

September 3, 2019

LIXIL Group Corporation

LIXIL to Strengthen Diversity and Inclusion

Establishing a new specialized HR organization to implement global D&I strategy

Tokyo – LIXIL Group Corporation (“LIXIL Group”, TSE Code: 5938), maker of pioneering water and housing products, today announced that it has established a Global Diversity and Inclusion (D&I) Department within its HR Function, effective September 1. Akane Odake, formerly Senior Manager of the Global CR Department, has been appointed as General Manager of the Global D&I Department to implement a unified strategy across the organization.

In 2016, LIXIL made Diversity and Inclusion one of the three key pillars of its Corporate Responsibility Strategy, before establishing its Diversity and Inclusion Declaration in 2017. Under its declaration, LIXIL Group has committed to leveraging differences to create new energy and engagement generated by open and honest dialogue across the organization. In line with its business strategy, these efforts will enable employees to build an entrepreneurial mindset that will drive growth and sustainable innovation.

As a first step, the new department will define Diversity and Inclusion related priorities, set a global strategy, and identify key initiatives based on LIXIL Group’s global business strategy by working closely with all the regions and group companies around the world. Each business will then establish a tailored strategy and KPIs, aiming to maximize its local impact.

Jin Montesano, Chief People Officer (CPO) of LIXIL Group Corporation, commented, “Social, political, and technological developments are continually disrupting businesses, and our ability to adapt and grow depends on our organization’s diversity. Companies with strong Diversity and Inclusion strategies and initiatives are often the most competitive when it comes to attracting and retaining talent. At LIXIL, we believe in the power of diversity and are committed to building an inclusive culture where all employees can be themselves, be heard, and reach their full potential. This is fundamental to delivering stakeholder value and realizing sustainable long-term growth.”

With approximately 75,000 colleagues in more than 150 countries, LIXIL Group’s products touch the lives of more than a billion people every day. Accelerating diversity and inclusion enhances collaboration and synergies across the company, unlocking its potential to meet the demands of the dynamic global market. LIXIL Group also undertakes R&D aimed at the development of new products and services that embody ideas generated from different perspectives, using this to help improve people’s comfort and lifestyles, and make better homes a reality for everyone, everywhere.

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About LIXIL

LIXIL makes pioneering water and housing products that solve everyday, real-life challenges, making better homes a reality for everyone, everywhere. Drawing on our Japanese heritage, we create world-leading technology and innovate to make high quality products that transform homes. But the LIXIL difference is how we do this; through meaningful design, an entrepreneurial spirit, a dedication to improving accessibility for all, and responsible business growth. Our approach comes to life through industry leading brands, including INAX, GROHE, American Standard, and TOSTEM. With approximately 75,000 colleagues operating in more than 150 countries, we are proud to make products that touch the lives of more than a billion people every day.

LIXIL Group Corporation (TSE Code: 5938) is the listed holding company for LIXIL's portfolio of businesses.

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