

Selected the 2016 “Best Company to Work For”

- Distinctive human resources development,
welfare and benefits to boost staff motivation to work -

GMO-PG has been selected the best company in the 2016 “Best Company to Work For” survey, which had been conducted by Great Place to Work® Institute Japan (“GPTW Japan”).

GMO-PG will continue to make efforts with its distinctive human resources development and facilitation of a comfortable office environment for its staff as it aims to become an even better company to work for, which will also tie into company initiatives to offer customers comprehensive payment services that are safe and secure.

*Please see the “GTPW Japan” website for the 2016 rankings in Japan for the “Best Companies to Work For”.

URL : https://hatarakigai.info/ranking/#number_of_employees_100-999



【Background】

GPTW Japan’s “Best Companies to Work For” is an awareness survey that has been conducted on corporate employees in more than 49 countries across the globe for more than 20 years. This survey defines “Best Companies to Work For” as “companies where employees trust the company, management, and managers; have pride in their work, and are able to feel a sense of solidarity with the people with whom they work,” positioning “trust”, “respect”, “fairness”, “pride”, and “solidarity” as the five elements that comprise a “rewarding work experience”.

GMO-PG was selected the best company in the rankings for the 100- to 999-employee category in the 2016 “Best Companies to Work For”. Based on the philosophy that it is the people who make a company, GMO-PG believes that the continued growth of its ordinary income at more than 20 percent annually, posted since its listing in 2005, and its development of an organization where all staff share a future vision for the company and its business to move forward together as they aim for ongoing growth in the medium- to long-term are what have led to an enhanced sense among its staff that this is the “best company to work for”.

【About GMO-PG's initiatives for human resources development, benefits and welfare】

GMO-PG employs distinctive human resources development initiatives to enable each and every one of its staff to embrace a high sense of pride that they are owners of the company and to continue to make efforts to improve themselves as they aim to become professionals.

1. An array of human resources development programs such as training in special skills and manager development

The company holds study sessions with managers, beginning with the president, on such areas as corporate culture, business expertise, and specialized knowledge. It also conducts an array of human resources development initiatives such as training for managers, training in special skills by breakdown of job classification, and programs for the development of executives.

2. A structure that allows individuals to determine their own career path

To enable each staff member to determine and develop their own career path, the company employs a "career design system" that offers staff a chance to present their desires for transfers or job rotations once a year, based on their visions for their growth and the job details and skills that they would like to acquire. It also allows new hires to determine their own placement so they will be able to tackle their duties with high levels of motivation in their desired departments. With these systems, the company has built a framework where individuals can determine their own career path and grow.

There are also opportunities for staff to make challenges even if they may still be young, a structure where individual capacities are evaluated regardless of gender or nationality, and a "360-degree appraisal system" in which subordinates evaluate their superiors, as the company makes efforts to facilitate an environment where all staff are evaluated fairly and are able to develop themselves.

3. Welfare facilities and other steps for creating an environment for people to work comfortably

As part of its welfare and benefits, GMO-PG makes efforts to create an environment where its people are able to work with high levels of motivation, for example by hosting special training abroad in the form of a convention for its excellent staff. The company facilitates a structure to make things easier for its staff to work on a daily basis, offering a communication area that is operated by the GMO Internet Group, where free meals and drinks are available 24 hours a day, as well as an in-house daycare center for children, massage facilities within the office, an area for people to nap, and a concierge service where busy staff can make personal requests such as receiving packages, making bookings for farewell or welcoming parties, or even for their shopping needs.

4. A unique system based on GMO-PG's corporate culture, "a mindset of appreciation"

As to remuneration and allowances and in addition to the various general allowances that it offers, GMO-PG also offers unique measures such as an "allowance for devotion to one's parents" and "support for educational endowment", which is available for helping to pay insurance premiums for the education of the children of its employees. These steps are based on the company's desire to have its employees embrace "a mindset of appreciation", which is also its corporate culture.

Needless to say, the company also offers "maternity leaves" and "childcare leaves" to support pregnancy and childcare, as well as "maternity leaves for spouses" and a "family support system (support for active efforts to bear children)" so its staff who experience childbirth and child-raising can work with peace of mind.

【About GMO Payment Gateway】

GMO Payment Gateway offers online payment processing services for credit cards and other payment methods to 65,652 merchants (as of December 2015, GMO Payment Gateway Group), including operators of online shops and sellers of content on social media and smartphones; operators who collect recurring monthly payments, such as NHK and those who offer subscription purchases; and public organizations such as Japan Pension Service and the Tokyo Metropolitan Government. GMO-PG aims to enable both consumers and businesses to enjoy payment methods that are convenient and equipped with high levels of security and to serve as the infrastructure for payment processes in Japan. GMO-PG will promote initiatives for new innovation such as FinTech and contribute to improving the rates of e-commerce in Japan as a leading company in the payment industry.

【Related Links】

·GMO-PG URL:<http://corp.gmo-pg.com/en>

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