

April 14, 2015  
Mitsubishi Chemical Holdings Corporation

**Endorsement of the Declaration on Action Issued by “A Group of Male Leaders who will create ‘A Society in which Women Shine’”**

The Mitsubishi Chemical Holdings Group announced that on April 14, 2015, Mitsubishi Chemical Holdings Corporation Chairman Yoshimitsu Kobayashi endorsed the Declaration on Action issued by “A Group of Male Leaders who will create ‘A Society in which Women Shine’.”

**About the Declaration on Action issued by “A Group of Male Leaders who will create ‘A Society in which Women Shine’”**

(From the Cabinet Office Gender Equality Bureau website)

There is a growing movement by leaders from various industries to encourage women to succeed by maximizing their abilities in the workplace. This movement was inspired by a meeting of “The Council for Supporting Women to Shine,” which was held at the Prime Minister’s Official Residence on March 28, 2014. Part of that movement led to the creation of “A Group of Male Leaders who will create ‘A Society in which Women Shine’,” which has issued a Declaration on Action. The group comprises business leaders who are implemented to encouraging women’s success in the workplace.

In the Mitsubishi Chemical Holdings Group Global Policy on Respecting Human Rights, Employment and Labor, the Mitsubishi Chemical Holdings Group stipulates the following specific guidelines regarding respect for human rights and the employment and labor fields:

- We shall create an organization where a diverse workforce is able to work in a lively and vivacious manner.
- We shall endeavor to ensure equal opportunities in recruitment, job assignment, promotion, employability and occupational development, and

shall endeavor to develop and utilize human resources from a mid or long-term perspective.

- We shall aim at creating an environment where each employee is aware of his/her role, enhances necessary capabilities and respects diverse ways of working. We shall also strive for a workplace where employees are able to fully utilize their capabilities and cooperate with each other to increase productivity, thereby allowing them to pursue and realize diverse ways of life at home as well as in their communities.

Going forward, based on the Declaration on Action's three pillars (Taking actions and sending messages ourselves; Disrupting the status quo; and, Developing networking), we shall continue moving forward with initiatives aimed at encouraging women to maximize their abilities.