



Social

In keeping with IDEC's group vision—to realize a safer and more sustainable society that brings happiness and ANSHIN to all people—we will continue to implement activities that respond to social issues and establish good relationships with society.

Target SDGs



Aiming for a sustainable society

In keeping with IDEC's Purpose of realizing safety, ANSHIN, and well-being for people around the world by creating the optimum environment for people and machines, we are making efforts to realize a society in which everyone can live healthy, happy, and vigorous life. The IDEC Group intends to achieve sustainable growth through the creation of innovations that lead to solutions to societal challenges by implementing measures including promotion of DX (Digital Transformation), and by deploying a diverse workforce fully exercising its individual and combined abilities.

Diversity and Inclusion

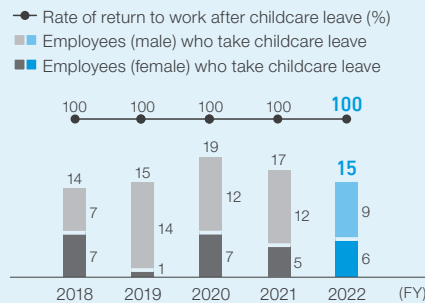
Promotion of empowerment of women

As part of creating an environment and culture where diverse human resources can take up a challenge, we are promoting empowerment of women. In FY2022, management training sessions, with invited external lecturers, were conducted for executives (division general managers) and deputy division general managers, who are expected to play a key role in empowerment of women.

The development programs for women and men, as candidates for next-generation executives, were also introduced. Our target is to have at least 15 female managers* by FY2025.

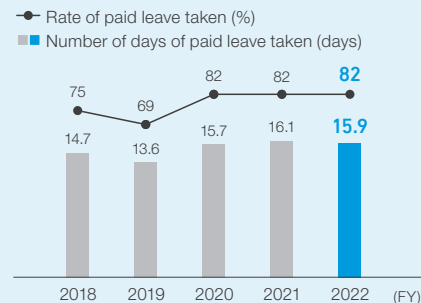
*Including female associates in the position of leader with subordinates

Rate of return to work after childcare leave (IDEC unconsolidated)



In order to make it easy for not only female employees but also male employees to be involved in childcare, the first three days of childcare leave are paid leave days. We also send an email notifying the childcare leave program to male employees whose spouses have delivered a baby, and encourage them to take childcare leave.

Rate of paid leave taken (IDEC unconsolidated)



Our target is 80% or higher as the rate of paid leave taken. We also encourage employees to take paid leave days throughout the year in a planned manner and to take them during certain periods, such as summer and around Christmas.

Promoting of Decent Work

We are working on creating workplace environments where diverse human resources are empowered and are comfortable at work. Based on the results of our employee engagement survey, we have introduced a new personnel system in FY2023, which will lead to clarifying career plans and improving employees' engagement and motivation. We will also promote decent work by strengthening the recruitment of technology talent to support DX, advancing the development of experts through the introduction of online AI learning and other measures, and enhancing operational efficiency.

Understanding of and support for LGBTQ

In order to encourage proper understanding and change of consciousness and behavior toward the LGBTQ gender group, all employees in the Japanese group companies attended an E-Learning session on the theme and took a knowledge test in FY2022. The distribution of the Ally seal representing a person who understands and supports LGBTQ people is an example of our continuing efforts to raise awareness.

Offering of a variety of career plan options

We have expanded career plan options for employees by establishing a multiple-path career course that adapts to the direction of career goals and self-growth for our employees, and a second career support system that supports career advancement through career change or return to school.

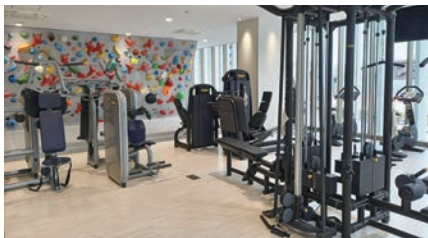


Social

Promotion of employee safety and well-being

Since keeping employees and their family members physically and mentally healthy is vital to the IDEC Group, we adopted the IDEC Group Health Declaration and are promoting health initiatives. The first step for better well-being is to ensure the safety of employees. We are promoting efforts to eliminate and prevent the causes of injuries, diseases, and other dangers in the workplace.

In 2019, in order to promote employee health, a Well-being Center with a fitness gym and a Healthcare Center was constructed at the head office, where an industrial physician and full-time health care professionals are working on health management. Furthermore, in FY2023, an in-house corporate clinic will open in the Well-being Center of the head office in keeping with our aim to ensure the mental and physical well-being of all employees.



Fitness gym in the Well-being Center

Respect for human rights

In the “IDEC Group Code of Conduct”, we emphasize consideration for human rights by stating that “We respect humanity, do not discriminate based on gender, nationality, social status, family origin, religion, etc., and strive to create a workplace that promotes diversity without racism, gender discrimination and discrimination against people with disabilities”. We assign great importance to human rights. The Code of Conduct also clearly states that sexual, power, and any other forms of harassment activities are not to be conducted, and we have established the “Anti-Harassment Rules,” which defines what employees should observe and what actions they should take in the event of a suspected workplace harassment. In addition, a consultation office has been set up within the Human Resources and General Affairs Department, enabling broad response to employees’ problems and worries.

Examples of the details of consultation

- Human relations, harassment, and mental health in the workplace
- Worries over childcare, nursing care, and career issues
- Consultation on diversity

Retention rate of new graduates after their first three years

Retention rate (unconsolidated)	Workers joined in April 2019	Workers with IDEC as of April 1, 2022
100%	20	20

Supply chain management

In order to promote business activities that consider human rights, labor, health and safety, the environment, and other risks throughout the supply chain, we have established the “IDEC Group CSR Procurement Guidelines” and published them in Japanese, English, Chinese, and Thai. In cooperation with our suppliers, we are promoting CSR procurement that address societal challenges (responsible procurement activities with consideration given to sustainability).

As part of supply chain management, we conduct surveys via questionnaires and site visits. We will continue to grasp the updated business situation, make solution proposals in accordance with the CSR Procurement Guidelines, and request suppliers for their continued cooperation in CSR procurement.



Learn more

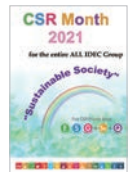
<https://us.idec.com/csr/partner>

- Step 1 Establishment of CSR Procurement Guidelines
- Step 2 CSR Procurement Briefing
- Step 3 Questionnaire survey
- Step 4 Visit survey
- Step 5 Problem solution proposals

Procurement activities with suppliers

Social Contribution Activities

We designate every October as a “CSR Month” and strive to raise group-wide awareness of societal challenges in Japan and overseas. The theme in FY2022 was “Sustainable Society”; employees were encouraged to think about what each could do and take actions, while relevant information was distributed and events were held. Our social contribution activities, including our CSR activities and SDGs efforts, are shared with our employees through our internal intranet and company newsletters to invigorate the CSR activities of the entire IDEC Group.



Contributing to the development of the next-generation robot Sler!

IDEC FACTORY SOLUTIONS CORPORATION is providing support for the Robot System Integration Competition for high school students nationwide, which will be held from FY2023. The company is offering IDEC’s safety-related products free of charge and is guiding students on safety matters and competition themes. Through this activity, we aim to improve robot-related technologies of high school students, develop human resources for future robot system integrators (Slers), and thereby help solve industry’s labor shortage.

