DE&I Policy

Kawasaki Group DE&I Vision

What we aspire to achieve through DE&I

Creating an inclusive workplace where everyone can thrive as their authentic selves and fully realize their potential

Kawasaki respects every employee as an individual and aims to build teams that enable unique strengths.
We are committed to the following:

Embracing a diverse workforce

We will create an inclusive environment, one that attracts diverse talent with a wide range of characteristics and backgrounds.

Ensuring fair and equitable opportunities for all

We will support all employees in their efforts to tackle challenges and achieve personal growth.

Respecting each other

We will foster a culture of mutual respect and create an environment where everyone can realize their full potential.

Creating new value

We will create greater value by harnessing diverse perspectives and ideas across the organization.

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Purpose of Our DE&I Policy



Our DE&I Policy aims to enable all employees to fully realize their potential so that we can identify and address increasingly complex societal challenges and create new value. We are committed to respecting the diverse expertise, backgrounds, values, and personal lives of all employees, and to building an inclusive culture that supports their growth and willingness to take on new challenges, helping us become a more diverse organization.

This policy applies to people across the Kawasaki Group. It establishes a shared understanding of our approach to DE&I and outlines the behaviors expected of each individual.

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What Is Expected of Employees

To create an inclusive workplace where everyone can thrive as their authentic selves and fully realize their potential, we believe that a willingness to proactively take on challenges and pursue personal growth is essential. As we bring our authentic selves to work, it is also important to respect each other and help build a workplace where everyone can realize their full potential. Based on this, we expect our employees to exchange opinions and ideas with people of diverse characteristics and backgrounds, and to engage in thorough and constructive discussions to achieve better outcomes and foster personal growth.

What Is Expected of Leaders and Managers

Leaders and managers are expected to build inclusive teams by listening to their team members, understanding diverse perspectives and backgrounds, and providing opportunities for everyone to realize their full potential. To this end, they should also strive to create a workplace where every team member, including themselves, can achieve a healthy balance between work and personal life.

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