

## Material issue 5

# Enhancing diversity

We promote diversity and realize a workplace environment which offers job satisfaction for the purpose of being a corporate group that respects a person's character, human rights and diversity and enables anyone to play an active role while utilizing their own individuality and capabilities.



FamilyMart  
Women Project  
participation rate

**92.6%**

(November 2017 sponsor)



UNY  
Ratio of women  
working at stores

**78.4%**

(as of June 2017)

# Promotion of the acceptance and activity for diverse human resources

## FMWP (FamilyMart Women Project) start-up – start from promoting women's success –

### FamilyMart

The Diversity Promotion Department created in fiscal year 2017 is moving in the three areas of "top commitment," "leadership training" and "bottom up" consistent with its mission of "like Family – The power of diversity. To the bright, shining and vibrant future for everyone."

**Top commitment:** The Diversity Promotion Department created the Diversity Promotion Committee composed of management and appointed the company president as committee chairperson. The Diversity Promotion Committee views diversity promotion as an important factor in business management and considers specific diversity measures that should be implemented in order to increase corporate value.

**Leadership training:** The Diversity Promotion Department implement diversity training for general managers and higher of all departments in October 2017 and for section managers in fiscal year 2018 for the purpose of promoting diversity based on a diligent understanding of diversity issues.

**Bottom up:** As one of the bottom-up activity, the Diversity Promotion Department instituted the FamilyMart Women Project (FMWP), which is an activity coordinated by women in FamilyMart for the advancement of female employees working at the company.

In fiscal year 2017, the FMWP college, guided by the theme of "We change workstyle," saw female employees develop their own ideas and conduct demonstration projects in their own work areas, to increase productivity and come up with innovative working methods to provide new value to customers. The demonstration projects, such as opinion

exchanges with executives and department managers becoming mentors, were tried as company-wide activities. The culmination was an awards ceremony in January 2018 for the purpose of sharing good practices. Teams that demonstrated strong benefits received grand prizes. In the future, we will organize "Diversity Promotion Section Committees" with heads of divisions responsible, and raise the degree of execution toward full employee participation in diversity promotion.

**like Family**  
The power of diversity. A bright, shining and vibrant future for everyone.



Workshops



Participants in FMWP college

## Promote workstyle reforms through membership in the "IkuBoss Corporate Alliance"

In November 2016 FamilyMart became a member of the "IkuBoss Corporate Alliance" created by the NPO Fathering Japan. We are actively working to change manager's way of thinking and train a new generation of the ideal boss (IkuBoss) to respond to the

advancement of women, men who enjoy child raising and other types of employee diversity issues. The promotion of workstyle reforms is aimed at a workplace environment that can maximize employee capabilities.

### Male employee voices (FamilyMart)

#### IkuBoss declaration

While some think "managing job and home to achieve a work-life balance is really a dream," in fact I think both rest on the same ground. One of the members of my team, a man who enjoys taking care of children, said: "On no overtime days I sometimes go to nursery to pick up my child. With a happy face my child says 'My daddy has come!', and my tiredness quickly disappears. I then put my child on the bicycle and we go home. Doing this I can understand how hard it is to bring children and pick them up from the nursery. In addition, when going to the local public bathhouse for a fresh bath, many senior citizens are there. So, it's possible to know about the many different lives of people." Currently I am in the middle of a job posting away from family, but on days off I go home as much as possible, I cook and do other things to actively help my family. Nowadays, when I go home I look forward to my child giving me a hug. Since it is necessary to understand the point of view of customers, I believe it is important to adjust the work-life balance in order to lead a regular life with family. The development of subordinates is a top business priority for company managers. In order to increase work efficiency, I am also creating an environment that works by setting an example.



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# human resources

## Human resource development efforts

### FamilyMart

In fiscal year 2017 FamilyMart established the "Human Resource Development Department" under the direct control of the company president. The mission of this office is to centralize the human resource development structure, enhance the skills and careers of employees and realize a company that "wins with its people."

Above all, the presence of supervisors that are connected franchisees and headquarters is considered as the basis of support for

business development. FamilyMart is focused on the major challenge of human resource development to "develop supervisors who produce significant results." The company is organizing a business process and creating a specific development plan to enable supervisors to learn the skills needed for their jobs systematically and efficiently. Along with this FamilyMart is undertaking the redesign of a development program for new employees.

## Diversity efforts

### UNY

Our goal is to create a workplace environment in which all employees can exercise their individuality and maximum capabilities. At UNY stores the ratio of working women is 78.4%, but the ratio of these women in management is only 6%. In 2014 the company saw its first female executive officer. For the future, a promotion planning is in place with the goal of having more than 10% of management be women by 2019.

In addition, we are working to strengthen programs for families with small children, such as by extending the periods under our "System for Childcare Leave and Reduced Working Hours for Childcare." In fiscal year 2016, 39 permanent employees and 47 non-permanent employees returned to work after taking childcare leave. Aside from families with small children, we are

also strengthening our program for employees needing support for home care. Fulltime and part-time employees who have family-care situations receive a total of up to 365 days of family-care leave per person and are granted five days per year of family-care time off (families with two or more members, 10 days). In fiscal year 2016, 27 permanent and non-permanent employees used this program.

In addition, based on UNY's principle of normalization, we are making efforts to employ people with disabilities, such as providing vocational experience for people from special needs schools and facilities. Our recent hiring rate for disabled persons is 2.52%. With the creation of the Law to Eliminate Discrimination against People with Disabilities in 2016, we will continue to make efforts to increase the hiring rate for employees with disabilities.

## Female employee voices (UNY)

### Toward both family care and work

As the average age of workers is increasing, the handling of both family care and work has become an important issue. Given situations of not knowing how long family care will continue or when or what kind of changes will affect an employee, some people have difficulty with standard work arrangements. Thus, flexible systems are needed for continuing to work effectively even while a family-care matter exists. We will proceed with awareness of the family-care leave and other support programs that were amended last year and we will work on conditions to make these programs easy to use.



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## The latest information on FamilyMart UNY Group's CSR

The latest information in regard to FamilyMart UNY Group's CSR is updated as needed at the respective websites of FamilyMart UNY Holdings, FamilyMart and UNY.

- FamilyMart UNY Holdings  
CSR Information  
<http://www.fu-hd.com/csr/>



- FamilyMart  
CSR, society, environment  
<http://www.family.co.jp/company/csr.html>
- UNY  
CSR Information  
<http://www.uny.co.jp/csr/index.html>