

Top Commitment	Sustainability Promotion System	JFR Materiality Issues	Contribution to a Low-Carbon Society	Management of the Entire Supply Chain	Coexistence with Local Communities	Promotion of Diversity	Realization of Work-Life Balance	Operating Companies' ESG Initiatives	Outside Director's Message	Governance	Data
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→ Working Combined with Child and Family Care Initiatives to Improve Productivity Promoting Health Management

# Realization of Work-Life Balance

The Group and its employees are realizing diverse work styles to achieve both more productive ways of working and better lifestyles.



Encouraging fathers to take childcare leave

Newly established "short-term childcare leave" in 2019

**Taken by 15**

(As of the end of August 2019, Daimaru Matsuzakaya Department Stores)

Percentage of employees returning to work after taking childcare leave

**97.4%**

(Fiscal 2018, Daimaru Matsuzakaya Department Stores)

Employee job separation rate

**3.3%**

(Fiscal 2018, consolidated)

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**Background**

With society now faced with the problems of long working hours and death from work, we must ensure greater productivity through reforms to work styles and full use of leave. As more and more people choose to work while raising children, workplace environments must allow all employees to work actively without discrimination.



**Realization of Work-Life Balance**

**View**

The Group creates an environment allowing all employees to continue to work with job satisfaction, to achieve a good work-life balance. We also will develop systems enabling a flexible approach to changes and issues in various life stages. This allows greater efficiency in the work of individuals and improved productivity for organizations, through flexible work styles allowing people to work when they want, where they want.

**Outline of actions**

The Group is striving to support jobs combined with raising children or family care and achieve flexible working styles, to ensure a good work-life balance.

- Adoption of a system to encourage men to take childcare leave
- Initiatives to prevent employment separation due to child or family care
- Work style reform to improve productivity
- Promoting health management

**Structure**



⇒ Sustainability Committee

**Policy**



- ⇒ Social Vision
- ⇒ JFR conduct policy
- ⇒ Human rights policy
- ⇒ Occupational health and safety policy