

February 1, 2021

Unicharm was selected in “Bloomberg Gender-Equality Index 2021”, first time ever.

Unicharm Corporation (HQ: Mita, Tokyo; President & CEO: Takahisa, Takahara) was selected in “Bloomberg Gender-Equality Index(‘GEI’) 2021”, first time ever, as one of the 380 companies headquartered in 44 countries and regions worldwide who were acknowledged to be outstanding in the transparency of information release on gender and the initiatives and results of gender equality.



At Unicharm, we have extended such systems as “child-care leave”, “family-care leave” and “short-time work” as our specific initiatives for respecting the diversification of each and every employee and creating the employee-friendly workplace environment. Under the current COVID-19 pandemic as well, we are striving to develop even more friendly workplace by introducing “flex-time system with no core time” and “remote-work system with no upper day limitation”.

At the moment, weight of female management at Unicharm in Japan is approx. 13% (as of December 2020), however, we are aiming at increasing it to 30% by 2030 and, as a matter of fact, have joined “30% Club Japan”^{*1}. This activity was specifically stated in the Unicharm Group Med-to-Long Term ESG Goal “Kyo-sei Life Vision 2030 ~For a Diverse, Inclusive & Sustainable World~” unveiled in October 2020. We also signed “Women’s Empowerment Principles”^{*2} in December 2020.

Going forward, we will actively work on the initiatives concerning gender and improvement of transparency of its information release.

^{*1} “30% Club Japan”: “30% Club” is an international group of companies which aims at raising the weight of female management in the key decision-making panels including board of directors meeting of each company to 30% or higher. It was founded in the UK in 2010 and is rolling out in 14 countries as of December 2020. “30% Club Japan” is its unit in Japan.

^{*2} “Women’s Empowerment Principles” were jointly formulated by UN Global Compact and UN Women for proactively working on the initiatives for women to have more opportunities to play active and key roles.

(reference)

Bloomberg Gender-Equality Index <https://bloomberg.frontify.com/d/nKGYAwB33RBK/2021-gender-equality-index>

Women’s Empowerment Principles <https://www.weps.org/>

Unicharm Sustainability Site <http://www.unicharm.co.jp/csr-eco/index.html>

Unicharm Kyo-sei Life Vision <http://www.unicharm.co.jp/csr-eco/kyoseilifevision/index.html>

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