

April 16, 2024

Sinanen Holdings Co., Ltd.

Four new personnel systems introduced in April 2024

New introduction of an in-house venture system, babysitter discount coupon distribution system, and wellness leave, and expansion of the shortened working hour system

Reforming work styles to boost the market value of Group employees

Sinanen Holdings Co., Ltd. (Headquarters: Minato-ku, Tokyo, President and CEO: Masaki Yamazaki, hereinafter “Sinanen Holdings”), a comprehensive energy, housing, and daily-life services provider, is pleased to announce that it introduced four new personnel systems in April 2024.



■ Aiming for the growth of individual employees through the introduction of new systems as part of work style reform

Sinanen Holdings is promoting corporate culture and work style reform to achieve advancement and progress for its 100th anniversary in 2027. Having defined the essence of corporate culture reform as “the growth of individual employees,” we are implementing work style reform measures to achieve this growth.

In April 2023, we introduced multiple systems: the side job system, system for reemployment until age 70, learning support for employees on childcare leave, system for reemployment of former employees who have resigned due to personal circumstances (alumni system), and support system for balancing medical treatment with work. Now, in April 2024, we will introduce four new personnel systems for Sinanen Holdings Group employees.

(Reference) “Corporate Culture Reform and Work Style Reform” webpage
<https://sinanengroup.co.jp/en/company/management/culture.html>

(1) In-house venture system

Under this system, Group employees can propose ideas and projects, and the originator of the idea becomes the person responsible for promoting the new business. The proposal is subject to approval by the Idea Screening Committee, which is comprised of officers and others, and must align with Sinanen Holdings' definition of high growth potential domains. If the proposal is adopted, a new company can be established to promote the proposed new business for up to three years.

(2) Babysitter discount coupon distribution system

As part of our support for balancing childcare and work, this program provides Group employees with children up to the third year of elementary school with discount coupons for babysitter use. Provided that a Group employee uses a babysitter for work purposes, they may use up to two discount coupons (worth ¥2,200 per coupon) per child per day, up to five coupons per month.

(3) Wellness leave

This system allows Group employees to take leave for reasons related to maintaining and improving their health and the health of their family members. Employees are entitled to 12 days of special leave per year for medical treatment for illness, physical and gynecological checkups, their own hospital visits, menstrual leave, infertility treatment, and family care.

(4) Enhanced shortened working hour system

The scope of coverage has been expanded to allow Group employees who need to work shorter hours for more than one month due to medical treatment or convalescence to use the shortened working hour system. The standard working hours are set at 6 hours and adjusted according to the situation. This is set based on assumptions of the physical and psychological burden of treatment for cancer, stroke, liver disease, cardiac disease, diabetes, intractable disease, mental illness, etc., infertility treatment, and the physical and psychological burden of post-treatment periods and periods of persisting symptoms.

Sinanen Holdings will continue to actively implement measures that contribute to the growth of employees, and while respecting diverse values, work to build a company foundation conducive to sustainable growth by fostering a corporate culture in which each employee can work with enthusiasm.

■ Sinanen Holdings Co., Ltd.

<https://sinanengroup.co.jp/en/>

Founded in 1927, Sinanen Holdings Co., Ltd. is the holding company of a corporate group offering comprehensive services related to energy, housing, and daily life. With the mission of the Group to contribute to realizing a comfortable life for all customers in their communities through energy and home & life services, we provide Retail/Wholesale Energy & Related Business for consumers, Energy Solution Business for corporations, and non-energy businesses such as bicycle, bicycle sharing, environmental and recycling, system development, antimicrobial, building management and maintenance, and other services. We are also strengthening efforts to develop new environmentally-friendly businesses and corporate initiatives to achieve a decarbonized society.

[Media inquiries]

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