

# Promoting Diversity

The Chiba Bank aims for its diverse staff to mutually utilize their individuality for a more creative organization and to promote diversity.

The term “diversity” essentially means variety, and represents a way of thinking that involves active roles for people of various genders, nationalities, and disabilities. First, we are focusing our efforts on promoting the activities of our female staff members, who make up approximately 40% of our personnel.

## Diversity Action Declaration

In March 2015, we announced a diversity action declaration under the catchphrase “Flexibly, strongly embracing diversity - Generating new ideas through a diverse sense of values.”

## Diversity Promotion Committee and Diversity Management Division

In July 2014, the Chiba Bank established the Diversity Promotion Committee to aim for a workplace where ambitious, capable staff members can play an active role regardless of gender. The Committee brings together a wide range of members, including male and female staff members from Headquarter and branches who range from young to experienced. They actively discuss efforts for the promotion of diversity at the Bank.

Furthermore, in October 2014, we newly organized the Diversity Management Division. While cooperating with the Human Resources Division, the Division furthers diversity awareness, supports the careers of female staff members, and maintains and improves of every kind of system.

## Toward “A Society in which Women Shine”

In June 2014, the Chiba Bank announced the approval of a “Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine,” in which the president Hidetoshi Sakuma participated as a core member. The committee was inaugurated to bring together male leaders of corporations who are actively involved in promoting active roles for women. They concluded a declaration on action and shared it with society.

In accordance with three pillars of the declaration on action, the Chiba Bank implements the initiatives to expand opportunities for women, actively promoting women in management positions, giving seminars to support women’s career development and helping employees work-childcare balance.

The group of regional bank presidents to promote the creation of “A Society in which Women Shine” (Chairman: Hidetoshi Sakuma, President of the Chiba Bank, Secretariat: Chiba Bank) was established in November 2014, with the participation of all 64 presidents from banks affiliated with the Regional Banks Association of Japan. The “regional bank talent pool\*” was established in April 2015, to continually support the careers of women at regional banks.

## External Awards

- ▶ Oct. 2014 Ministry of Health, Labour and Welfare  
Ikumen Enterprise Award 2014 (Special Encouragement Award)
- ▶ Jan. 2015 The Japan Financial News Co., Ltd.  
Nikken Award
- ▶ Mar. 2015 NPO J-Win  
2015 J-Win Diversity Award (Top Executive Award / Individual Prize)
- ▶ Mar. 2015 Ministry of Economy, Trade and Industry  
Diversity Management Selection 100



## Declaration on Action

“Taking actions and sending messages ourselves”

“Disrupting the status quo”

“Developing networking”

\* In the event of a change of residence, caused by factors such as marriage or the transfer of a spouse, for an individual who wishes to continue working, they will be introduced to a regional bank near their new residence. The bank to which the individual was introduced shall determine the possibility of employment.