

DIVERSITY, EQUITY & INCLUSION (DE&I) AT JAPAN OFFICE



Join a diverse and inclusive team where differences are embraced

We place Diversity, Equity & Inclusion (DE&I) at the core of our role as a responsible employer. Our goal is to nurture a culture devoted to the respect, recognition, and promotion of all talents, regardless of belief, gender, age, disability, parental status, ethnic origin, nationality, gender identity, sexual orientation or social origin.

We support this culture throughout the entire recruitment, onboarding and promotion process, as well as in management and stakeholder engagement and internal communications.

Our DE&I Initiatives

Being fully in line with our [Group missions](#) concerning Diversity and Inclusion, in Japan we have Employee Resource Groups that actively support and foster this culture to enhance workplace inclusively by implementing DE&I initiatives and leading change in our areas of focus:



Cultural diversity

Cultural diversity is a driving force of development that brings us creativity and innovation. We empower our employees to live our values every day by nurturing an environment where people from different backgrounds and perspectives are welcomed, respected, and valued. Activities and celebrations are held throughout the year to promote the core value of cultural diversity.

Gender equality

We strive to eliminate both conscious and unconscious bias, and provide equal opportunities for all employees in the workplace. We have implemented a variety of actions and policies to advance gender equality at all levels of the organisation. **SG For She** takes the lead in promoting gender equality both internally and externally, such as organizing events in March every year to celebrate International Women's Day to raise awareness towards female leadership and their careers.





LGBT+ inclusion

We commit to having an inclusive and respectful work environment free from any discrimination, harassment and bullying for all employees, regardless of their sexual orientation or gender identity.

Pride and Allies implements various guidelines such as [Conversation Guide](#) and is actively advocating and organising events to promote LGBT+ rights and inclusion, such as Pride Month, Pink Friday, as well as participating in Pride Index. In Japan, we received a Gold Standard in the Pride Index by “work with Pride” for three consecutive years from 2020 to 2022.

Differently abled

We aim to increase awareness for the differently abled and their allies including caregivers by focusing on people's unique abilities. We strive to establish an accessible and safe workplace and promote strength-based development in order to have a positive impact on our employees and the community at large.



Cross-generational

We recognise the value of each generation and aim to create an inclusive environment for all generations. For us this means bridging the gap between generations for all employees in our workforce by welcoming new technology, embracing knowledge-sharing, raising awareness of generational differences, and encouraging inclusive work practices within the Bank.