Promotion of women's participation and advancement

Nomura Group aims to create an environment in which women can play active roles. Nomura Securities has four principles for realizing the Action Plan for the Promotion of Women's Participation and Advancement: (1) Improve engagement of female employees; (2) Support female employees in developing their leadership skills; (3) Enhance managers' diversity management skills; and (4) Create an environment that encourages flexible ways of working. Under these principles, DEI staff are taking strategic measures, including securing a human resource pool and hiring experienced professionals, with an eye on candidates for executive and managerial positions.

In addition, we provide training for all employees on the significance of promoting women's participation and advancement, and understanding employees with diversity. And also we provide DEI related trainings for managers to familiarize them with the company’s DEI policies, to understand the significance and effects of promoting women’s success, the unconscious bias and the diversity management skills.

Balancing childcare, family care and work

Nomura Securities strives to enhance flexible working styles and systems for childbirth, childcare and family care so that employees can continue working with peace of mind over the long term. Maternity leave, childcare leave, Special Leave during and after Spouses’ or Partners’ Childbirth, childcare time, child Sickness leave, subsidies for daycare expenses, etc., paid leave taken on a halfday or hourly basis, family care paid leave, family care leave (unpaid) and other options are all at levels exceeding those stipulated by law, and we have also introduced fertility treatment leave. In addition, in order to encourage men to take childcare leave and to prevent people from leaving their jobs due to life events, we have made efforts to enhance and promote the use of various systems, such as a system to change the working location of area-limited general staff and a system to allow employees to take leave when their spouse is transferred overseas.

LGBTQ+

In 2019, the company became the first Japanese financial and securities company to officially sign the United Nations Global Code of Conduct to Eliminate Discrimination Against LGBTQ+ People. Nomura Holdings America also earned full marks on the Human Rights Campaign’s LGBTQ+ Corporate Equality Index for the third consecutive year. In Japan, we have received the Gold Award in the PRIDE Index that evaluates LGBTQ+ initiatives in the workplace for six consecutive years since 2016. In 2021, we also received the Rainbow Award, which recognizes companies that implement collaborative initiatives across sectors (collective impact).

In addition, Nomura changed the logo on its official SNS account to rainbow during the Pride month in June in order to express support as an ally company.