

November 15, 2024

Meidensha Corporation

**Meiden wins the highest mark in the PRIDE Index 2024, an index to evaluate inclusiveness for LGBTQ+, for the third consecutive year**

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



The PRIDE Index comprises five pillars for evaluation, as listed below. Its aim is to realize 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. Meiden has won the gold evaluation in the PRIDE Index every year since 2022.

The Meiden Group has a basic policy of promoting understanding of sexual minorities (LGBTQ) as described below.

■ 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 parts of its efforts to promote understanding of LGBTQ employees, the Meiden Group has announced its policy on human rights. This includes not asking job applicants to specify their gender, providing basic education on LGBTQ issues, and offering 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.

■ Examples of Meiden's endeavors in fiscal 2024

Following a similar event held in fiscal 2023, Meiden held a seminar on LGBTQ in June 2024 by inviting an outside lecturer and an LGBTQ guest speaker, which was attended more than 900 employees. Stickers featuring the "LGBTQ Ally" icon were distributed to employees.

Meiden has carried out three new initiatives for fiscal 2024, listed below.

- LGBTQ flag hoisting: Flags featuring the "LGBTQ Ally" icon have been hoisted at the Numazu Works, Nagoya Works, and Ohta Works.
- Participation in Rainbow Pride events: Sympathizers for the cause cheered on the streets in Tokyo and Nagoya where the events took place to seek rights and dignity for LGBTQ people.
- Provision of "LGBTQ, and Health and Productivity Management" menu: The cafeteria of the Numazu Works has offered a menu on the theme of "the promotion of LGBTQ understanding and Health and Productivity Management," featuring vegetables with six different colors.



Fried “kara-age” chicken with Chinese-style starch sauce with vegetables



Fried “Tatsuta-age” pork and vegetables seasoned with hot and sweet sesame sauce over rice

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 an organization and culture (DEI: Diversity, Equity and Inclusion), that allow all employees, including LGBTQ people, to work energetically and develop their abilities to the fullest.

<Meiden Goal> Meiden: A company with DEI



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MEIDEN

About DEI, Meiden Group’s Sustainability

<https://meidensha.disclosure.site/ja/themes/147>