

Child care support action plan

Interman Co., Ltd. Action Plan

In order for employees to be able to reconcile work and child-raising with peace of mind and to create an environment in which employees can work comfortably, employees can fully demonstrate their abilities. Formulate an action plan as follows.

1. Planning period Five years from January 1, 2017 to December 31, 2033

2. Contents

(1) Maintenance of an employment environment to support the balance between work life and family life of workers who take care of children, etc.

Goal 1

Make common knowledge of various systems such as the Child Care / Care Leave Act and provisions such as child care leave.

Measures

1) Collect brochures of the various laws and regulations concerning the system, distribute them to each store and department, and post them.

January 2017-

2) Provide time in workshops and study sessions, and give an overview of the system, revision of laws, and explanations of regulations,

In addition, we will respond to individual explanations and information to employees, and disseminate and educate the system.

January 2017-

(2) Development of diverse working conditions conducive to a review of the way of working

Goal 2

Measures to promote the acquisition of annual paid leave Measures

1) Understand the status of acquisition of paid leave. January 2017-

2) Plan to give grants to each employee in a period other than the busy season, establish a one-year plan, and promote acquisition.

January 2017-