

Joshin Group D&I Policy

The Joshin Group is committed to fostering a corporate culture that leverages diversity and continuously creates the new value needed by society. To this end, we believe it is of utmost importance that each and every employee — who support our sustainable growth — work energetically with smiles. We will put forth every effort to achieve diversity and inclusion (D&I), which we have identified as one of our materiality initiatives, namely, “to achieve a rewarding working environment where diverse human resources play an active role.”

What we aim to achieve through the promotion of D&I

1. Active participation of all employees

We will create a work environment in which all employees, regardless of differences in race, gender, age, values, disability status, sexual orientation, gender identity, health status, etc., are accepted as members and can demonstrate their individual talents and abilities at ease. We work to ensure that employees are provided with fair opportunities in accordance with their ways of working and abilities, and provide them sufficient communication and support so that they understand their roles and grow on their own.

2. Sustainable growth as a company

Employees in the Joshin Group have inherited the philosophy of prioritizing customer satisfaction. Our employees are truly “human resources” who attentively cater to the needs of our customers and are encouraged by their smiling faces. We strive to create an environment that accommodates flexible work styles to support the activities of a diverse workforce and improve their job satisfaction. By harnessing the power of our new perspectives and individual satisfaction for our corporate growth, we provide customers with services that enhance their lives. By fostering a corporate culture that leverages diversity, we will work to take advantage of the risks and opportunities that accompany changes in society and build a management foundation to enable sustainable growth.

(Enacted on: March 7, 2023)

Joshin Denki Co., Ltd.
Representative Director, President and Executive Officer