

# General employer action plan (4th phase) based on the Next Generation Education and Support Promotion Act

June 30, 2015  
PARCO Co., Ltd.

PARCO has formulated the fourth phase of its general employer action plan based on the Next Generation Education and Support Promotion Act as outlined below.

Through this plan, PARCO aims to provide a foundation for employees to maintain a work-life balance.

## 1. Plan period

July 1, 2015 to June 30, 2020 (five years).

## 2. Aim

Create security for employees and their families by providing an employment environment that responds to changes in circumstances such as childbirth and childcare, and reforming work styles by employing various systems that make active participation easier.

## 3. Measures

### 1) Promoting a review of work styles

- Begin consideration of expanding the flexi-time system already introduced at head office and currently being trialed at some stores to include the entire company. This will occur in the first year of this general employer action plan (fiscal 2015).

- Encourage a cutback in working on designated days off in order to reduce working hours.

### 2) Promoting and raising awareness of systems supporting a childcare (or nursing care) and work balance

#### ① The following measures from the previous action plan are being continued

- Help all employees, including men, to maintain a stable childcare (or nursing care) and work balance, while also using the company intranet to promote other relevant systems that enable them to demonstrate their various abilities.

- Support a smooth return to work and resumption of activities following childcare leave by prioritizing the employee's choice of department in which to return to work and providing sensitivity guidance to the leader of said department.

#### ② Improve and raise awareness of relevant systems in order to achieve goals

- Aim to address, within the period of the current plan, the need for expansion of relevant systems as assessed by the Diversity Committee pertaining to the amount of time that can be taken for childcare leave and extension of the age for which children are eligible for reduced hour systems.

- Strongly encourage the use of systems among male employees in particular, including childcare leave and reduced hours for childcare.