
**Announcement of Obtaining “Eruboshi (highest level)” Certification
Based on the Act on Promotion of Women’s Participation and Advancement in the
Workplace.**

In December 2017, Oji Holdings Corporation(Oji) was granted "Eruboshi (Grade 3)" company certification by the Minister of Health, Labour and Welfare in recognition for its efforts in promoting women's participation and career advancement.

The “Eruboshi” company certification is a recognition system established along with the enforcement of the Act on Promotion of Women’s Participation and Advancement in the Workplace on April 1, 2016. It has 3 classes based on the number of items which satisfies the standard of the evaluation and Oji was certified as a company meeting the standards of the highest grade (Grade 3), fulfilling requirements in all the evaluation areas of recruitment, continued employment, working hours, proportion of women in managerial position and various carrier courses. Furthermore, Obtaining "Eruboshi (Grade 3)" is the first time in Paper and Pulp industry.

With “Company’s Strength Originates from Human Resources” as our motto, Oji group strive to create a working environment that encourages every employee to fully display his/her potential through working style reforms and diversity promotion.

Oji will move forward a further policy so that each company in our group can be also certificated.



"Eruboshi (Grade 3)"

For further details, please see the CSR Information page on the Oji Holdings Corporation website (P.36-38)

https://www.ojiholdings.co.jp/Portals/0/resources/content/files/english/ir/annual/e_2017_takeaways.pdf

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