

October 15, 2018

Nippon Steel & Sumikin Bussan Corporation

Acquisition of Kurumin Certification as Childcare Supporting Company

On September 20, 2018, Nippon Steel & Sumikin Bussan Corporation (Head office: Minato-ku, Tokyo, President: Yasumitsu Saeki, hereafter referred to as “NSSB”) was certified by the Ministry of Health, Labor and Welfare as a childcare supporting company based on the Act on Advancement of Measures to Support Raising Next-Generation Children, and acquired the Kurumin mark certifying us as a company that supports the raising of the next generation.

- What is Kurumin certification?

It is a system that allows a company to apply for and receive certification as a childcare supporting company by the Minister of Health, Labor and Welfare (referred to as “Kurumin certification”). In order to be certified, the company must formulate an action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children, achieve the targets set in the plan, and satisfy the certification requirements.

NSSB action plan and programs that were the subjects of certification

1. Action period: April 1, 2015 – March 31, 2018
2. Targets and programs

Target 1: Create an environment in which it is easier to take childcare leave and easy to return to work.

Programs: (1) Through internal training, carry out a program to improve understanding of the various systems related to childcare leave.

(2) Introduce a mechanism for notifying employees who have newly born children and their superiors about the system that is available.

(3) Take steps to promote taking of childcare leave by male employees.

Target 2: Promote taking annual paid leave.

Programs: (1) Take steps to promote taking anniversary leave, and expand the periods when it is possible to take leave.

(2) Trace the status of leave taking, and introduce a mechanism for promoting it.

Target 3: Conduct training to support the participation and advancement of female employees.

Programs: (1) Conduct a training program for female employees to support the formation of career plans and to support their further participation and advancement.

- (2) Conduct a training program for the superiors of female employees to explain the training provided to female employees in order to promote their participation and advancement.

Based on its corporate philosophy of “aiming to become the kind of organization that increasingly cultivates, utilizes, and values human resources and their talents,” NSSB is working to help each employee achieve an improved work-life balance, and a balance between job and family activities. We will continue to actively carry out these programs and strive to create comfortable workplaces and rewarding work.

* Inquiries regarding this release:

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