

# [Support in Pregnancy and Childbirth Through Child Rearing]

		Application (*)		Contents	Timeline												
		Administrative Staff (Shop Floor Workers)			Pregnancy	6th week	Delivery	8th week	Child's Age								
									1	2	3	4	5	6	7	8	
Pregnancy delivery ~ through child's first year	(1) Maternity Leave Plan	○	○	· Time off for the period after pregnancy is confirmed until before childbirth													
	(2) Overtime and late night work restrictions when pregnant	○	○	· No overtime or late night work													
	(3) Time off before and after delivery	○	○	· 6 weeks prior to delivery (14 weeks for multiple births) · No work for 8 weeks after delivery													
	(4) Maternity protection measures during pregnancy and after delivery	○	○	· Maternity protection measures taken based on physician's instructions during pregnancy and for one year after delivery													
	(5) Childcare time	○	○	· 30 minutes per day x 2 for childcare													
Until 3 years old	(6) Maternity leave	○	○	· Administrative Staff (Office and engineering positions) : less than 2 years old · Shop Floor Workers : less than 3 years old													
	(7) Restrictions on late night work	○	○	· No late night work													
Until 6 years old	(8) Restrictions on overtime (within a set time)	○	○	· No work beyond set hours · Not to exceed 24 hours in one month; 150 hours for the year													
	(9) Child nursing leave	○	○	· Childcare time awarded for immunization and health check-ups and also cases of illness and injury for the period until children enter elementary school													
	(10) Child Daycare (Tacchi-chi House)	○	○	· Children able to be left at daycare center to allow female employees to balance work and childrearing													
Until 8 years old	(11) Overtime restrictions	○	○	· No overtime													
	(12) Short work hours	○	○	· Set working hours per day reduced by 2 hours													
1	(13) Flexible time	○	○	· Allow for flexible hours (starting and finishing work)													

(\*)Definitions of Shop Floor Workers and Administrative Staff

( Shop Floor Workers ) ①Line operator staff ,

②Staff involved in improvement, Plant maintenance, Power Supply Control, and parts maintenance

( Administrative Staff ) Staff other than those above in ① or ②