

Introducing the Logistics Industry's First Corporate Pension-based Asset Building Support System for Part-time Workers

SENKO Co., Ltd. (Head office: Kita-ku, Osaka-shi; President: Yasuhisa Fukuda; "SENKO") will launch a new asset building support system (the "new system") for part-time workers from July 1.



A large number of part-time workers are involved in cargo sorting, collection and other tasks at logistics centers, and as such, SENKO is actively creating policies to ensure these workers can continue working for a long time with peace of mind. SENKO has been implementing numerous initiatives until now, including actively appointed full-time employees and providing outside welfare program services. This new system is being introduced for part-time workers who meet certain requirements as a way of assisting workers with life planning into the future.

The new system is a "selective defined benefit corporate pension plan" designed for part-time workers that utilizes a corporate pension fund run by ORIX Corporation (Headquarters: Minato-ku, Tokyo; President and CEO: Makoto Inoue), where part-time workers can elect to have part of their salary added to the corporate pension accumulated by the company, so they can receive it as a retirement benefit when retiring.

Interest is applied to the total of the amount set aside by the company and the amount added by the part-time worker, making it a very advantageous asset building system for supporting part-time workers' lifestyles after retirement. For workers who subsequently become full-time employees, their accumulated balance can be moved to the retirement benefit plan for full-time employees. This is the first time this type of asset building support system for non-regular employees has been introduced at a leading logistics industry company.

The SENKO Group is also planning to introduce this system at companies other than SENKO. As a corporate group which nurtures people and supports them in their daily lives, the SENKO Group is supporting the idea of the 100-year Life by working on expanding its system of welfare programs to secure and establish human resources who are the key to expanding the logistics business.

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