

DMM.com LLC'S COMMITMENT

Valuable Leader : Keishi Kameyama

Region : Japan

The DMM group rallies under a corporate vision of "a future everyone wants to see" to promote an environment where a diverse workforce can contribute and flower, regardless of obstacles.

In order to reinforce a culture in which every individual, whatever their personal challenges, can exercise their abilities and realize their potential as part of a team, we strive towards the following initiatives:

- Supporting the employment of people with disabilities

DMM will coordinate efforts with employment support organizations and municipalities, developing specialized training solutions for highly necessary IT-industry skills and supporting unique regional needs in a manner adaptable to a rapidly changing industry that requires rapidly evolving competencies. In this way, DMM will increase the number of persons with disabilities engaged in ordinary employment, elevate match rates between such persons and businesses, and foster local communities in which disability does not keep anyone from earning a living.

This effort is in partnership with Manaby Co., Ltd.

- Employing people with disabilities

DMM has, since its founding, expanded into over 50 different fields, including video distribution, stock trading, English teaching, game development, solar power, and 3D printing. This vast library of enterprises requires myriad skillsets, from website operations to back-office management to advertisement design and more—and sixty of the individuals currently supporting DMM with these skillsets possess disabilities of one kind or another. We aspire to create an office culture that is comfortable for employees of differing abilities, and are working to advance the organized hiring of more individuals with disabilities.

- Proactive education

Through public information campaigns, DMM will communicate its efforts surrounding the employment of people with disabilities both within the company and to the world at large.