

Realization of an Attractive Workplace

Respecting Workers' Rights

Upholding the Freedom of Labor Association and Recognizing the Right to Collective Bargaining

Participating in the UN Global Compact and Supporting the ILO's Core Labour Standards

Systemex respects workers' labor association and collective bargaining rights, based on its participation in the UN Global Compact and support for the ILO's Core Labour Standards.

All Systemex Corporation employees, except executive employees and some in managerial posts, are members of the Systemex Union, the in-house labor union. In fiscal 2019, membership consisted of 60% of employees. Labour unions have also been formed at overseas Group companies, including Jinan Systemex, Systemex Vietnam, and HYPHEN BioMed.

Labor-Management Dialogue

Dialogue between Labor and Management at Group Companies

Each year, Systemex Corporation engages in collective bargaining with the Systemex Union. In addition to regular council meetings, in fiscal 2019 labor and management met to discuss the promotion of health and productivity management, the management of working hours including work style reforms, welfare and benefit systems, and other measures.

Our Group companies also participate in labor-management dialogues. Systemex CNA has set up an employee group that consists of departmental representatives to regularly discuss their work environments and welfare with management.