

## **JBS Awarded the 3-star Eruboshi (the Highest Grade) as a Company Promoting Women's Participation and Advancement**

On January 6, 2022, Japan Business Systems, Inc. (Headquarters: Minato Ward, Tokyo; President: Yukihiro Makita; hereinafter, "JBS") was awarded the 3-Star Eruboshi (the highest grade) as an excellent company in terms of initiatives to promote the active participation of women, as based on the Act on Promotion of Women's Participation and Career Advancement in the Workplace.



Eruboshi Certification is a system in which the Minister of Health, Labour and Welfare (hereinafter, "MHLW") certifies excellent companies in terms of initiatives to promote the active participation of women. These companies are certified from among those that have formulated and submitted action plans based on the Act on Promotion of Women's Participation and Career Advancement in the Workplace. Companies are judged based on five categories (recruitment, continued employment, working hours, proportion of women in managerial positions, and diversity of career courses) defined by the MHLW and then ranked into three grades depending on the number of categories for which they satisfied the criteria.

JBS has promoted the creation of a working environment in which diverse human resources can play an active role, and has been striving to become a company where people can fulfill an active role regardless of gender. Specific initiatives include the introduction of a telework system and flextime system, the introduction of a system of saving paid vacation to take a long-term vacation (funded paid leave system) in the event of injuries or long-term care of a family member, shortened working hours up to the third grade of elementary school, and encouraging male employees to take childcare leave. As a result, JBS was evaluated as meeting the criteria for all five categories listed above, and we received the 3-Star Eruboshi, which is the highest grade.

\* For details of certification, refer to the MHLW's Database on Companies Promoting Women's Participation and Advancement

<https://positive-ryouritsu.mhlw.go.jp/positivedb/detail?id=6257>

JBS will continue our efforts to create a work environment where diverse human resources can work energetically, and to foster a culture in which employees can reach their full potential.

### **About Japan Business Systems, Inc.**

Company Profile

Representative: President Yukihiro Makita

Established: October 4, 1990

Number of Employees: 2,249 (as of October 2021)

URL: <https://www.jbs.co.jp/>

### **Business Overview**

JBS, which possesses strengths in cloud solutions such as Microsoft, will contribute to improving our customers' cloud utilization capabilities and realizing the digital transformation of society through a wide range of support spanning from consulting to solution introduction, operation, and utilization.

- JBS has won the Microsoft Japan Partner of the Year, selected by Microsoft Japan, consecutively since 2013 (in the Adoption & Change Management Award category for 2020)
- JBS holds Microsoft Gold competency in 19 categories.
  
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■ For enquiries about the press release

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