

November 11, 2022

Meidensha Corporation

Meiden obtains the highest mark in the PRIDE Index 2022, an index to evaluate inclusiveness for LGBTQ+

Meidensha Corporation (Meiden) has obtained gold status, the highest evaluation in the PRIDE Index set by Japanese nonprofit organization “work with Pride (wwP).” The index gauges corporate efforts to support inclusiveness for sexual minorities (LGBTQ+).

The PRIDE Index comprises the five pillars for evaluation listed below, whose initials form the acronym PRIDE. It is aimed at realizing wwP’s goal of making workplaces friendly to LGBTQ+ employees in Japan through efforts that transcend the boundaries of companies and organizations.

1. Policy: Action Declaration
2. Representation: LGBTQ+ network
3. Inspiration: Raising awareness
4. Development: Human resources management policy and programs
5. Engagement/Empowerment: Social responsibility and external activities

Based on these five pillars, corporations are graded into three levels: gold, silver and bronze. This is the first time that Meiden has obtained the gold evaluation.

The Meiden Group’s basic policy is to promote understanding of sexual minorities (LGBTQ).

Meiden’s policy to promote understanding of LGBTQ

We aim to correctly understand LGBTQ people and do our best to create a work environment that respects everyone’s sexuality and individuality, and allows all employees to demonstrate their full abilities and deliver their best performance.

As part of its efforts to promote understanding of LGBTQ employees, the Meiden Group has announced its policy on human rights, stopped asking job applicants to specify their gender, provided basic education on LGBTQ issues, and has provided counselling to LGBTQ employees. In October 2022, the Group introduced the Meiden Partnership System, which treats common-law marriages (including those between same-sex partners) the same way as legal marriages. The system also allows employees to specify the sex that they identify as a member of, regardless of the gender listed on their family register.

In addition, the Group is taking part in the LGBT-Ally Project^{*1} sponsored by Out Japan Co., Ltd., by sponsoring banner advertisements that aim to publicize ways of supporting inclusiveness for LGBTQ, as well as PRIDE events held across Japan—activities that go beyond those of the Group.

The Meiden Group is committed to spreading correct knowledge about diverse sexualities and deepening understanding of them to eliminate prejudice and discrimination on the grounds of a person's sexual orientation and gender identification that is different from the one assigned at birth. By doing so, the Group will continue to nurture a workplace culture that allows all employees, including LGBTQ people, to work energetically and develop their abilities to the fullest.

*To learn about more about Meiden's diversity management and relevant systems, please read "Promoting Diversity Management" in the Sustainability section of the Group's website.

*1: The project is aimed at increasing allies for LGBTQ people under the slogan of "Anyone can be an ally."