

Consideration for Human Rights

Fundamental Policy

The Oji Group established the Oji Group Corporate Code of Conduct and Oji Group Behavior Standard as criteria to be followed by all Group officers and employees. The Behavior Standard includes provisions concerning respect for human rights, ensuring worksite safety and health, and other issues, and is considered the Group's policy on respect for human rights.

The Oji Group has been a participant in the United Nations Global Compact since 2003 and has expressed its support for the 10 principles relating to human rights, labor, the environment, and anti-corruption.

Additionally, the Oji Group Partnership Procurement Policy, adopted in 2007, expressly provides for respect for human rights (including prohibitions on child labor, forced labor, discrimination, and harassment), and the Group requires that business partners in the supply chain comply with these provisions.

■ The Oji Group Behavior Standard: 15. Respect for Human Rights

We will respect the fundamental human rights of all people, will not unfairly discriminate or harass individuals according to their philosophy and beliefs, nationality, birthplace, religion, race, sex, disability, social status, status within the company, etc., and will not invade their privacy. Further, we will not allow others to do so.



➔ Integrated Report p. 54 The Oji Group Behavior Standard

➔ Integrated Report p. 43 Oji Group Partnership Procurement Policy Participation in the United Nations Global Compact



➔ https://www.ojiholdings.co.jp/english/group/policy/un_global_compact.html

Details of Initiatives

(1) Risk Management Structures

Under Group-wide risk management structures, when launching new business and engaging in other such conduct, the Group performs risk assessments not just from an economic viewpoint, but also from the perspectives of ESG. With regard to human rights, risk assessments are conducted with particular regard for child labor, labor management, the rights of indigenous peoples, labor relations, and the like to determine whether consideration is given to fundamental human rights and whether there are any assessments that will have a negative impact on human rights.



➔ Integrated Report p. 56 Risk Management

(2) Initiatives for Respecting Human Rights

Domestic and overseas Group companies conduct offsite training on harassment and other issues to instill an awareness of compliance. In China, Brazil, and Vietnam, the Group supports local communities and carries out programs with strong community ties such as supporting the enhancement of educational environments and dispatching physicians, nurses, and others to areas lacking physicians.

● Promoting compliance

The Corporate Compliance Department creates numerous opportunities for new managers, new employees, and others to obtain necessary information concerning harassment and other issues through compliance training during rank-specific education. The department also issues Compliance News, a monthly newsletter, to raise awareness and inform employees about the whistleblowing system through case studies.



A compliance training session

● Support for enhancing educational environments

In Nantong City, China, where the Group manufactures and sells pulp, printing paper, publication paper, and other products, the Group established the Oji Charitable Education Fund with the Nantongshi Charity Federation and Nantong Development Zone Charity Federation to help improve the local educational environment. The Oji Group also supports the repair of facilities such as nursery schools and other schools and conducts other activities to support education in Binh Dinh Province, Vietnam, where the Group is active in the forest plantation business.



The Oji Charitable Education Fund received the CSR China Top 100 Brands, which is granted to outstanding CSR projects that have contributed to educational projects in China.



A fence installed at a nursery school in Vietnam

● Dispatch of doctors and nurses to regions that lack medical professionals

The Group supports healthcare programs in regions that lack access to healthcare services such as providing mobile healthcare in the state of Minas Gerais in Brazil, where the Group engages in the pulp business, and dispatching teams of doctors to regions of Binh Dinh Province in Vietnam, where the Group is active in the forest plantation business, that lack doctors.



Provision of mobile healthcare services in Brazil



Teams of doctors are dispatched to regions that lack doctors in Vietnam

(3) Operation of Whistleblowing Hotline (Business Ethics Helpline)

The Oji Group operates the Business Ethics Helpline as a whistleblowing hotline for corporate ethics violations. The Group established an internal hotline (within the Oji Holdings Corporate Compliance Department) and an external hotline (law firm) for the early detection and remedy of misconduct including human rights violations such as harassment, and discrimination and corruption such as bribery.



➔ Integrated Report p. 55 Whistleblowing System

(4) Monitoring of the Status of Compliance

The Group administers compliance awareness surveys to all domestic and overseas Group employees and performs periodic monitoring of compliance awareness including awareness of harassment as well as compliance-related problems in the workplace. Additionally, the Internal Audit Department together with overseas Group companies conducts periodic audits regarding the status of compliance.



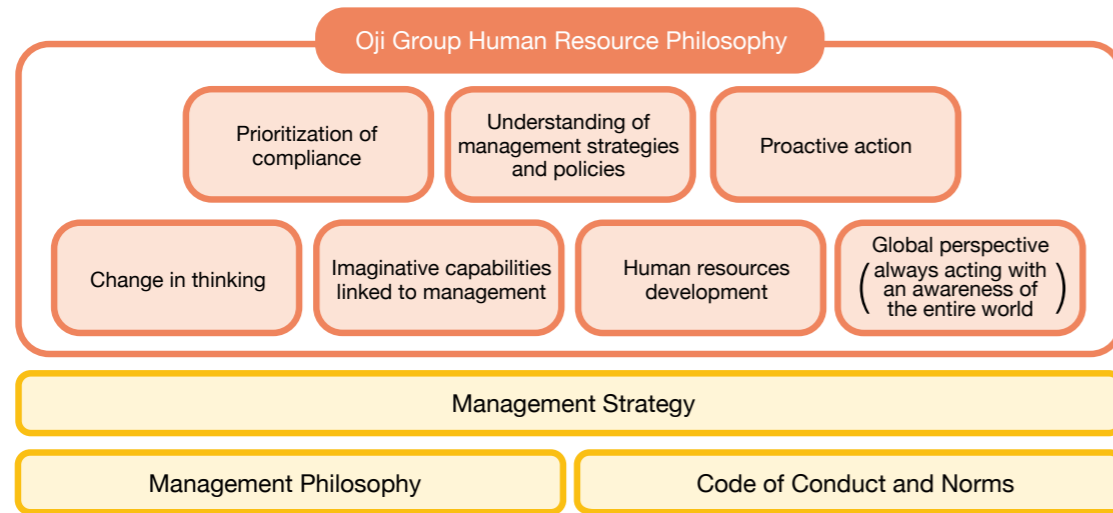
➔ Integrated Report p. 55 Monitoring of the Status of Compliance

Human Resource Measures

Diversity of values and flexibility are extremely important for reinforcing corporate competitiveness and achieving continuous development.

For the Oji Group to grow as a global enterprise “beyond boundaries,” we have been committed to promoting “human resources development,” “working style reforms,” and “diversity promotion” in order to encourage every employee to embrace diversity of values and flexibility in thinking and to enhance his/her skills; in accordance with our fundamental principle, “a company’s strength originates from human resources.”

• Oji Group Human Resource Philosophy



Human Resource Strategies and Targets (Global Human Resource Strategies) and Human Resource Development

(1) Next-generation development

We will foster human resources who will be the core of management of our Group companies, which will be the key to achieving our management strategies.

- Mid-level management training (Oji Juku)

(2) Global human resource development

In addition to identifying and developing human resources, Oji Group actively recruits outstanding human resources from outside the Group

- New employee global challenge (training in India for employees in their first year of employment)
- Overseas trainee training (three months of language training for employees in their fifth to 10th years of employment followed by two years of practical experience at an overseas site)
- Oji Global School (six months of language training for employees aged 31 to 45 years followed by overseas assignment)

(3) Management training and training by job type

To successfully carry out management strategies centered on business structural reforms, it is necessary to enhance management capabilities on the middle management level. The Group has clarified the ideal in human resources for each COMPANY and is conducting awareness-changing training and division-specific training.

- General manager training
- Communications skills training
- New manager training
- Sales personnel training

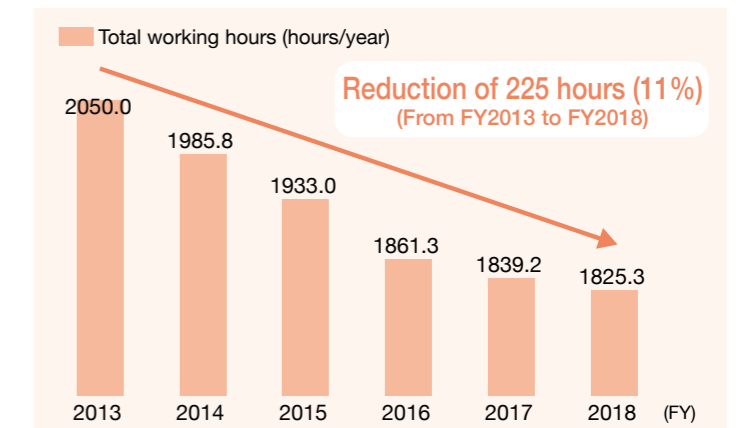
Promotion of Working Style Reforms (Japan)

(1) Reduction of total working hours and promotion of operational efficiency

The Group has been implementing business reforms to reduce overtime work and total working hours.

- Use of flex-time systems, setting limits on overtime work, enabling full transfer of time off when work is performed on holidays, encouraging employees to take paid leave, and other measures
- Promotion of flexible work styles

Reduction of total working hours (Oji Group* Tokyo Main Office region; hours)



* 30 Companies and divisions

(2) Initiatives to establish personnel systems for promoting working style reforms

In order to reliably carry out the tasks in line with the management strategy, we are working to establish a personnel system in Oji Group that enhances the effectiveness of working style reforms.

i) Role-based personnel grading system

In order to break away from seniority systems and realize early identification of personnel suitable for advancement, each employee is evaluated based on whether or not he/she has fulfilled his/her clarified roles. The appropriateness of evaluations is confirmed once each year and strict implementation is undertaken. Training is conducted to raise evaluator levels. Suitable people are appointed to the right position based on the evaluation results.

ii) Certified researcher system

To promote the creation of innovative value, the Group grants researchers with particularly high levels of specialized knowledge discretion regarding their work styles and provides working environments that allow them to focus on research.

iii) Retirement at age 65

Introduced in FY2017 to enable employees to demonstrate their knowledge, skills, and abilities to the fullest and work with enthusiasm.

* Introduced at 10 Group companies

Promotion of Diversity (Japan)

Oji Group strives to carry out initiatives that enable its diverse human resources to actively assume roles at work regardless of gender, age, disability, or nationality, ultimately strengthening the Group’s competitiveness with their diverse values and ideas.

• Diversity promotion policy



(1) Change in mindset and behavior of management level employees

Oji Group believes that changing the mindset and behavior of management level employees is particularly important and conducts training and other programs to ensure accurate understanding of the thinking of top management and promotion of diversity, and to disseminate Group policies. The Group also conducts awareness surveys as indicators of the propagation of promotion measures.

- Study sessions held by the Diversity Promotion Committee
- Skill enhancement training for managers
- Diversity management training for new general managers
- Training for managers who have as subordinates pre-management female employees on the generalist track
- Supervisor management training for young female employees on the generalist track



Diversity management training for new general managers

(2) Demonstration of the abilities and career development of diverse human resources

Promoting the active participation of women

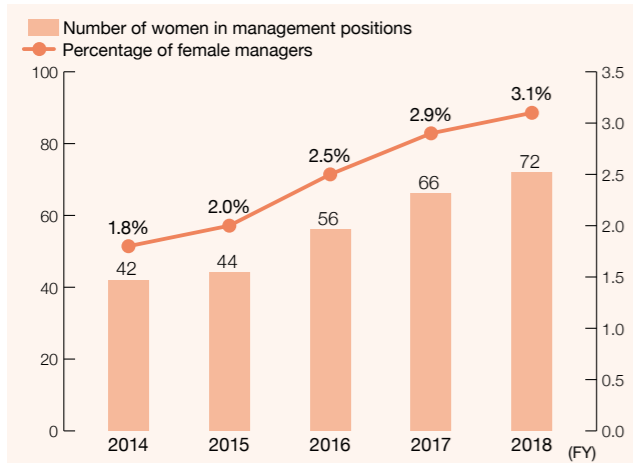
Career development for female employees on the generalist track, practical development support for personnel in all positions, and various other measures are being undertaken as priority issues until 2020.

- Training for pre-management female employees on the generalist track
- Career design training for young female employees on the generalist track

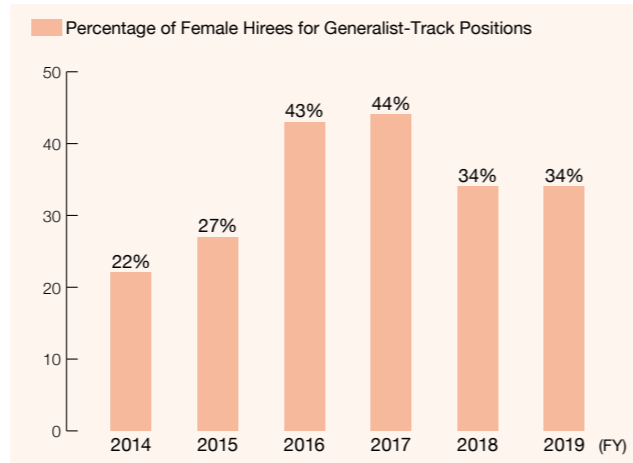


Training for managers who have as subordinates pre-management female employees on the generalist track

Percentage of Women in Management Positions (16 Oji Group companies)



Percentage of Female Hirees for Generalist-Track Positions (16 Oji Group companies, including mid-career hires)



* Data for FY2019 is for recent graduates only

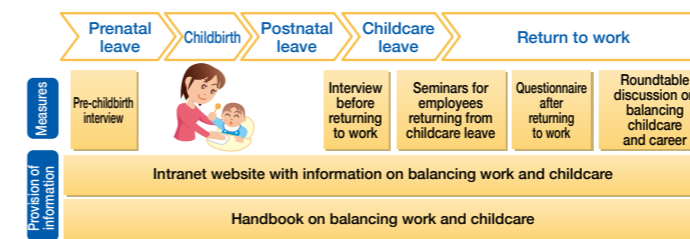
Promoting recruitment of disabled persons

Oji Group established a special subsidiary in 2007 to promote the recruitment of disabled persons. Employees perform management and cleaning of common areas in the Head Office Building. They also perform product finishing and inspection, corrugated container assembly, administrative work, and various other tasks at Oji Group mills. The Group formulated a Three-Year Disabled Persons Employment Plan in FY2018 to promote the recruitment of disabled persons throughout the Group. The Group will continue working to expand employment opportunities for persons with disabilities in an effort to contribute to society.

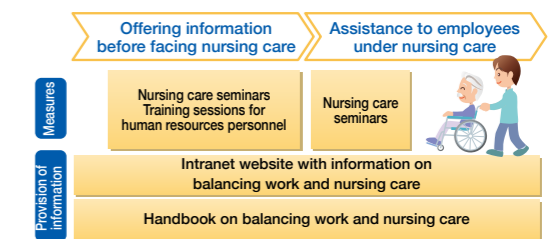
(3) Improvement in employee work-life management

We are introducing various systems that enable employees with childcare or nursing care responsibilities to continue to actively participate in their work. In addition, in April 2018 the Group established and operates Nepia SODATERASU, a nursery located adjacent to a Group housing facility in Edogawa-ku, Tokyo, with the aims of helping employees maintain a balance between childcare and work, promoting the active participation of women in their work, and contributing to the elimination of unattended children as a part of our corporate social responsibility.

Support for balancing work and childcare



Support for balancing work and nursing care



Seminars for employees returning from childcare leave



A nursing care seminar for employees

Safety and Health Policies and Targets

Under a policy of making safety, the environment and compliance top priorities, the Oji Group has established rules and standards on occupational safety and health in the Oji Group Corporate Code of Conduct and the Oji Group Behavior Standard. We secure the safety and health of workers by ensuring that every Group employee is aware of these rules and standards on occupational safety and health, practices them, and complies with them. At the same time, we promote the creation of comfortable worksite environments and strive to create better worksite safety climates so that all workers in the Oji Group can work safely and with a sense of security.

Each Group company creates a safety and health promotion plan and a specific safety and health action plan for each company and worksite based on the Oji Group's annually formulated safety and health promotion plan. Measures for the elimination of occupational accidents are implemented together by Group employees, affiliates and business operators who enter the Group's premises on a temporary basis.

Oji Group's 2019 Safety and Health Promotion Plan

The plan establishes the following basic policies, slogan, and key measures and expresses the Group's strong commitment to achieving zero fatal and serious work-related accidents, which is a priority target, and preventing the occurrence of similar accidents that have occurred repeatedly. The entire Group, including affiliates, is working together towards achieving these objectives.

Basic Policies

The Oji Group will promote activities with the target of zero work-related accidents across the entire Group with safety as its absolute top priority.

Slogan

Always Follow the Rules and Ensure that Others Follow the Rules to Prevent Fatal and Serious Accidents

Key Targets

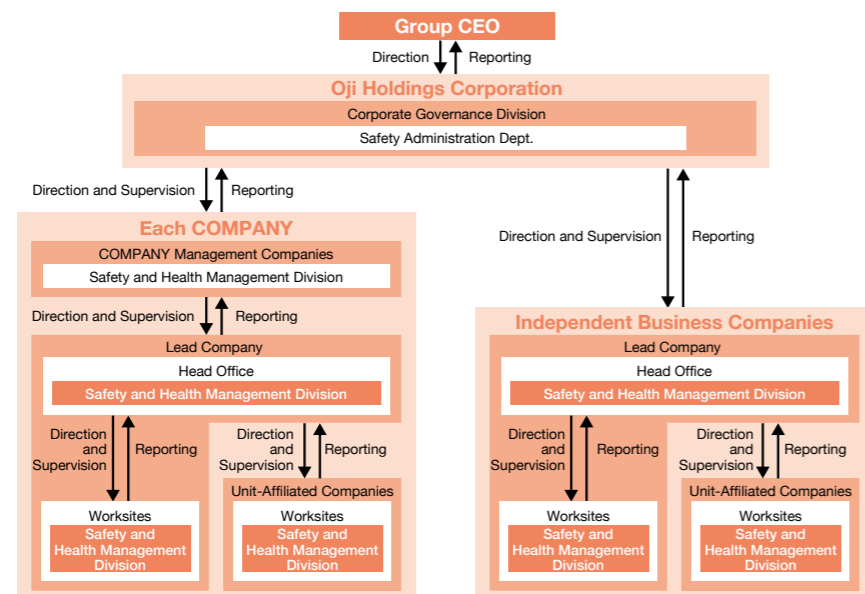
Group target: Achieve zero fatal and serious work-related accidents

Key Measures

- 1 Measures for preventing fatal and serious work-related accidents
- 2 Recurrence prevention measures by implementing the risk assessment for each accident type
- 3 Reform the worksite safety culture
- 4 Prevention measures against the frequent occurrence of accidents leading to lost work time that happens to employees of contractors
- 5 Promotion of heatstroke measures
- 6 Management of physical and mental health, and improvement and maintenance of the worksite environment

Safety and Health Management Structures

Oji Group Safety and Health Management Structures aim to prevent occupational accidents and maintain and promote the good health of Group employees, affiliates, and business operators who enter the Group's premises on a temporary basis and also clarify responsibilities relating to safety and health in the Oji Group and stipulate fundamental matters in the Group Safety and Health Management Rules.



Distribution of Safety and Health Information and Occupational Accident Reports

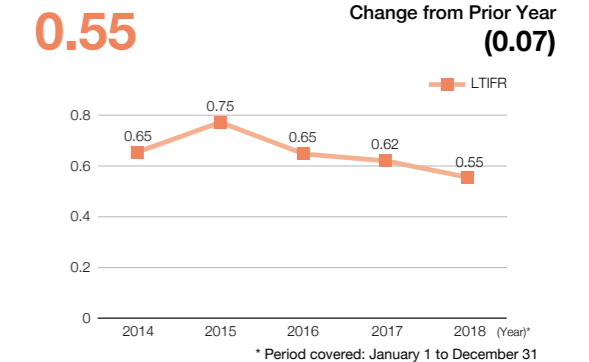
The Group's safety and health promotion plan, notices and guidelines on safety and health, and occupational accident reports, and other information are distributed throughout the Group.

If a fatal or serious accident occurs, the incident is immediately reported to management in accordance with the reporting route specified in the Basic Regulations for Group Risk Management, and structures are in place to ensure appropriate responses.

Safety Performance (Lost Time Injury Frequency Rate (LTIFR))

Lost time injury frequency rate (LTIFR)* occurring within the Oji Group continuously declined since 2015, falling to 0.55 in 2018. According to the Ministry of Health, Labour and Welfare's Survey on Industrial Accidents (businesses with at least 100 employees), in 2018, the rate in manufacturing industries was 1.20 and the rate in the pulp, paper, and paper processing manufacturing industry was 1.88.

Lost Time Injury Frequency Rate (LTIFR) ★



(1) The frequency rate is an indicator of the frequency of occupational accidents as the number of fatalities and injuries (fatal accidents and accidents resulting in at least one day of lost work) caused by occupational accidents per one million working hours. Lost time injury frequency rate (LTIFR) = (Number of fatalities and injuries due to occupational accidents ÷ Cumulative number of hours worked) × 1,000,000

(2) Total working hours are calculated based on the number of group company employees (regular employees and temporary / non-regular employees) as of the end of September every year, assuming the annual working hours per person is 2,000 hours.

(3) The frequency rate calculation does not include accidents at overseas group companies that are determined to be at the level of accidents accompanied by injuries without lost work days in Japan based on standards established by the Company.

A star mark ★ indicates that FY2018 figure has been assured by KPMG AZSA Sustainability Co., Ltd.

Safety Audits and Safety Patrols

Safety audits and safety patrols

The Oji Holdings Safety Administration Department and the safety departments of each COMPANY and Lead Company conduct safety audits and safety patrols of the companies and worksites that they oversee including overseas companies and worksites to raise safety and health management levels.

Designated system for special guidance on enterprise safety management

The Oji Holdings Safety Administration Department and the safety departments of each COMPANY and Lead Company established the Designated System for Special Guidance on Enterprise Safety Management. Under this system, companies and worksites at which improvements in safety management are deemed necessary such as those where occupational accidents resulting in a serious injury or death or resulting in a temporary incapacity for work have occurred repeatedly within a short period of time are designated as worksites needing special guidance on enterprise safety management. Inspections are conducted and guidance is provided, not only regarding measures for preventing recurrence but also about safety management systems, improvement plans, the status of activities, and other matters, to improve the safety management level of and create a better work safety climate at each designated worksite.

On-site accident investigation

The Oji Holdings Safety Administration Department and the safety departments of each COMPANY and Lead Company immediately visit worksites where accidents occurred to confirm how and why the accident occurred and countermeasures and also conduct thorough confirmation and hold discussions with worksite executives and worksite managers regarding measures for preventing the recurrence of accidents and daily safety management activities, thereby providing guidance on improving the safety management activities of and creating a better work safety climate at the worksite as a whole.

Employee Participation

Occupational safety and health committees, worksite safety and health meetings, and worksite discussions

Group companies have established occupational health and safety committees at each worksite in accordance with laws. These committees carry out safety and health measures through labor-management cooperation by formulating plans for the prevention of occupational accidents and health impairment, creation of comfortable working environments, and maintenance and promotion of good health and holding discussions to confirm and improve initiatives taken under these plans and address other relevant issues. The Group also holds worksite safety and health meetings and discussions to create opportunities for numerous employees to present their opinions.

At worksites where the establishment of a safety committee or health committee is not required by law, we also hold monthly safety and health meetings and social gatherings to obtain opinions from employees and promote worksite safety with a unified labor and management approach.

Central Labor-Management Committee

The Central Labor-Management Committee, which is made up of managers including the Group CEO and representatives from Group company labor unions, meets twice annually. Information concerning safety is shared at these meetings including the status of safety and health activities pursuant to the Group's Safety and Health Promotion Plan, occupational accident occurrence, and initiatives for preventing the recurrence or occurrence of accidents. Committee discusses the establishment of worksites where Oji Group employees put an absolute top priority on safety and that instill a sense of security among their families.

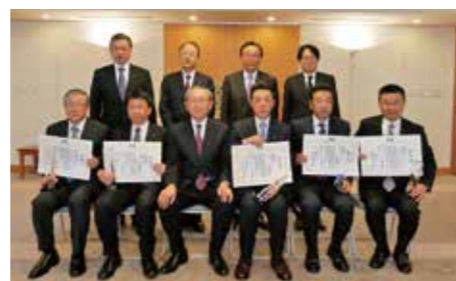
Safety Initiatives (Case examples and others)

Domestic Activities

Group CEO Safety Award

The Group CEO Safety Award is granted to Oji Group domestic and overseas worksites that meet certain criteria determined according to the business scale (number of employees) including the total work time without any occupational accidents resulting in temporary incapacity for work and the number of consecutive years without any occupational accidents.

The Award is granted to worksites with outstanding records of no accidents together with the employees of those worksites and those of affiliates of Group companies with the aim of improving the safety and health levels of the Oji Group and eliminating occupational accidents.



Presentation ceremony of the 2018 Group CEO Safety Award

Section Chief Meetings

The Safety Administration Department has been hosting meetings of section-chiefs level employees working on operational frontlines since 2017. At these meetings, which are held throughout Japan, safety-related issues are presented and through discussions, the participants gain an accurate understanding of their safety responsibilities, raise safety awareness, and think about what to do and what measures to take to ensure that their subordinates will never be injured.



Discussion at a Section Chief Meeting (2018)

Section Chief Training and Supplementary Education

Ensuring the safety of workers depends greatly on the leadership abilities of section chiefs and others who directly supervise workers. For this reason, the Group's safety and health promotion plan for 2018 provided that "newly-appointed managers and supervisors must undergo the training for new safety managers and section chief training" under the action items of the "reform the worksite safety culture," which was a priority measure. Accordingly, section chief training and supplementary education are conducted at worksites throughout Japan.



Groups discussions during section chief training (2018)

Hands-on Risk Training Using Hazard Simulation Virtual Reality Devices

Installation of devices that simulate hazards and encouraging personnel to take external courses gives workers firsthand experience, contributing to improving sensitivity to risks and awareness of safety. Recently, some Group companies have started training using risk sensitivity educational tools that employ virtual reality (VR) technologies to provide safe and effective occupational accident experiences such as tripping and falling, which have been difficult to simulate, and electric shock, which uses the motions of persons who have experienced shocks with a micro-current device. Going forward, the Group will rollout these tools Group-wide.



VR risk experience education (2019)

Overseas Activities

OAP: Meeting of Safety and Disaster Control Managers

Oji Asia Packaging (OAP), which is supervised by the Industrial Materials COMPANY, has been playing a central role in meetings of safety and disaster control managers in Southeast Asia since 2016. Measures are undertaken with the aim of raising safety management levels at each company under the slogan "zero occupational accidents."

Personnel from Malaysia, Vietnam, Thailand, India, Cambodia, and Myanmar attend the meetings, where they receive explanations of the OAP safety promotion plan, review case studies of occupational accidents, and confirm important matters to be shared among the worksites through notices. They also inspect the plant where the meeting is held as well as nearby companies and plants. The participants are eager to discuss safety initiatives every year.



Earnest discussion for achieving zero accidents (2019)

Meeting of Plant Managers from Oji Group Companies in China

Plant managers in China has been holding meetings on safety and the environment since 2013 to exchange information on safety and the environment and deepen interaction among plant managers and safety and environmental managers with the objective of achieving zero occupational and environmental accidents.

During the meetings, attended by plant managers from Oji Group companies in China, the participants inspect the plant where the meeting is held and hear reports on safety and environmental topics presented by the Oji Holdings Safety Administration Department and Environmental Management Department and attend presentations on achievements from daily activities and best practices regarding safety and the environment given by individual companies, question and answer sessions, and other programs intended to raise safety and environmental management levels and promote measures for achieving zero occupational and environmental accidents.



Participants aim to achieve zero occupational and environmental accidents (2019)

Forklift Safety Workshop & Skills Competition

Oji Group companies in China have been holding a Forklift Safety Workshop & Skills Competition since 2014. The events provide knowledge concerning forklifts and improve operating skills with the aim of achieving zero forklift accidents.

During the forklift safety workshop, participants analyze the causes of forklift accidents, watch a safety video, and actively participate in a question and answer sessions, enhancing their awareness of safety.



Forklift Skills Competition (2018)

Health Initiatives (Case Studies)

Regular Health Examinations

The Group provides regular health examinations (with statutory examination items) at least once each year. In addition, major Group companies provide their employees aged 35 years or older with screenings for lifestyle-related diseases (total cholesterol, uric acid, funduscopy, tumor markers, breast and cervical cancer screening, screening for VDT syndrome, and others) together with the health insurance union. Based on the results of the examinations, detailed follow-ups are conducted for the early detection and treatment of health problems by working in collaboration with an industrial physician.

Health Consultation Office

The Group established the Oji Group Health Consultation Office, where doctors and counselors are available to give advice, either by telephone or online, on various health problems of employees and their families, including mental health problems caused by worksite human relations and so on.

The Group also established a nationwide system that enables employees to receive face-to-face counselling services from specialized counselors by making prior appointments. The Group provides employees who have used this service with a wide variety of support based on the particulars of their issues.

Stress Checks

In accordance with the law, The Oji Group ensures that employee stress check tests are conducted once annually. Employees with high stress levels are recommended to receive face-to-face guidance from doctors individually by an external service provider to which we outsource the clerical work for implementing the stress checks.

With regards to the results of the stress checks, the Group holds meetings, including reporting seminars, for responsible personnel from Group companies and divisions as well as providers of clerical work related to the implementation of the stress checks, where we provide feedback on organizational analysis and encourage them to improve their worksite environments.

Vaccination of Expatriate Employees before Dispatch

The Group recommends that employees who are to be dispatched to countries with a high risk of infectious diseases and their accompanying family members receive vaccinations that are recommended by the Ministry of Health, Labour and Welfare (hepatitis A and B, tetanus, rabies, Japanese encephalitis, polio, yellow fever, measles/rubella, and typhoid) depending on the destination, thereby preventing infection after their dispatch.

At each of its bases around the world, the Oji Group undertakes a range of social contribution initiatives including the promotion of culture and sports in accordance with the Management Philosophy of the Oji Group including “Contribution to the Future and the World” and “Harmony with Nature and Society.”

Nepia SODATERASU, company-managed childcare facility

The Group opened Nepia SODATERASU, a nursery, in April 2018 at a facility adjacent to a Group condominium located in Edogawa-ku, Tokyo to help employees balance child-care and work and eventually to contribute to the elimination of children on the waiting list for nursery schools, in line with our corporate social responsibilities. The facility is also available for use by local residents.

The name “SODATERASU,” embodies three meanings: “sodate [to raise children] (carefully and soundly),” “terasu [to illuminate] (the future brightly),” and “terrace (safe play on the nursery school playground).”



Oji Hall

Oji Hall, which reopened in October 2018 following renovations, is a full-fledged 315-seat music hall with a homey atmosphere in the main building of Oji Holdings. Oji Hall uses it to host diverse performance and engage in the hall rental business. The hall has been praised by Japanese performers and fans as well as renowned artists from the West.



Oji Hall Re-opening Special Concert
October 25, 2018
MARO World Vol. 33 by Fuminori “Maro” Shinozaki

Fujihara Foundation of Science

The Fujihara Award presented by the Fujihara Foundation of Science, which was established by Ginjiro Fujihara, is known as a historic and prestigious accolade that honors scientists who have made distinguished contributions to the development of Japan’s science and technology. Several past recipients went on to win Nobel Prizes. Oji Holdings supports the foundation, mainly through financial assistance.



The 60th Fujihara Award presentation ceremony

Sports

The Oji Group sponsors the Oji Baseball Team, which is based in Kasugai City, Aichi Prefecture, and the Oji Eagles, an ice hockey team based in Tomakomai City, Hokkaido. Both teams focus on contributing to their local communities and promoting sport competition while achieving their respective objectives.



The Oji Eagles



The Oji Baseball Team

FTSE4Good Index Series

Oji was selected as a constituent of the FTSE4Good Global Index and FTSE Blossom Japan Index, stock indices established by the U.K.-based FTSE, in June 2019. (Scope: Oji Holdings)



JPX Nikkei Index 400

Oji has been selected as a constituent of the JPX Nikkei Index 400,* an index calculated by Japan Exchange Group, Inc., Tokyo Stock Exchange, Inc., and Nikkei, Inc., since August 2014. (Scope: Oji Holdings)



SNAM Sustainability Index

Oji was selected as a constituent of the SNAM Sustainability Index, an index developed by Sompo Japan Nipponkoa Asset Management Co., Ltd., in June 2019. (Scope: Oji Holdings)



S&P/JPX Carbon Efficient Index

Oji has been selected since September 2018 as a constituent of the S&P/JPX Carbon Efficient Index developed by Japan Exchange Group, Inc., Tokyo Stock Exchange, Inc., and S&P Dow Jones Indices. (Scope: Oji Holdings)



MSCI Japan Empowering Women (WIN) Index

Oji has been selected since December 2017 as a constituent of the MSCI Japan Empowering Women (WIN) Index created by U.S.-based MSCI. (Scope: Oji Holdings)



“Eruboshi” (the top grade) certification received pursuant to the Act on Promotion of Women’s Participation and Advancement in the Worksite

On December 21, 2017, Oji Holdings was granted “Eruboshi” (Grade 3, the top grade) company certification by the Minister of Health, Labour and Welfare in recognition of its efforts to promote women’s participation and career advancement. (Scope: Oji Holdings)



Oji selected as FY2017 “Nadeshiko Brand”

On March 22, 2018, Oji was designated by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange as “Nadeshiko Brand” companies for the first time as enterprises that are outstanding in terms of encouraging the empowerment of women in the worksite. (Scope: Oji Holdings and Oji Management Office)

