

Respect for Human Rights

Respecting human rights is the basis for complying with laws and regulations and fulfilling social responsibility. Regarding the respect for human rights, the Group recognizes and addresses such issues as "Improvement of employees' awareness of human rights."



Improvement of the awareness of human rights

Striving to disseminate the awareness of respect for human rights with every employee by establishing a dedicated promotion system

The Company is committed to enlightening of human rights issues among employees with the aim of creating a "positive worksite atmosphere in which every employee's human rights are respected and personal competence and personality can be fully demonstrated."

Specifically, every year the Company offers a human rights enlightenment course of 1-2 hours in the stratified training curriculum under the established human rights training promotion system.

In fiscal 2014, a total of 39 employees participated in the training, which targeted new employees and newly appointed managerial staff.

At the training sessions, participating employees not only received lectures but also exchanged views on diverse concrete examples to deepen their understanding.

The Company endeavors to raise the awareness of human rights by inviting slogans on human rights enlightenment even to loaned or dispatched staffers. In parallel with this approach, we have established a harassment-dedicated counseling contact that takes initiatives to prevent or resolve various worksite harassment cases.

Actual performance data on human rights training can be viewed on Mitsubishi Logistics' Web site in "Extended version."

HOME>CITIZENSHIP>Environmental and Social Report>Extended version

Slogan on human rights (Employees' section)

Precious are all lives being born,
No difference where in the world it is.

Slogan on human rights (Family section)

Whoever it is, Everyone is different, and it's natural that way.

VOICE

Reflection on the Human Rights Training

Minami Sawada
Rokko Cold Storage Office, Kobe Branch



At the training, we learned mainly about "What are human rights?" and other issues such as "Discrimination on the basis of race and disability," "Gender discrimination issues" and "Power harassment." Based on an actual lawsuit as an example, and concerning some cases that are considered discrimination that could happen in our daily lives, we, the participants, exchanged views and together considered how to create a safe environment where we can focus on work without such sensitive problems, as well as how to ensure diversity and prevent harassment.

The training helped us realize that we all are trapped by our own subconscious prejudices and illusions and the issues related to discrimination and human rights affect us daily. To create a society that is good socially, environmentally and from the perspective of human rights, I keenly feel the importance of each of us having such recognition, being aware of the various situations of people other than ourselves, respecting each other and valuing human connections.

Appropriate Working Environment

An appropriate working environment serves to stabilize employees' living standards, is the source of meaning in employees' lives and is indispensable for safety and health, productivity growth, human resource development and so forth. Regarding the appropriate working environment, the Group recognizes and addresses such issues as "Respect of labor-management relations," "Employment and the importance of the employment relationship," "Rewarding and friendly working conditions," "Ensuring the security of workers" and "Human resource development and training."



Respect for labor-management relations

Having close communications with the labor union

The collective labor agreement entered into between the Company and the Mitsubishi Logistics Union stipulates the responsibility of the Company and that of the union as follows on the stance of labor-management cooperation.

1. (Company's Responsibility)

The Company shall proactively strive to maintain and improve the working conditions and promote the welfare of employees to improve the status of employees and ensure stable livelihoods.

2. (Union's Responsibility)

The labor union shall strive to maintain public order at the worksite and promote the working capabilities of its affiliated employees, as well as fully cooperate with the Company for the growth of the Company's business based on democratic foundations.

Labor-management consultations and negotiations are handled at the Management Conference, which is attended by representatives of both parties.

There are two types of Management Conference: the Central Management Conference, which is held between Head Office and the union's headquarters, and the Operating Site Management Conference, which is held between each branch and each lodge. Each conference meets once per month.



Central Management Conference (Head Office)

Employment and the importance of the employment relationship

Endeavoring to ensure human resources systematically and stably while respecting equal employment opportunities and diversity

In recruiting employees, our basic policy is to respect equal employment opportunities and diversity.

In our recruiting activity, we have introduced an openentry system without making any distinction as regards the school of graduation or faculty that takes into account the fair employment of applicants from a long-term perspective to systematically and stably ensure human resources.

We offer a wide range of opportunities to both new and professional or experienced applicants by making the most of the Company's Web site and various kinds of PR media.

Status of employees (as of the end of March 2015)

Item	In fiscal 2014
Number of regular employees (consolidated)	4,452
Number of temporary employees (consolidated)	2,367

*Group companies have no statistical data regarding employees' average age and years of service.

Number of regular employees (non-consolidated)	845 (564 men and 281 women)
Average age (non-consolidated)	40.1 years
Average years of service (non-consolidated)	17.2 years
Number of temporary employees (non-consolidated)	682

Rewarding and friendly working conditions

Strive to improve the environment in which both employees and the Company can raise mutual values

The basic philosophy of the Company's personnel policy is to assist its employees to grow and improve their work-life balance and to assert that both employees and the Company can raise mutual values through the sustainable growth of the Company.

To realize this philosophy, the Company endeavors to improve worksite environments so that employees can demonstrate their individuality and competence to the utmost with improved motivation and better workplace environments, through a variety of personnel and educational systems.

Streamline the personnel system in the pursuit of creating worksites where employees can demonstrate their individuality and competence

The Company strives to improve worksite environments in which every employee can fully demonstrate his/her individuality and competence.

Self-declaration system

According to the self-declaration system, the Company's employees declare their satisfaction rating with their current duties and career plan among others, once a year. The declaration includes the desired conditions of their next workplace, etc., so that the Company may pay attention not only to employees' business duties but also to every employee's life plan. The content of the declaration is actually used for personnel transfers and the career development program.

Evaluation and treatment of employees

The Company treats employees in accordance with fair, transparent and well-received appraisal systems. Direct interviews between managers and subordinates, which are held three times a year (at the time of target setting, midyear retrospection and year-end retrospection) are especially emphasized. The evaluation results are used for an appropriate division of labor within the business unit and advice on career planning.

Execute industrial safety and health-related measures to enhance employees' good health

To effectively fulfill its obligation of safety, which is required of every corporation, the Company proactively takes initiatives to maintain and promote employees' health.

Regular medical checkup

A medical checkup is conducted once a year that focuses on tests for lifestyle-related diseases. Although long working hours have become a social problem in recent years, the Company has implemented a framework to minimize the health risks of employees due to a heavy workload through enhanced interview guidance from industrial physicians to those with long working hours.

Health promotion

Health promotion seminars are held for the purpose of maintaining good health and improving the lifestyle of employees. At these seminars, in addition to lectures (on mental health and eating habit guidance) given by experts, simple aerobics dance programs are offered to encourage employees to engage in light physical exercise.

Involvement in mental health activities focusing on "prevention and recurrence prevention"

The Company considers it important to support every employee in having a purposeful life by ensuring systematic and constant care for his/her mental health.

To promote mental health care in accordance with the "Guidelines for maintenance and promotion of mental health for workers" of the Ministry of Health, Labor and Welfare, the Company has taken a variety of initiatives such as reinforcement of in-house education and training, cultivation of dedicated staff in charge at operating sites, execution of stress checks and improvement of networks via collaborations with external professional organs.

Promoting the work-life balance to support the sound development of the next-generation children

Pursuant to the implementation of the Act on Advancement of Measures to Support Raising Next-Generation Children, the Company formulated the "Ordinary Business Owner Action Plan" and implemented the "Child-care leave system," the "Shorttime regular employee system," the "Nursing care leave system," the "Care leave system" and the "Family care leave system" to assist with the coexistence of employees' working life and home life. Furthermore, the Company encourages the enhanced use of annual paid vacations to reduce working hours in a year and has introduced a systematic granting system (six days per year) of annual paid vacations under labor-management collaboration.

VOICE

Having Taken Child-care Leave

Aya Urata
Warehousing and Distribution
Business Dept. A, Yokohama Branch



I took child-care leave twice, once for my son and once for my daughter. Children grow every day, but infancy elapses quickly and every moment is precious. Using the child-care leave, I was able to spend priceless time with my children during an important period of their growth.

My children are now six and two years old, and they still need much care, but I am able to keep a good balance between child care and work thanks to much support from my colleagues.

VOICE

Care Leave

Tomomi Koga
Retail Property Team, Real Estate
Div., Head Office



For a family with both parents working and a preschool age child, when we wake up in the morning to find our child has a fever of more than 37.5°C, the situation is serious. A child can get a high fever in the morning even without any sign of it the night before. Wishing to keep working without interruption, I worry if I can find someone to take care of my child. However, I can take a care leave if necessary to switch my mind and make an appropriate decision as a parent and care for my child at home. Especially in the case of sudden illness, I really feel sorry for my colleagues. Thanks to their understanding, since I returned to work after my child-care leave, I have been able to continue working, keeping a balance between work and life. Although the care leave system previously was limited to use only for illness, it was changed to cover vaccination and health checkups as well. I was able to take a care leave to take my son, who started going to school in April of this year, to a health checkup before entering school. With appreciation and a total sense of responsibility, I passionately engage in the operation I am in charge of.

Acquisition results for various systems

System	Description	Results (number of beneficiaries)				
		FY2010	FY2011	FY2012	FY2013	FY2014
Childcare leave	Leave of absence is allowed for a desired period until a child becomes 2 years old.	14	9	6	7	8
Short-time regular employee	Service hours may be reduced by up to 2 hours per day for nurturing a child.	11	16	17	17	18
Nursing care leave	Leave of absence is allowed for a desired period within one year to take care of a family member in need of nursing care.	0	0	1	0	0
Care leave	Paid leave for nursing care of a child (up to 10 days per year)	23	33	27	31	27
Family care leave (newly established in FY2010)	Paid leave for nursing care of a family member in need of nursing care (up to 10 days per year).	5	3	1	1	0

*Child care leave system and nursing care leave system are counted beginning from the time of system introduction.

Promoting welfare measures to help employees store up the energy to work

A variety of systems are available in compliance with the three catchphrases of "Provision of security," "Recreation" and "Promotion of residential house acquisition" for the promotion of employees' welfare.

Major welfare programs of the Company:

1. Provision of security

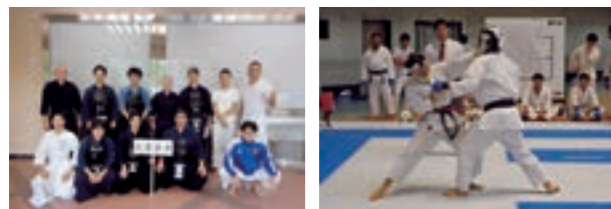
Retirement benefits, corporate pensions, family allowance, housing allowances, condolence money, celebration of a birth, the ESOP (Employee Stock Ownership Plan) association, group insurance, the reserve for pension and asset formation, multipurpose accommodation loans and the granting of company-owned houses to employees via job transfers

2. Recreation

Recreation facilities, in-house sports events (baseball, tennis and futsal), the Mitsubishi firms' martial arts tournament, refresh leave (long-service and midlevel workers)

3. Promotion of residential house acquisition

Reserve for house acquisition and asset formation, in-house loans and tie-up loans



In-house recreation event (Group picture, karate section of the Mitsubishi firms' martial arts tournament at the Nippon Budokan)

VOICE

Participated in the Mitsubishi Firms' Martial Arts Tournament

Takaaki Kito
Business Coordination & Development
Dept., Warehousing and Distribution Business Division



The purpose of the Mitsubishi firms' martial arts tournament is building friendship among employees of the Mitsubishi Group companies through competing in the kendo, judo, kyudo (Japanese archery) and karate sections. This time, I participated in a karate team representing our Company—our Company's first-time entry to the karate section.

Although our team lost its first match, I felt proud of having participated as part of a representative team of our Company. I keenly felt the joy of working together with other people toward the same goal. I also got to know the participants from other companies, which made this experience even more significant.

To ensure employment opportunities for the elderly, motivated retiring employees are provided with places to demonstrate their competence

In terms of employment opportunities for the elderly, the Company has strived to guarantee the employment of employees up to 62 or 63 years old before the establishment of the related laws through measures such as a job placement service to help them be reemployed by subsidiaries or affiliates and the reemployment of those with expertise in certain business fields.

In response to the establishment of the relevant laws, we established our continuing employment system to ensure that applicants can continue to work up to 65 years old under certain criteria, and the system has been applied to 80%–90% of those applicable.

Improving access in the work environment to increase the employment of physically challenged people

There are physically challenged employees who work in diverse operations of the Company. As of June 1, 2014, the Company filled its legal employment quota of physically challenged employees as a result of the aggressive execution of various initiatives. We will continue to steadily strengthen improvements of the worksite environment in which physically challenged persons can easily demonstrate their capabilities and competence.

Employment ratio of physically challenged employees

	June 2010	June 2011	June 2012	June 2013	June 2014
Number of physically challenged employees (actual)	13	16	18	17	16
Employment ratio (%)	1.70	2.06	2.30	2.15	2.05

Ensuring the security of workers

Striving to conduct industrial safety and health activities via collaborations among operating bases in the pursuit of prevention of industrial accidents

Each branch has an "Industrial Safety and Health Committee" (and a Health Committee at Head Office) to share information with operating bases including operation-commission and cargo-handling companies to which operation is outsourced with regard to diverse initiatives related to industrial safety and health. In addition, we strive to prevent occupational disasters by conducting safety and health education and safety patrols inside and outside the facilities.



Health Committee (Head Office)

Overland transportation: Strengthen ensuring safety with safety measures and the prevention of accidents in the transportation field

Ryoso Transportation Co., Ltd. (an overland transportation-dedicated company in charge of the overland transportation business of the Company), aims to increase the security of transportation and ensure safety through concerted efforts with the recognition that ensuring the security of freight transportation is the pillar of our business management.

In addition, fully recognizing the public nature and importance of the trucking business apart from compliance with relevant laws and regulations such as the Motor Truck Transportation Business Act and the Road Traffic Act, we check operations at all times from a safety viewpoint. As initiatives for daily accident preventive activities, we hold safety conferences, conduct safety patrols and all-branch marketing staff conferences, and conduct thorough checks at all car-allocation bases using a high-performance alcohol detector unit to check at the roll call whether any crew members have been drinking.

In addition, we implement initiatives for industrial safety and health via appropriate instructions and education given to crew members based on the results of regular medical checkups, to which tests for lifestyle-related diseases have been added, and regular diagnosis of the driving competence of the truck crews is conducted.

Harbor transportation: Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings

The port and harbor operations inevitably involve a variety of cargo handling work in association with the receipt and delivery at ports. We therefore regularly conduct safety-related drills and hold regular conferences as specific countermeasures that have been prepared by operating sites to safely and smoothly perform cargo handling operations.

To prepare for various kinds of occupational disasters and cargo accidents, it is important to raise awareness of safety and health and share the intent with all workers. To this end, we strive to understand and improve the operating site environment from all angles.

Furthermore, to prevent occupational disasters and cargo accidents, it is vital that warnings are given with reference to past

accident examples and that effective countermeasures are always pursued and proactively executed. We are confident that the cumulative effects of these safety-focused daily efforts will help prevent serious occupational disasters and ensure the safety of workers.

Specific initiatives executed at the respective ports are summarized in the table below.



Safety patrol (Minamihonmoku Office, Yokohama Branch)

Safety and health meeting (Minamihonmoku Office, Yokohama Branch)

Description of specific initiatives taken at the respective ports and results/achievements

Description
● We hold a briefing meeting before the ship operations to confirm the content of the intended operation, check the work uniform including the fluorescent vests and call workers' attention to safety (daily).
● A safety and health meeting is held jointly with the relevant suppliers (monthly).
● We strengthen the safety patrols at operating sites jointly with the relevant suppliers (monthly). (Quarterly joint patrols are conducted with the participation of superiors.)
● We regularly confirm and replenish safety gear (safety belts for high-place operations, fluorescent safety armbands, emergency stretchers, etc.).
● Information such as cases of accidents is shared with other operators operating at the same harbor terminal at operators' liaison meetings, etc., and the content is shared at safety conferences at our worksites and with suppliers.
● We promote the speed limit for dedicated, in-yard trucks, which are driven within the container yards (via the successive installation of excessive speed lamps).
● We participate in outside workshops and training sessions (as needed).

Results/Achievements

No serious occupational accidents were reported in fiscal 2014.

VOICE

Strengthening the Task of Ensuring Safety

Manabu Namatame
Section Chief, Sales Division,
Ryoso Transportation Co., Ltd.



As a trucking business operator, I strive to ensure safety and security, complying with relevant laws and regulations, in the pursuit of higher transportation quality, aiming for logistics that can contribute to people's lives. We conduct safety patrols and hold monthly safety conferences to provide related training for crews and clerical employees according to the type of their tasks. We also share safety-related information and are establishing an internal communications system. Furthermore, the content of operation is reviewed at each operating base, thereby aggressively improving operations.

(Group company of Mitsubishi Logistics)



Chinese national staff training 1

Human resources development and training

Endeavor to develop human resources that can contribute not only to corporate growth but also to social development

Ideal image of desired human resources

With the Code of Conduct in mind, every employee aims to undertake a role not only in corporate growth but also in the development of society by conducting himself/herself in the following manner.

1. Keep faith in others, and conduct yourself with integrity and a sense of fairness.
2. Conduct yourself autonomously.
3. Respond flexibly to environmental changes.
4. Demonstrate expertise and act with a sense of creativity.
5. Have a good teamwork spirit and cooperate with your colleagues.

Training system

The Company focuses on developing human resources that can precisely respond to internal and external needs.

The Company therefore strives to upgrade employees' business skills and the organization's strength through training by service year of employment. At the same time,

the Company offers several training programs to raise employees' expertise such as management capabilities, readiness for globalization and operational capability to enable employees to acquire professional skills in response to the content of their business duties.

Extending the Scope of In-House Lecturers for the Onsite Logistics Capability Training

At the onsite logistics capability training, the lecturers are dispatched from among active employees so that employees assigned to posts at logistics sites can improve their necessary expertise and skills.

Onsite training was conducted with a warehouse site as a case study. In order to learn practical management and improvement methods for warehouse sites geared to the actual situation, and for the acquisition of knowledge required to enhance safety at worksites as a leader of each site, a new practical onsite improvement seminar has been established.

Participants toured around the warehouse taken up as the case study, looked for issues and ingenious points that are devised, and discussed methods of improvement within the training groups. These tasks enabled participants to learn practical knowledge which can be utilized in the improvement of each of their worksites.



Chinese national staff training 2



Chinese language training



The middle level staff training



Offsite meetings



Training for (Deputy) General Managers

Conducted Training Targeting the Young Staff of Subsidiaries and Affiliates

We conducted two trainings for the young staff of subsidiaries and affiliates at the Sengokuhara Training Center, on February 5-6, 2015, and March 9-10, 2015, for the purpose of improving the management capability of the entire Group in accordance with the Management Plan.

These training programs, each attended by about 15 persons from the Company's subsidiaries and affiliates, focused on safety and health, communication capabilities and followership, which is designed to nurture future leadership.

These programs became a place where one could interact with employees from other companies of the Group and helped enhance the motivation of each participant.

Conducted Training Targeting Employees Engaging in Real Estate Business for the First Time

For employees engaging in real estate business operation for the first time, we conducted training on February 16-25, 2015, so the participants could acquire basic knowledge on the real estate business.

Eight participants learned basic knowledge on the outline of the Company's real estate business, lease/rental contracts and income and expense calculation. They acquired a deeper understanding of the outline of businesses conducted by the buildings, residences and commercial facilities businesses of the Company.

VOICE

Reflection on the Onsite Logistics Capability Training

Atsushi Nishida
Daikoku No. 2 Office, Yokohama Branch



I took the safety and health and logistics improvement courses. At the logistics improvement course, I reconfirmed that eliminating even a few seconds of wasted time can lead to significant long-term improvement in the efficiency of operations. I noticed that my awareness of improvement in operational efficiency had not been strong enough, distracted by handling many daily duties. Also, I learned about the Nagoya Branch's initiative to reduce overtime work. I would like to contribute to creating a better work environment at my worksite so that everyone can work with ease.

It was a good opportunity that helped me reconsider the creation of a more pleasant work environment and the improvement of daily operations at warehouse sites.

VOICE

Reflection on the Onsite Logistics Capability Training (Initiative to Reduce Overtime)

Tatsuya Yokoyama
Sairyo Service Co., Ltd.



I learned about the actual initiative to reduce overtime work at the Komaki Office, Nagoya Branch, as an example of a specific measure to reduce overtime, its rationale and the resulting actual reduction of overtime.

The busier the situation, the more difficult it is to change the status quo. However, I was impressed by the concerted efforts throughout the worksite toward improvement, which also refreshed my belief in the importance of teamwork as a driving force toward improvement.

Applying what I learned to my worksite, I intend to cooperate with colleagues and associates toward operational improvement.

(Group company of Mitsubishi Logistics)

VOICE

Participating in the Training for Young Staff of Subsidiaries and Affiliates

Noriko Tohyama
General Affairs Division, Dia Systems Corporation



At the training for young staff of subsidiaries and affiliates, I learned about safety and health, mental healthcare, young staff's roles/responsibility and followership.

The group workshop, where various opinions were exchanged among diverse participants from different types of business, was a great experience for me, as I felt that listening to diverse viewpoints helped to broaden my perspective. Also, because all the participants were young, it was easy for me to make comments and it didn't take much time to get to know each other. It was a good opportunity for employees of subsidiaries and affiliates to interact with each other, and we enjoyed learning many things there.

I would like to strive to use the knowledge I got at this training for my work.

(Group company of Mitsubishi Logistics)

VOICE

Participating in the Training Targeting Employees Engaging in Real Estate Business for the First Time

Takaya Kikuchi
Real Estate Business Dept. Nagoya Branch



At this training, which lasted about two weeks, I learned the general content, including the Company's real estate business and issues, by listening to lectures given by each of the office building, residences, commercial facilities and operations teams, and via workshops and property tours. The property tours were conducted by senior-level staff who had been part of the Nihonbashi Dia Building project, residential development and operation of a commercial facility (Yokohama Bay Quarter), and I listened to their way of thinking and their experiences, which was a great experience for me. Using the knowledge I gained through this training and with a sense of responsibility and self-awareness, I would like to strive daily to help improve the building management operation at the Nagoya Dia Building, which I am assigned to.

Appropriate Working Environment

Human resources (training) systems

National-type employee development course:

Basic role: Engage in a wide variety of corporate operations as core executives who facilitate business growth and management in a variety of regions including overseas.

Development policy: Have the participants experience a variety of roles and duties. For 12 years after joining the Company, transfers are conducted at intervals of about four years, in principle.

Strengthen management capability	Enhance readiness for globalization	Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>Training for (Deputy) General Managers</p> <ul style="list-style-type: none"> Clarify the Company's DNA by reflecting on the corporate history of Mitsubishi Logistics Raise organizational management capability <p>Leadership training for managerial section chiefs and general managers</p> <ul style="list-style-type: none"> Leadership, etc. <p>Training for newly appointed managerial section chiefs and general managers</p> <ul style="list-style-type: none"> Understand the management policy and management skills Nurture problem-solving capabilities at worksites, etc. <p>Management training by theme</p> <p>(Compulsory) Leadership (Compulsory) Labor management (Compulsory) Accounting (Selective) Marketing (Selective) Motivation management (Selective) Critical thinking</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Management training for employees seconded to subsidiaries (Applicable to Executives)</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Young staff overseas dispatch program</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">English conversation course</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Chinese conversation course</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Emerging countries' legal and labor affairs and accounting training (as needed)</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Global mind development training (as needed)</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">National staff training (as needed)</p>	<p>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. Acquire operating knowledge on distribution centers, transportation, etc. Acquire knowledge on logistics improvement, etc. <p>Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Training via dispatching to subsidiaries or affiliates</p> <p>Training by division</p> <p>Registered customs specialist examination course</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> Acquire skills necessary for different levels Recognize the role required for each level <p>The middle level staff training</p> <ul style="list-style-type: none"> Acquire basic management skills Improve perspectives via action learning, etc. <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership Acquire basic marketing capabilities, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Improve logical thinking capability Acquire legal expertise on logistics, etc. <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> Learn basic knowledge on general corporate operations Learn basic knowledge on trading practices Visits to logistics and real estate facilities of the Company Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	Correspondence education

Region-type employee development course:

Basic role: Become familiar with and understand the characteristics or features and local business duties of a certain region in preparation for the smooth fulfillment of corporate operations.

Development policy: Nurture employees via OJT-focused training and rotate jobs so that employees can become familiar with operating know-how in various areas.

Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. Acquire operating knowledge on distribution centers, transportation, etc. Acquire knowledge on logistics improvement, etc. <p>Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Training by division</p> <p>Registered customs specialist examination course</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> Acquire skills necessary for different levels Recognize the role required for each level <p>*Training may be conducted for each region or at the store level.</p> <p>Training on regional office duties</p> <ul style="list-style-type: none"> Grasp one's own strengths and weaknesses Improve communication capabilities <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Acquire knowledge on logistics, etc. <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> Learn basic knowledge on general corporate operations Learn basic knowledge on trading practices Visits to logistics and real estate facilities of the Company Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	Correspondence education