

September 17, 2015

**ONO PHARMACEUTICAL CO., LTD.**

Corporate Communications

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**ONO Received Two Prizes in  
“Award of Companies Promoting Gender Equality  
and Work-Family Balance 2015”  
Hosted by the Ministry of Health, Labour and Welfare**

～"Companies promoting gender equality category" and "Family-friendly companies category"～

ONO PHARMACEUTICAL CO., LTD. (Osaka, Japan; President, Representative Director and CEO: Gyo Sagara; "ONO") announced that it received two prizes in "Award of Companies Promoting Gender Equality and Work-Family Balance 2015", hosted by the Ministry of Health, Labour and Welfare (MHLW). One prize is granted in "Companies promoting gender equality category", and another is in "Family-friendly companies category". Both are awarded as "Chief's Prize of Prefectural Labor Bureau".

"Award of Companies Promoting Gender Equality and Work-Family Balance" is granted to model companies that are making positive efforts to encourage women to demonstrate their ability to the full extent, and to support the balance between work and family life, like raising children or nursing care.

ONO is tackling the enhancement of diversification as one of the management challenges to realize our corporate philosophy, "Dedicated to Man's Fight against Disease and Pain", and to achieve sustainable growth. ONO believes that these prizes result from our appreciated attitude.

ONO's initiatives are as below.

[Companies promoting gender equality category]

- \*Promoting recruitment of female MR, including introduction of female MR playing an active roles and support measures for women's activities, on our company profile and official website
- \*Implementation of job-specific training for jobs few women work.
- \*Introduction of the programs considering workplace in case of marriage and spouse's job transfer.
- \*Informing our support systems for the balance between work and family life widely, through publication of "Employee welfare system utilization handbook".
- \*Enhancing cultivation of employee-friendly workplace with diversity training programs for managers.  
⇒Through such efforts, ONO's woman ratio of new employees has risen. In addition, the number of female MR has increased significantly.

[Family-friendly companies category]

\* Expansion of the support system for continuation in employment, associated with childcare and nursing care.

- \* Childcare leave system (until end of the month child becomes 3 years old).
- \* Overtime work exemption system related to childcare (until the time child enters elementary school).
- \* Nursing care leave system that allows employees to take the days off (for up to one year in total per one eligible family member).
- \* Shortened work hour programs

In the case of childcare: Employees can shorten their working time for up to 2 hours at the interval of 30 minutes until child ends third grade (end of March).

In the case of nursing care: Employees can shorten their working time for 1 or 2 hours for up to one year in total.

- \* Re-employment scheme for retirees due to their marriage or spouse's job transfer. (The registration period was extended to 10 years).

\* Enhancing cultivation of employee-friendly workplace through construction of support system to enable women to restart to work smoothly.

\* Introduction of the programs to support the balance between work and childcare, including subsidy for using day-care facilities for children and permission to use business vehicles for the purpose of taking children to and from day-care facilities.

Please refer to details regarding "Award of Companies Promoting Gender Equality and Work-Family Balance" on the official website of MHLW.

<http://www.mhlw.go.jp/general/seido/koyou/kintou/ryouritsu.html>

You can see details of ONO's award-granted reasons on the official website of Osaka Labor Bureau.

<http://osaka-roudoukyoku.jsite.mhlw.go.jp/library/osaka-roudoukyoku/H27/kinto/0827kinto.pdf>

ONO is committed to continuing to make efforts to be a rewarding company, and to ensure that employees can demonstrate their ability to the full extent, and challenge various things.