

November 12, 2021

Sumitomo Dainippon Pharma Co., Ltd.

Sumitomo Dainippon Pharma Receives the Gold Rating in the PRIDE Index for Initiatives Related to LGBTQ for the Second Consecutive Year

Sumitomo Dainippon Pharma Co., Ltd. has been awarded the Gold Rating in the PRIDE Index 2021, the highest tier evaluation for workplace initiatives related to LGBTQ (lesbian, gay, bisexual, transgender, queer/questioning) and other sexual minorities, for the second consecutive year.

The PRIDE Index was established in 2016 as Japan's first index that evaluates companies' LGBTQ-related initiatives by a voluntary organization, work with Pride. With the aim of realizing a workplace where LGBTQ employees can work with pride, the PRIDE Index uses the five pillars below for its evaluation:

1. Policy (Declaration of Conduct)
2. Representation (Community of LGBTQ people)
3. Inspiration (Awareness-raising activities)
4. Development (HR systems and programs)
5. Engagement/Empowerment (Social contribution and public relations activities)

In its Declaration of Conduct, Sumitomo Dainippon Pharma clearly states that it will not discriminate on grounds of sexual orientation and gender identity. In recent years, we have been holding training sessions and seminars for all employees, including officers and managers, to help them acquire proper knowledge and to promote understanding of LGBTQ issues. We have also established a consultation desk for diverse sexualities, and the Osaka Head Office has restrooms available to people of all gender identities.

As part of our pursuit of Diversity & Inclusion, Sumitomo Dainippon Pharma will remain committed to providing a workplace environment where all of our employees with diverse backgrounds play an active role by giving full play to their potential through initiatives and dialogues for deepening employees' understanding of LGBTQ.

work with Pride

