

## **General Employer Action Plan (6th phase) based on the Act on Advancement of Measures to Support Raising Next-Generation Children**

August 1, 2024  
PARCO Co., Ltd.

PARCO has formulated the sixth phase of the “General Employer Action Plan” based on the Act on Advancement of Measures to Support Raising Next-Generation Children. Through this plan, PARCO aims to provide a foundation for employees to maintain work-life balance.

### Overview

Create security for employees and their families by providing an employment environment that responds to changes in circumstances such as childbirth and childcare, and reforming work styles by employing various systems that make active participation easier.

#### **1. Plan Period**

August 1, 2024 to February 28, 2027

#### **2. Goals and Initiatives**

Goal: Create an environment in which employees can take childcare leave with peace of mind

○ The following measures will be implemented to improve the environment and eliminate any cause for concern during childcare leave and when returning to work:

- Receive and share information from occupational physicians on what employees should know during childcare leave, including essential care for postpartum mothers, and respond to various issues that individual employees may face.

- To relieve anxiety and resolve problems faced during the period between childcare leave and return to work, recommend that employees take advantage of counseling by a specialist from a company that has partnered with PARCO to provide EAP/counseling programs.

Consultation Examples: 1) How to practice self-care 2) How to discuss child-rearing approaches with your spouse 3) Anxiety about returning to work 4) Anxiety about balancing work and childcare

- Conduct interviews with employees prior to their return to work, and confirm and coordinate with the departments to which the employees wish to return.

Initiatives:

- August 2024~: Inform employees who plan to take childcare leave that the free counseling services currently available can be used for counseling related to childcare leave, child rearing, return to work, etc.
  - September 2024~: Request industrial physicians and others to provide information on postpartum care for mothers
  - November 2024~: Distribute information received from industrial physicians to employees to promote their understanding of the care they need following childbirth
  - 2024 (as needed): Conduct interviews with employees returning to work
- \* Continue to do the above during the planning period

Goal: Create a comfortable working environment based on work/life balance

- The following measures will be implemented to promote the use of annual paid leave:
  - Increase to 60% the percentage of people taking annual paid leave of 10 days or more

Initiatives:

- August 2024~: Remind employees of their accrued annual paid leave to encourage use
  - September 2024~: Monitor actual use of annual paid leave and, if the situation dictates, encourage employees who are not using it to do so
- \* Continue to do the above during the planning period