

4 June 2025

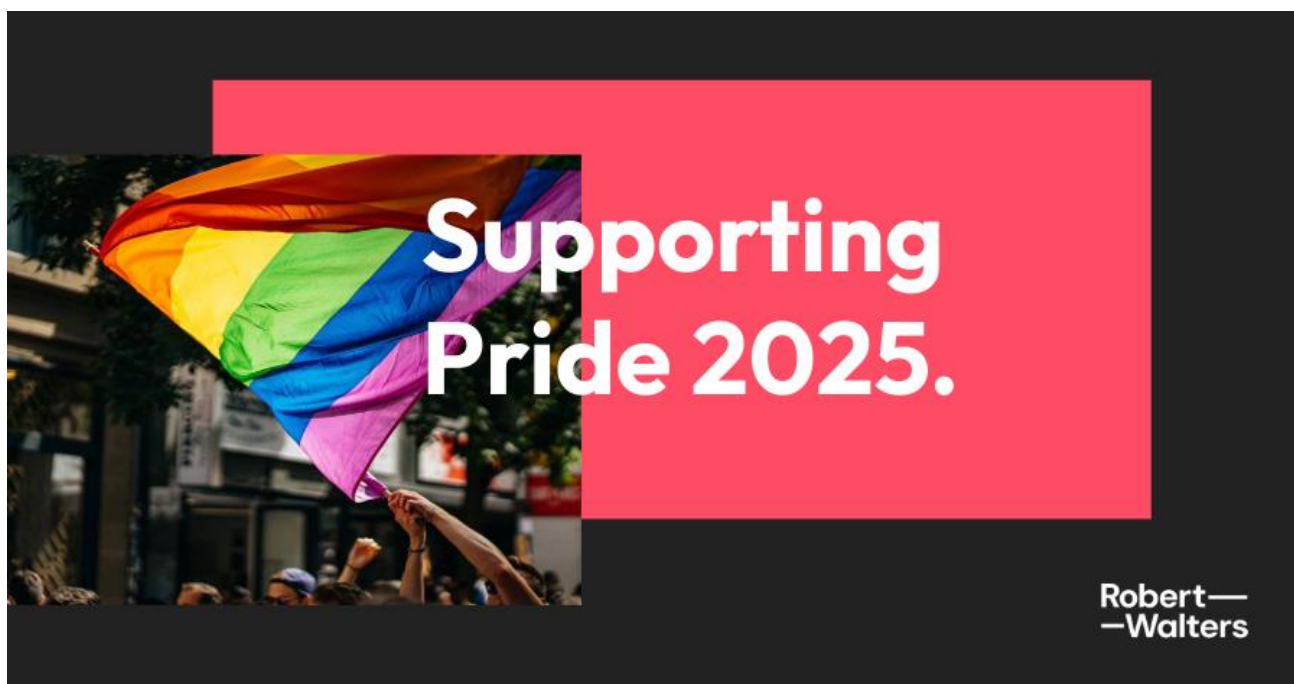
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## Robert Walters Japan Sponsors Tokyo Pride 2025

### “Same Life, Same Rights: What’s The First Change You Want To See?”

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**TOKYO, JAPAN** - Global talent solutions business Robert Walters Japan is pleased to announce that they are an official sponsor of Tokyo Pride following from last year’s success and will hold a booth for the event from Saturday 7 June to Sunday 8 June 2025 in Yoyogi Park, central Tokyo.



Tokyo Pride (formerly Tokyo Rainbow Pride) is one of Asia’s largest LGBTQ+ events, marking its 14th year. Since the organization’s launch in 2012, through the Pride Parade and Pride Festival, visibility and understanding of the LGBTQ+ community have significantly grown in society. Today, the term “LGBTQ+” itself is widely recognized. A record-breaking 270,000 attended the parade and festival in 2024, which was the parade’s 30<sup>th</sup> anniversary in Japan since holding the first parade in Tokyo in 1994.

#### About Robert Walters sponsorship at Tokyo Rainbow Pride

As a company that aims to foster a culture in which everyone can live their own life and be respected, we are proud to announce our sponsorship of this event as bronze sponsors following last year’s success. Through this event, we will gather the voices of event participants on their personal experience in society and the workplace, as well as their thoughts on the role of organisations, under the theme "Same Life, Same Rights: What’s The First Change You Want To See?" At our booth, we will be distributing special merchandise and introducing our company's ED&I initiatives and other information.



### [Overview of Tokyo Pride 2025]

Introduction website: <https://pride.tokyo/en/>

Date: Saturday 7th - Sunday 8th June 2025

Time: 11:00-18:00

Venue: Yoyogi Park Event Plaza & Outdoor Stage

The Parade is planned to start from 12:00 on Sunday 8th at Yoyogi Park

### [Robert Walters Booth at Tokyo Pride 2025]

Theme: Same Life, Same Rights: What's The First Change You Want To See?

Location: Pride Festival venue **PURPLE Zone Booth 24**

Map: [https://pride.tokyo/wordpress/wp-content/uploads/2025/05/PrideFestivalmap\\_ENG.pdf](https://pride.tokyo/wordpress/wp-content/uploads/2025/05/PrideFestivalmap_ENG.pdf)

Content: Questionnaires, distribution of original towels, stickers and flyers

### ED&I at Robert Walters

In keeping with our corporate mission of “Powering People to Fulfil Their Unique Potential”, Robert Walters believes it is imperative that we as a company create and foster an inclusive environment. This means that everyone is treated equally and has the same opportunities to succeed, and we believe that diversity enriches the work environment and leads to innovation and creativity.

Based on this belief, as part of our efforts related to sexual minorities, we are committed to creating an

environment where each individual can be themselves and realize their full potential, not only by raising diversity awareness and understanding support for all employees, but also by supporting people and organizations that reflect our values. We are also committed to increasing understanding of the positive contributions that the LGBTQ+ community can make to our organization, as well as LGBTQ+ awareness activities such as seminars and other external activities.

As a global firm, Robert Walters employees come from a wide range of backgrounds; our Japan offices are made up more than 40 nationalities. We will continue to support our clients in their efforts to secure a diverse workforce, thereby contributing to their competitiveness and continued success.

Key ED&I efforts:

- Our Hiring Inclusivity Roadmap service which offers a practical roadmap to industry-leading inclusive hiring practices
- Employee benefit: Social security benefits (Employees' Health Insurance and Employees' Pension Insurance) for same-sex partners
- Expanding use of the company's leave system for childbirth to same-sex partners
- Establishment of an internal consultation service (consultation on gender identity and sexual orientation, coming out, etc.)
- Publication on the company website of its support for views on same-sex marriage, and its stance and commitment to diversity and equality and diversity and inclusion
- Holding study sessions on LGBTQ+ (disseminated online) and LGBTQ+ lectures
- Build a culture of proactively engaging in internal training and external activities with the support of role models to promote understanding of LGBTQ+ and diversity.

Learn more about Robert Walters Japan's ED&I initiatives:

<https://www.robertwalters.co.jp/en/about-us/equity-diversity-and-inclusion.html>





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### About Robert Walters Japan:

Established in 1985, Robert Walters is a global talent solutions business operating in 31 countries across the globe. Robert Walters Japan celebrates its 25<sup>th</sup> anniversary this year, with two well-established offices in Tokyo and Osaka. For 25 years, we've been a driving force in the Japanese recruitment market, providing high quality candidates for our clients and access to the best jobs. Our consultants are experts in their respective industries and work in teams to provide talent solutions across a wide range of industries and job categories.

Our three core services are:

- **Specialist Professional Recruitment** - encompassing permanent and temporary recruitment, executive search and international career management.
- **Recruitment Outsourcing** - enabling organisations to transfer all, or part of, their recruitment needs to us either through recruitment process outsourcing (RPO) or contingent workforce solutions (CWS).

- **Talent Advisory** - supporting the growth of organisations through Market Intelligence, a Hiring Inclusivity Roadmap to help companies eliminate bias and barriers in their hiring process, and a Women's Talent Development Solutions service to foster the next generation of female leaders in Japan.

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