

Diversity

By encouraging personnel from extensive backgrounds to thrive irrespective of nationality, gender or age, the Teijin Group aims to become a prominent and globally admired corporate group, bringing together the Group's overall collective strength.



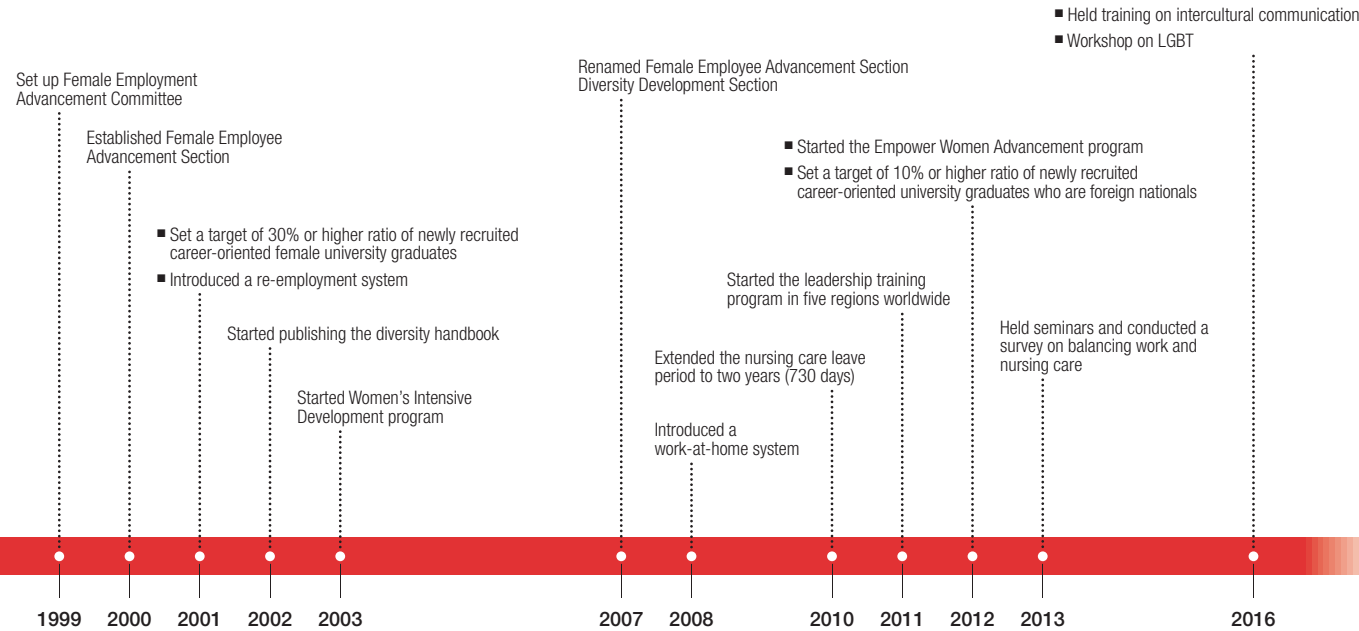
Basic Stance

To promote our business activities globally, it is essential to make full use of the abilities of diverse human resources who differ in nationality, gender, age, race, sexual identity and sexual orientation, sense of values, ideas and experience. The Teijin Group upholds parts of its corporate philosophy, "Empowering Our People," and accordingly put in place a work environment in which every Group member can fully harness their individuality and attractiveness to make the most of their abilities.

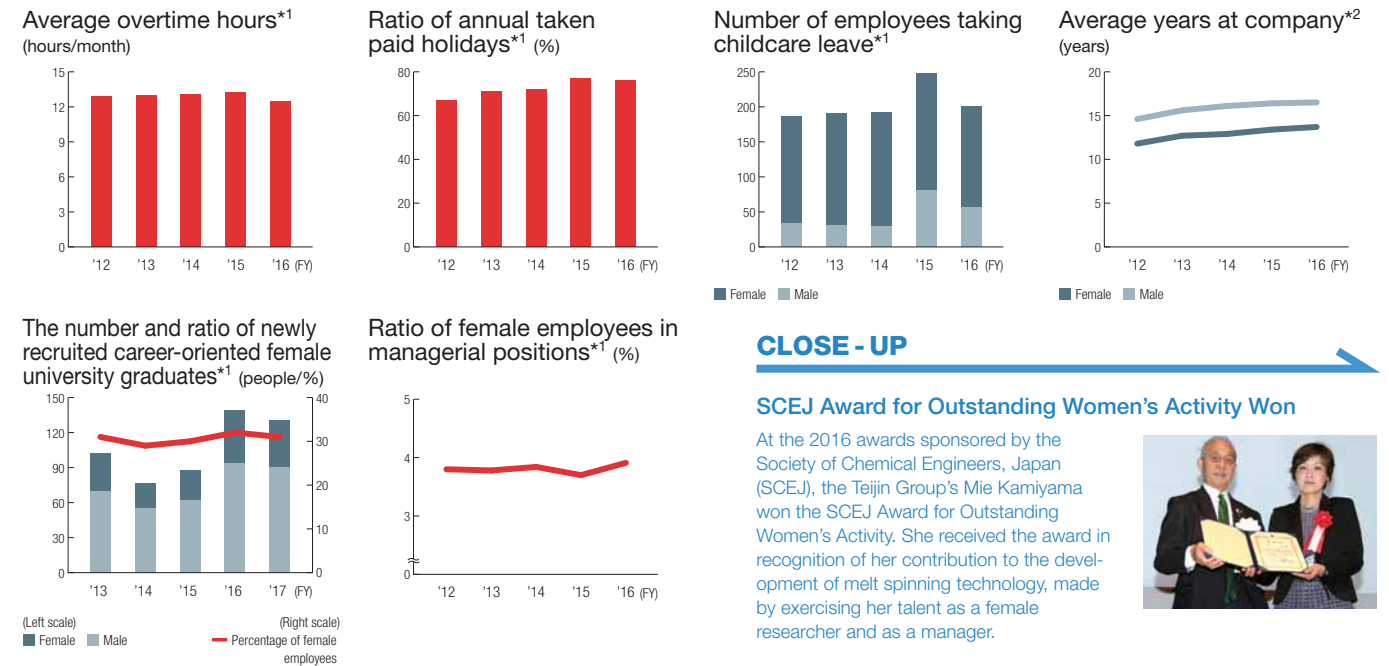
Promotion of Diversity

To utilize diversity of human resources as a driving force for enhancing competitiveness, the Teijin Group promotes diversity and inclusion as part of its management strategy. In particular, we focus on important issues, including the dissemination of a basic stance, the promotion of a variety of ways of working, the advancement of female employees in the workplace, and the promotion of the diversification of human resources.

Progress Promoting Diversity



Fiscal 2016 Results



CLOSE - UP

SCEJ Award for Outstanding Women's Activity Won

At the 2016 awards sponsored by the Society of Chemical Engineers, Japan (SCEJ), the Teijin Group's Mie Kamiyama won the SCEJ Award for Outstanding Women's Activity. She received the award in recognition of her contribution to the development of melt spinning technology, made by exercising her talent as a female researcher and as a manager.



*1 The five core Group companies in Japan: Teijin Limited, Toho Tenax Co., Ltd., Teijin Pharma Limited, Teijin Frontier Co., Ltd., Infocom Corporation
*2 Group companies in Japan

We will step up the promotion of workstyle diversity, women's advancement, and personnel diversity more than ever, aiming to realize an organization that fully demonstrates the abilities of diverse human resources with different values and experiences, in order to revitalize the organization and stimulate innovation. In addition to the above, we will newly set KPI from many different perspectives, and we will also promote and follow-up on the utilization of human resources directed at achieving these targets.

Diverse workstyles

Women's advancement

Personnel diversity

Degree of Diversity Promotion, Examples of Indicators (Goals to be Achieved in 10 Years)

Work-at-home system utilization rate 50%	Number of female executives (Japan) 3 times more female managers than now (Overseas) Ratio of female managers 33%	Number of foreign-national executives 12+
Diversity recognition rate 100%		

CLOSE - UP

The Teijin Group's LGBT* initiatives

To enliven the organization, encourage innovation, and raise competitiveness, the Teijin Group is taking its diversity promotion initiatives a step further. On the LGBT front, we are working toward proper understanding as well as recognition of the existence of LGBT people and acceptance of such individuals. We aim to be an enterprise where LGBT people feel free to come out but do not even need to as they are naturally recognized and accepted by others.

*An inclusive term for sexual minorities where L stands for lesbian, G for gay, B for bisexual, and T for transgender.
[Key initiatives] ○Revisions to Corporate Code of Conduct and Standards of Conduct
○Establishment of LGBT consultation services ○Start of ally (supporter) activities
○Training on LGBT issues ○System revisions, etc.