

## **Action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children**

JAC Recruitment Co., Ltd.

### **1. Planning period**

5 years from 1st April 2020 to 31st March 2025

### **2. Contents**

1. Childcare allowance system (implemented from April 2007, revised in September 2013)

The actual expenses paid to the daycare or nursery school are covered, up to 100,000 yen/month (per child, maximum amount changes depending on the age).

Until 31 March of the year when the child reaches 9 years of age

2. Follow-up of employees on parental leave

1. Before parental leave

Continuous guidance before parental leave (explanation of various procedures to take before/after childbirth and during parental leave)

2. During parental leave

Continuous delivery of materials that show the company's news such as in-house newsletter (MJJ), personnel notifications and organisation chart updates

3. Before reinstatement

Continuous pre-reinstatement guidance (confirmation of the reinstatement date, conditions after reinstatement, etc.)

3. Continuous application of shorter working hours

Creating an environment where employees can return to work easily by using the flexible working hour and shortened working hour systems.

4. Continuous application of child nursing care leave (paid)

It meets the legal requirement (before entering elementary school) and can be applied to children until the sixth grade of elementary school.

5. Continuous application of the external counselling system (in partnership with the Japan Industry Counselor Association)

6. Newly implemented career discussion (career consultation) system.