

Support Measures for Raising the Next Generation

(Past measures)

Achieving "zero" job turnover due to childcare or nursing care

As part of our measures to promote diversity, NTT Data Luweave focuses on work-life balance and aims to create a work environment that supports diverse workstyles to secure talents and improve productivity. We have also formulated and implemented action plans regarding work and childrearing based on the Act on Advancement of Measures to Support Raising Next-Generation Children.

| Past measures

Action plan period	January 1, 2018–July 31, 2020 (7-month extension) *Before the modification: two-year period from January 1, 2018–December 31, 2019	
Action plan targets	1	Support women professionally before childcare leave and after returning • Measures to improve the abilities of female employees who have returned to work after taking childcare leave or who are currently childrearing, or measures th at provide counseling, etc. to support their career formation
	2	Implement a paid leave system that can be easily used for childcare, nursing care, and participating in children's events • Establish regulations concerning childcare leave, and spread awareness on matters related to employee treatment during their childcare leave and working con ditions after returning from childcare leave

Action plan period	January 1, 2016–December 31, 2017 (two years)	
Action plan targets	1	Encourage male employees to take childcare leave
	2	Implement a system that can be easily used so that employees can take hourly leaves to nurse a child for example

Action plan period	October 1, 2013–September 30, 2015 (two years)	
Action plan targets	1	Create an environment in which employees can easily take childcare leave and return to work, and encourage male employees to actually take them • Recommend childrearing employees to work from home via teleworking (starting in October 2013) • Notify guidance information on the childcare leave system to male employees with a newborn child and encourage them to take the leave (Starting in January 2015)
	2	Raise the awareness of various systems such as childcare leave based on the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Work ers Caring for Children or Other Family Members, childcare leave benefits based on the Employment Insurance Act, and prenatal and postnatal leaves based on th e Labor Standards Act • Establish a diversity-promoting section on our company's intranet and raise awareness and encourage usage by constantly posting conten ts about the various systems available such as prenatal/postnatal leaves, childcare leave, etc. (starting in October 2014)
	3	Measures for reducing overtime work • Prohibit late-night overtime as a general rule, and take continuous measures for progress management and reduction of overtime (Starting in October 2013) • Promote a company-wide refreshment day (no overtime day) once a week (Starting in January 2014) Post information on the company's intranet regarding the hours in which employees leave work for each department every month, and reform awareness throug h this visualization (starting in January 2015)

We have been accredited by the Ministry of Health, Labour and Welfare as a child-rearing-supporting company based on the Act on Advancement of Measures to Support Raising Next-Generation Children, and have acquired the Kurumin mark as a proof of that.

The next generation accreditation mark (Kurumin)

Among the companies that have established and implemented a general employer action plan, only those that satisfy certain criteria set by the Ministry of Health, Labour and Welfare are accredited (Kurumin-certified) by the Minister of Health, Labour and Welfare as child-rearing-supporting companies and can acquire the Kurumin mark based on the Act on Advancement of Measures to Support Raising Next-Generation Children.