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Mitsui Chemicals, Inc.

Mitsui Chemicals Receives Highest Gold Certification in PRIDE Index 2024

Mitsui Chemicals, Inc. (Tokyo: 4183; President & CEO: HASHIMOTO Osamu) has received its first Gold certification in the PRIDE Index with the release of the index's fiscal 2024 edition, which was announced on November 14. Formulated by Japan's work with Pride Association (wwP), the PRIDE Index evaluates LGBTQ+-related workplace initiatives.

The Mitsui Chemicals Group Human Rights Policy prohibits discrimination, including against sexual orientation and gender identity. Mitsui Chemicals is pursuing a wide range of related measures with the aim of being a company where diverse individuals can play a part.



■ Overview of the PRIDE Index

The PRIDE Index is a means of evaluating LGBTQ+-related initiatives in the workplace. The index was established in 2016 by wwP with the intent of overcoming corporate and organizational boundaries to create Japanese workplaces where it is easier for LGBTQ+ individuals to work.

Candidates for PRIDE Index certification are screened based on five criteria: 1. Policy (declaration of actions), 2. Representation (community for LGBTQ+ people), 3. Inspiration (awareness-raising activities), 4. Development (personnel systems and programs) and 5. Engagement/Empowerment (social contribution and public relations). Companies that fulfill all five criteria can receive Gold certification, while those that fulfill four are eligible for Silver and those that fulfill three are eligible for Bronze.

Source: work with Pride's PRIDE Index (Japanese only: <https://workwithpride.jp/pride-i/>)

■ Mitsui Chemicals' main initiatives

Mitsui Chemicals LGBTQ Ally Declaration

In an effort to gain more allies who understand and act in support of LGBTQ individuals, Mitsui Chemicals has defined – and is calling for employees to support – four criteria: avoiding discrimination, calling out any discriminatory actions witnessed, proactively learning, and acting to increase the number of like-minded individuals. Employees who sign the Declaration are given ally merchandise, which is intended to make allies visible within the company while also promoting further understanding.

Partial expansion of employee benefits program to same-sex partners

Effective October 2022, employees who inform the company of their same-sex relationship will have their same-sex partners viewed in the same way as opposite-sex partners with respect to certain leave, leave of absence, and benefit programs. This policy is also being gradually expanded to cover more benefits.

Establishment and training of LGBTQ contact desks

Mitsui Chemicals has established LGBTQ-specific contact desks for the purpose of consultations about harassment, coming out, and any inquiries about the use of relevant systems and programs. Practical training is being provided for each site's contact desk staff, including by having external instructors visit to run roleplays of situations where employees have sought consultations.

Awareness activities

For Pride Month, Mitsui Chemicals held a joint event alongside several other companies to raise widespread awareness. The company has also hired experts to conduct lectures as in-house events on multiple occasions.

References:

- Mitsui Chemicals Group – Respect for Human Rights

<https://jp.mitsuichemicals.com/en/sustainability/society/rights/>

- Mitsui Chemicals Group – Corporate Culture Transformation

<https://jp.mitsuichemicals.com/en/sustainability/society/employee/diversity.htm>