

ESG Initiatives of the PPIH Group

Initiatives for Society

Providing a Workplace Environment That Is Rewarding



▶ Becoming a Corporate Group with a Comfortable and Rewarding Work Environment

We formed a “work environment improvement team” to help employees confidently put in their full efforts and strive to identify issues facing the Group as a whole and individuals and improve the work environment using questionnaires, individual discussions, and other methods. We are developing new mechanisms, such as changing assignment sites in cases of lengthy commutes and constructing an “internal job change program” to realize diverse career formation for cases in which people are interested in changing

their career. We have also identified issues including revisions to assignments away from families, the use of paid vacation, and workstyles for women, and are addressing improvements and measures in each area with a separate project team. We aim to be a company with a comfortable and rewarding work environment in which individual employees can voice their opinions freely knowing that their feedback will be reflected in future improvement measures.



Main Initiatives Addressing “Workplace Questionnaire” Responses

- Create a human resources and career consultation contact point, “Human Resources Career Call”
- Conduct monthly questionnaires on work satisfaction for all employees
- Engage in individual discussions with employees who have low work satisfaction
- Change assignment sites for people with lengthy commutes
- Propose improvement ideas to related departments with the aim of resolving issues

Cultivating Human Resources



▶ Supporting Motivation of Students with “Don Battle”

Don Quijote offers an environment in which mates (part-time employees) make decisions on procurement, sales prices, and sales floor arrangement and can realize what they want to achieve.

As part of its support, in 2020 Don Quijote started holding “Don Battle” events for student mates to encourage fresh and youthful ideas and also to boost their skills. This is good-hearted competition conducted between student mates at different stores with a game mentality to address issues, such as designing a display. By awarding the winners, we hope to support the growth of

“young passion and strength” that will contribute to the sustainability of the PPIH Group.

Our strength is the ability to foster a work environment with competitiveness that delegates authority to mates and employees. We plan to continue efforts to acquire and cultivate human resources using these measures suited to Don Quijote.



- Event results:
Held **twice**
- Total number of entrants:
1,083
- Number of MVP recipients:
52



Promoting Diversity



▶ Aiming for Stores That Respect Diverse Personal Characteristics and Support Enjoyable Shopping

The PPIH Group promotes diversity with stores that respect diverse personal characteristics and support enjoyable shopping and a comfortable workplace for employees.

We launched the LGBTQ Project in June 2016 that aims to improve employee understanding of sexual minorities and started full-fledged activities with the formation of the Diversity Promotion Office in 2017. We implement diversity training at our various sites and stores. By raising employee awareness and promoting acceptance of diversity within the Company, we develop stores that can be enjoyed by all types of customers. These efforts enabled us to receive the Gold award, the highest level, for the Pride indicator that assesses LGBTQ initiatives at companies for three consecutive years, since 2018.

We also aim to foster a workplace environment in which all employees accept diversity and mutually trust and respect each other. Our efforts include offering a “follow-up program for pregnancy, childbirth, working mothers (shorter hours), and other life events” jointly with the “work environment improvement team” and panel discussions with veteran employees for personnel with foreign citizenship.



Strengthening Dialogue with the Local Community



▶ Educational Assistance Leveraging Our Position as a Retailer with Numerous Contact Points with Customers

We conduct Shoiku® learning opportunities for children at our Group stores nationwide, which provide an enjoyable experience and a sense of responsibility by allowing children to work in commerce at Don Quijote. This experience also contributes to the cultivation of children's perceptions of jobs and careers. In fiscal year 2020, we received 1,661 children from 208 schools (mainly elementary and middle school students).

Furthermore, UNY organizes “visit courses” for the purpose of communication with the local community, mainly in the Tokai region. UNY plans to support education related to the environment, including a course on the topic of “eco-friendly shopping.”

