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## **Robert Walters Japan receives Silver Award from 'work with Pride' for second year running**

Recognition of our efforts in fostering an inclusive workplace

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On November 10, specialist professional recruitment firm Robert Walters Japan received the Silver Award from the voluntary organization 'work with Pride.' The award ranks second in the PRIDE Index, which evaluates companies and other entities that support the LGBTQ+ community on their efforts and initiatives to address sexual minorities in the workplace.



In line with our mission of 'powering people to fulfil their unique potential,' Robert Walters believes that it is essential for organisations to create and foster an inclusive environment where everyone is treated equally with the same opportunity to succeed. We firmly believe that diversity enriches the work environment and leads to innovation and creativity.

Based on this belief, we are committed to supporting people and organisations that reflect our values as well as raising awareness and understanding of diversity among employees to create an environment where everyone can be their authentic selves. We also conduct seminars and other outreach activities to promote the positive contributions that the LGBTQ+ community can make to organisations.

As a global company, our teams at Robert Walters are extremely diverse with a broad range of backgrounds with employees from more than 40 nationalities represented. We will continue to support our clients in their efforts to attract and retain a diverse workforce, thereby contributing to their competitiveness and continued success.

### **Robert Walters' main LGBTQ+ initiatives:**

- Establishment of an internal consultation service on gender identity, sexual orientation, coming out, etc.

- Supporting views on same-sex marriage, and publication of the company's stance and initiatives on equality, diversity and inclusion on its website
- Organising online study sessions and lectures related to LGBTQ+ and diversity
- Building a culture that actively engages in internal training and external activities with the support of role models to promote understanding of LGBTQ+ and diversity
- Providing a leave system for cases where a child is born to partners of the same sex

Robert Walters considers the inclusion of LGBTQ+ employees as a form of diversity, as well as the advancement of women and diversity in terms of nationality and race, and we are engaged in activities to increase LGBTQ+ awareness, such as jointly organising seminars with law firms to promote understanding of LGBTQ+ and consider the positive impact of LGBTQ+ on companies. We are also involved in activities to increase LGBTQ+ awareness, for example through supporting ReBit, a non-profit organisation that supports LGBTQ+ youth in Japan which aims to create a society where they can grow up without experiencing hatred and live their life as they are.

Robert Walters also organizes a number of events for our employees to ensure the successful and sustainable transformation of the workplace culture rooted in ED&I. During Global Diversity Awareness Month in October, we held an event aimed at encouraging employees to think more deeply about diversity and deepen their understanding through dialogue with those around them. Other company-wide efforts are focused on raising employee awareness and spreading understanding, such as 'Pink Friday', an event held annually in November where employees wear pink T-shirts to raise awareness of LGBTQ+ issues.

### **About Robert Walters Japan:**

Established in London, United Kingdom, in 1985, Robert Walters is a specialist recruitment consultancy with operations in 31 countries around the world. Robert Walters Japan established its Tokyo office in 2000 and Osaka office in 2007. For over 20 years, we've been a driving force in the Japanese bilingual 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 recruitment consultation services across a wide range of industries and job categories.

### **Press contact:**

PR & Communications, Robert Walters Japan

Phone: 03-4570-1500 E-mail: [info@robertwalters.co.jp](mailto:info@robertwalters.co.jp)