

# Press Release



November 15, 2024  
transcosmos inc.

## **transcosmos receives the highest gold award in the PRIDE Index 2024, indicator evaluating LGBTQ+ initiatives at workplaces**

**Aiming to create workplace where all people are treated fairly, actively engaged as themselves, and creating  
organizational synergy**

transcosmos is proud to announce that on Thursday, November 14, 2024, the company has received a gold award, the highest award in the PRIDE Index 2024, an overall indicator of workplace commitment to LGBTQ+ and other sexual minority-inclusive initiatives.

\*LGBTQ is an abbreviation for lesbian, gay, bisexual, transgender (used to describe someone whose gender does not match the body they were born with), and queer or questioning. It is an umbrella term which refers to sexual minorities.



### PRIDE Index 2024 Gold Certification

The PRIDE INDEX was established in 2016 by a voluntary organization, work with Pride as the first performance index to measure LGBTQ inclusion efforts at workplaces in Japan. Each letter represents one of the five pillars in the index: Policy (Action Declaration), Representation (LGBTQ network, the A stands for Allies), Inspiration (Raising Awareness), Development (Human Resources Management Policy and Programs) and Engagement/Empowerment (Social Responsibility and External Activities). Companies and organizations that satisfy designated requirements for each pillar receive scores, and are recognized as Gold, Silver and Bronze based on their ratings.

#### (\*) About work with Pride

work with Pride Association is an organization that helps promote and establish diversity management related to LGBTQ+ and other sexual minority groups in companies and organizations. work with Pride holds annual LGBTQ+ conferences inviting members in charge of HR, human rights and diversity in companies and organizations, as well as operates PRIDE Index, Rainbow Certification and other projects. Visit here for more details (no translation available): <https://workwithpride.jp/>

#### ■Key reasons behind receiving the gold award

With the aim of offering a workplace where all people are treated fairly, actively engaged as themselves, and creating organizational synergy, transcosmos is driving efforts to increase LGBTQ allies and to create a pleasant workplace for all by fostering better understanding of LGBTQ (sexual minorities) and SOGIE (Sexual Orientation and Gender Identity) among all employees. transcosmos kicked off LGBTQ initiatives in 2023, and received the Silver award for its first PRIDE Index evaluation. Now, the company received PRIDE Index 2024 Gold, the highest award for the first time.

## ■transcosmos LGBTQ initiatives

### **Policy (Action Declaration)**

- On the Top commitment page under the Diversity, Equity & Inclusion (DE&I) section of its corporate website, transcosmos clearly states its fundamental policy on promoting DE&I
- transcosmos clearly states its policy on promoting LGBTQ and SOGIE inclusion, expected attitudes and actions for employees on the LGBTQ Inclusion page on its corporate website
- transcosmos sets out the transcosmos Human Rights Policy, clearly stating its attitudes towards all its business partners and stakeholders

### **Representation (LGBTQA network, the A stands for Allies)**

- Established an LGBTQ Hotline (transcosmos employees only) staffed with external professional LGBTQ counselors, offering an environment where all transcosmos employees can consult with the professionals
- Participating in communities and building a corporate network across industries
- Distributed a virtual background image for web meetings to visually present its stance as an ally

### **Inspiration (Raising Awareness)**

- Launched LGBTQ training course (e-learning) for managers in the fiscal year ended March 2021, and for all employees in the fiscal year 2023
- Launched an LGBTQ Forum (training program) for officers and managers to create an engaging workplace for all. Began distributing the LGBTQ + Ally (\*1) Handbook at the same time.
- Confirmed the level of understanding and feedback after the training program, and incorporated inputs into the initiatives

### **Development (Human Resources Management Policy and Programs)**

- Employees in same-sex relationships can assign their partners as beneficiaries for their insurance plans under some Group Insurance, if conditions are met
- Adopting gender-neutral hiring, giving due consideration to the gender section on application forms
- Making sure all international assignees and business travelers confirm travel information prior to their travel to countries where laws related to same sex relationships exist in the Risk Management Manual for overseas business travel

### **Engagement/Empowerment (Social Responsibility and External Activities)**

- Set up joint-booth at Pride events with LGBTQ allies and cosponsored events with LGBTQ allied companies
- Expressed support for Business for Marriage Equality (\*2), a campaign to visualize companies that support marriage equality (legalization of same-sex marriage)
- Declared support for Business Support for LGBT Equality in Japan (\*3) a campaign for the introduction of a national LGBT Equality Act

\*1: An ally is a person who understands and supports LGBTQ individuals or wants to do so.

\*2: Co-operated by three non-profit organizations: Public Interest Association of Marriage For All Japan -Freedom Of Marriage For All; Not-for-profit organization Lawyers for LGBTQ & Allies Network; and NPO Nijiro Diversity (\*Nijiro means Rainbow color).

\*3: Co-operated by four organizations: Japan Alliance for LGBT Legislation; leading international human rights non-governmental organization Human Rights Watch; ATHLETE ALLY, a non-profit organization that champions LGBTQI+ inclusion in and through sport; and ALL OUT, a global movement for love and equity.

\*transcosmos is a trademark or registered trademark of transcosmos inc. in Japan and other countries.

\*Other company names and product or service names used here are trademarks or registered trademarks of respective companies.

**About transcossmos inc.**

transcossmos launched its operations in 1966. Since then, we have combined superior “people” with up-to-date “technology” to enhance the competitive strength of our clients by providing them with superior and valuable services. transcossmos currently offers services that support clients’ business processes focusing on both sales expansion and cost optimization through our 182 bases across 35 countries/regions with a focus on Asia, while continuously pursuing Operational Excellence. Furthermore, following the expansion of e-commerce market on the global scale, transcossmos provides a comprehensive One-Stop Global E-Commerce Services to deliver our clients’ excellent products and services to consumers in 46 countries/regions around the globe. transcossmos aims to be the “Global Digital Transformation Partner” of our clients, supporting the clients’ transformation by leveraging digital technology, responding to the ever-changing business environment. Visit us here <https://www.trans-cosmos.co.jp/english/>

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