childcare at G Kids Home

employees to build their careers while raising a family.

GLORY also helps employees to balance work time with time spent caring for sick or elderly family members. In fiscal year 2016, GLORY extended the period for nursing care leave from 180 days to 365 days per family member. Other improvements to the nursing care leave system include allowing leave in separate batches and extending the period during which employees may reduce their daily working hours.

### Reducing Long Hours of Work

GLORY strives to modify work processes and schedules in order to reduce constant bouts of long work hours. This helps to bolster employees' mental and physical well-being and maintain their motivation for work.

In an effort to impress upon employees the importance of working efficiently so as to avoid overtime, GLORY has instituted "no-overtime days" and "no-overtime weeks." And to encourage employees to go home on time, the company has also put a limit on the number of overtime hours they can work each day.

## Fostering Human Resources

### Fostering Globally Minded Human Resources

Today, overseas sales account for approximately 47% of GLORY Group consolidated net sales, and overseas employees account for approximately 39% of all Group employees. Given this group make-up, the company is placing special emphasis on fostering human resources that can support international expansion. It is bringing this objective about through programs such as the GLORY Executive Development Program (GEDP) and Manager Training for Production Headquarters' Overseas Group Companies.

GLORY also provides as many opportunities as possible for exchanges between employees in Japan and those at overseas subsidiaries.

### GLORY Executive Development Program (GEDP)

Management-level employees from the GLORY Group are selected to take part in GEDP, a program aimed at fostering individuals who can be active on the global stage. Four intensive training sessions held over an eight-month period give participants the skills and knowledge needed to take on executive positions. The program also provides the opportunity for mutual understanding through exchanges and dialogue among participants, which further facilitates global networking. GEDP was held for the first time in fiscal year 2016 and involved 13 participants from Japan and six other countries.



A GEDP session

### Manager Training for Production Headquarters' Overseas Group Companies

As part of the company's efforts to go global, GLORY's Production Headquarters held training for managers at two subsidiaries: GLORY Denshi Kogyo (Suzhou) Ltd. and GLORY (PHILIPPINES), INC. The training focused on advancing the self-sustaining capabilities of subsidiaries. Participants at the session studied management, learned Japanese technology and know-how, and took part in a program aimed at reinforcing risk management at the production site. They also toured GLORY headquarters and group companies in



An overseas group company manager training session

Japan to deepen their understanding of Japanese production systems.

### New Career-Building Initiatives

GLORY helps employees achieve their personal career plans by providing systems and measures that support the development of their capabilities and that further their careers.

#### In-House Job Posting System

Through the in-house job posting system, employees get the chance to take the reins of their own career. A department seeking new personnel solicits new members, and interested employees are free to apply. This system enables employees to build their own career path, while at the same time invigorating the company organization and boosting employee motivation.

#### Career Consultation

GLORY set up a consultation service where employees can get advice on their career plans and skills development. Employees can consult via e-mail or phone, or they can meet with a counselor. The service aims to provide career support while taking into account each employee's unique individual perspective.

## Respecting Human Rights

All employees must abide by GLORY's Corporate Action Guidelines. These stipulate rules on respect for individuals, talent development, and workplace safety. They also clearly call for respect for other employees' diversity, personalities, individual differences, and—above all—human rights. To ensure that these efforts extend beyond the GLORY Group and throughout the entire supply chain, the company has produced the GLORY CSR Procurement Guidebook (for suppliers in Japan) and the GLORY Supplier Code of Conduct (for overseas suppliers). These documents outline rules on respect for human rights that all suppliers are urged to follow.

The GLORY Group has signed and participates in the United Nations Global Compact, which advocates universal principles covering the four areas of human rights, labor, the environment, and anti-corruption. The Group will continue to make respect for human rights a cornerstone of its management.