

President message on Promoting Diversity at the Fujikura Group

Our 2020 Mid-term Business Plan advocates the management policy of making Fujikura a highly profitable company with stronger "metabolism", with the entire group uniting in a teamwork approach. One aspect of the policies formulated according to these principles is promoting diversity.

In order to increase our competitiveness in an environment in which Japan's population is graying (aging and declining) and business is globalizing, it will be important for us to create a system that can make use of diverse human resources, irrespective of their nationality, ethnicity, gender, religion, age, previous career or employment.

I believe that our employees are our most important assets. Promoting diversity will be a further step in ensuring that the employees of the Fujikura Group are healthy in mind and body, highly creative, and a vibrant assemblage of human resources.

1.The Fujikura Group's Declaration of Promoting Diversity

We will move forward with creating a system that can make use of diverse human resources, irrespective of their nationality, ethnicity, gender, religion, age, or previous career or employment.

We believe that breakthroughs will arise in the form of creative and cutting-edge ideas as people with varied backgrounds and ways of thinking put forth diverse opinions and work out conflicts between differing viewpoints.

2.The Significance of Diversity for the Fujikura Group

By providing an environment that makes it easy for employees both to deal with personal needs and desires and professional needs and desires, we will strive to hire and retain superior human resources, which will contribute to the profitability of the company.

We will cultivate a climate that is inclusive, where diverse people can cooperate, one that welcomes new concepts, and a culture in which creative ideas are likely to arise, thus enhancing our "metabolism".



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