

Plan of Action

Shintec Hozumi Co., Ltd. is formulating the following plan of action aiming to create environments where all employees have motivation and sense of satisfaction, as well as work lively.

1. Planning Period: April 1, 2020 ~ March 3, 2023

2. Our Challenges

Challenge ①: Although female employment has increased a fixed number, taking account for the workforce, the ratio of female employees is still low.

Challenge ②: Promote further work style reform, and it is necessary to maintain the system and environment that matches individual work styles and lifestyles.

3. Objectives

[Objective 1] Aim for the technical female employment ratio to 10% or more
(Starting in 2020~increasing each year)

[Objective 2] Aim for telecommuting usage registrants to be 50% or more.
(System and environment maintenance that connects to a flexible work style.)

4. Initiative Contents

- Continually implement positive employment activity for technical work.
- Aim to be the company where it can be considered "I want to work" due to the system and environment maintenance that connects to work style reform.
- Maintain the required environment and rules for telecommuting and increase the No. of telecommuting registrants.
Various work style correspondence and work optimizations can be connected due to telecommuting applications.