



Note: The following is an English translation of the Japanese-language original

March 9, 2021

Japan Petroleum Exploration Co., Ltd.

JAPEX recognized the Certification “Eruboshi” based on the Act on Promotion of Women's Participation and Advancement in the Workplace

Japan Petroleum Exploration Co., Ltd. (JAPEX) recognized the Certification “Eruboshi” based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

“Eruboshi” is the certification system for the good companies which has made the action plan and published related information and met the criteria of their plan and results, based on the Act. JAPEX has received the “Eruboshi” level 3 from Tokyo Labor Office as a general employer to comply with all five standards: recruitment, continued employment, work style including working time, manager ratio, and diversified career course.

JAPEX defined “JAPEX Diversity Policy” in January 2016 and has formulated and executed the annual action plan based on the Act. For example, a goal of appointing female general manager and increasing the female ratio to 30% in university graduate recruitment have been achieved. Also, as a measure, the clerical position to about half of female employees was abolished and transferred their job to the career-track.

Aiming to increase the corporate value, JAPEX will continue to promote the employees’ diversification regardless of gender or nationality and foster the corporate culture and climate for maximizing each employees’ capability by improving the working environment and the personnel system.



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