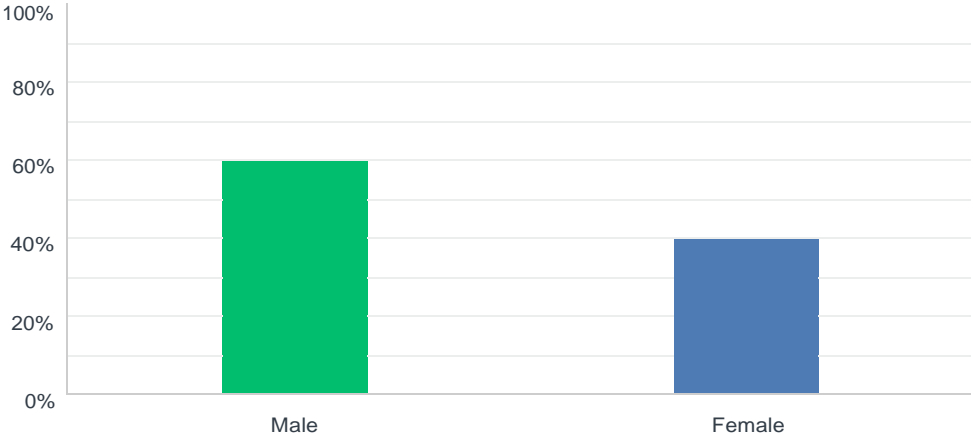




SCOA Diversity and Inclusion Survey Results

Q1 What is your gender?

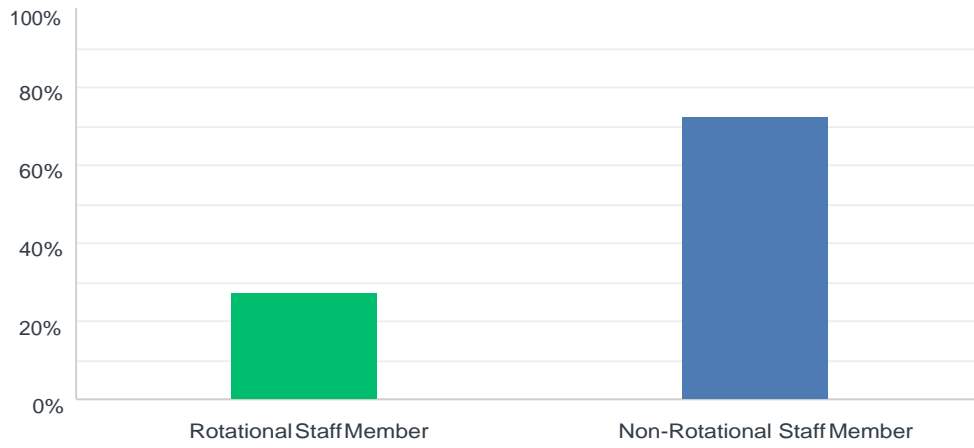
Answered: 427 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	58.55%	250
Female	41.45%	177
TOTAL		427

Q2 Which staff segment applies to you?

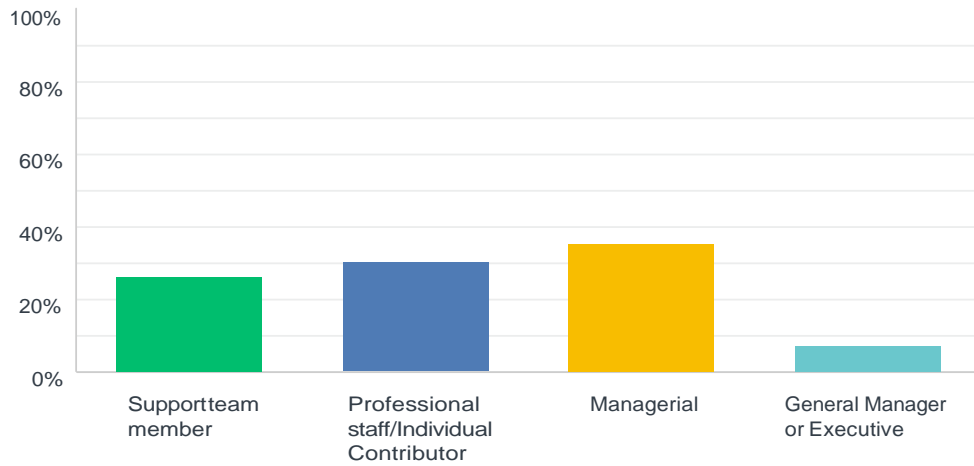
Answered: 427 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rotational Staff Member	27.63%	118
Non-Rotational Staff Member	72.37%	309
TOTAL		427

Q3 Which best describes your role?

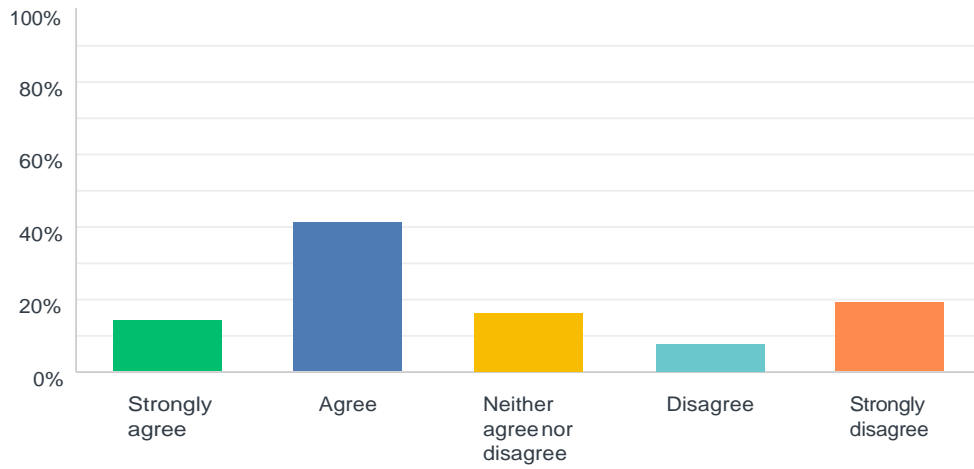
Answered: 427 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support team member	26.46%	113
Professional staff/Individual Contributor	30.68%	131
Managerial	35.60%	152
General Manager or Executive	7.26%	31
TOTAL		427

Q4 SCOA's policies and procedures promote diversity and inclusion.

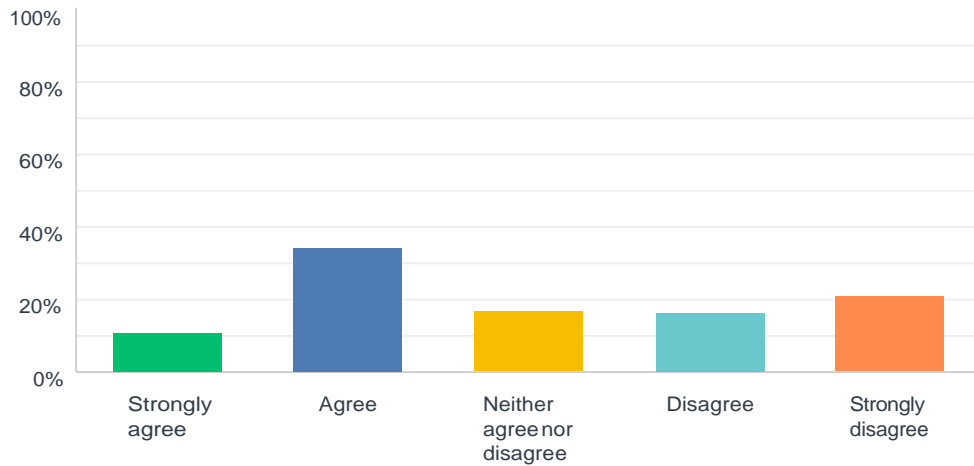
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	14.58%	56
Agree	41.41%	159
Neither agree nor disagree	16.67%	64
Disagree	8.07%	31
Strongly disagree	19.27%	74
TOTAL		384

Q5 SCOA's corporate culture encourages diversity and inclusion.

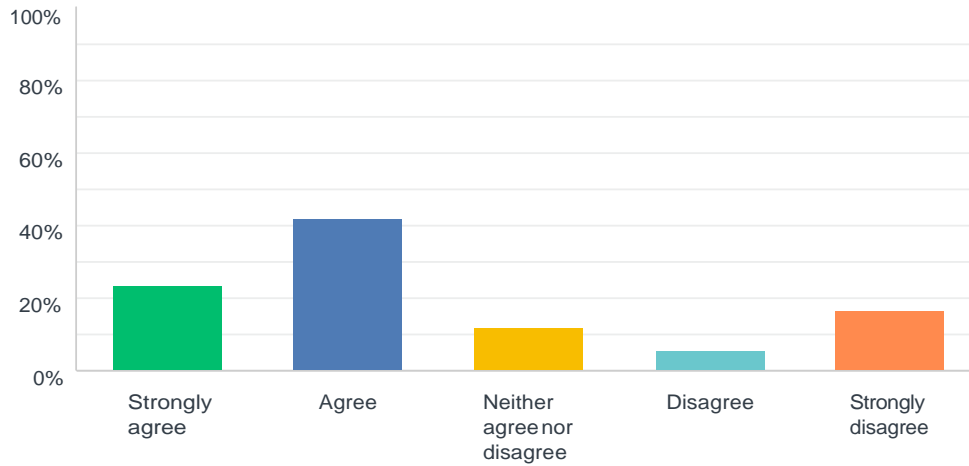
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	11.20%	43
Agree	34.64%	133
Neither agree nor disagree	16.93%	65
Disagree	16.41%	63
Strongly disagree	20.83%	80
TOTAL		384

Q6 I believe SCOA will take appropriate action in response to incidents of discrimination.

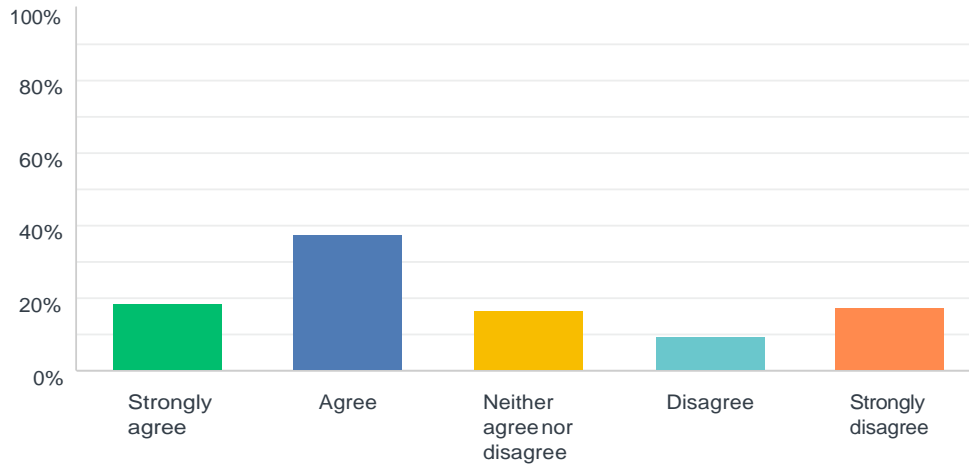
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	23.70%	91
Agree	42.19%	162
Neither agree nor disagree	11.98%	46
Disagree	5.73%	22
Strongly disagree	16.41%	63
TOTAL		384

Q7 I feel I can raise questions or concerns without fear of retaliation or reprisals if I have a complaint or problem.

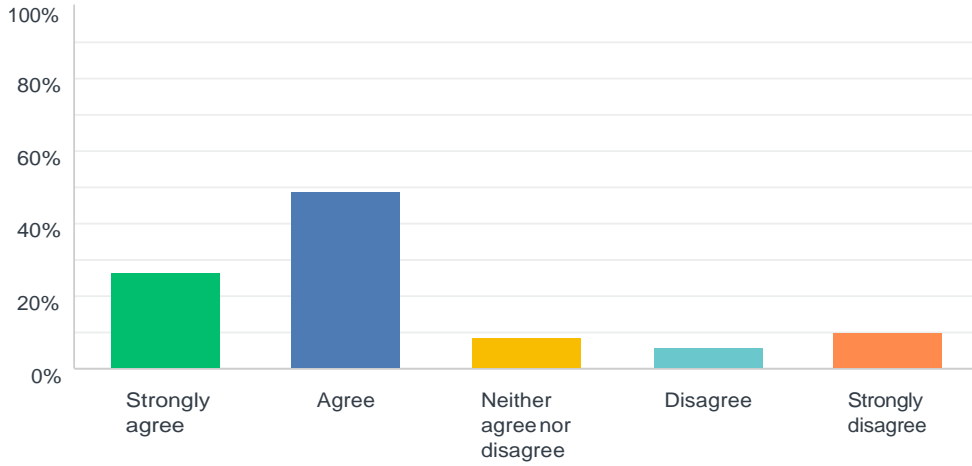
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	18.49%	71
Agree	37.50%	144
Neither agree nor disagree	16.67%	64
Disagree	9.64%	37
Strongly disagree	17.71%	68
TOTAL		384

Q8 I understand my department's business plan/goals and how I can contribute.

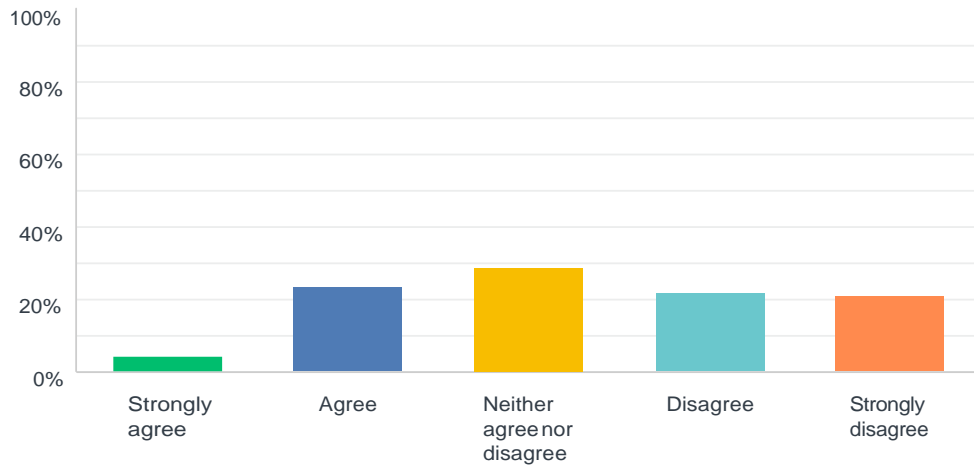
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	26.30%	101
Agree	49.22%	189
Neither agree nor disagree	8.59%	33
Disagree	5.99%	23
Strongly disagree	9.90%	38
TOTAL		384

Q9 There are sufficient promotional opportunities for me at SCOA.

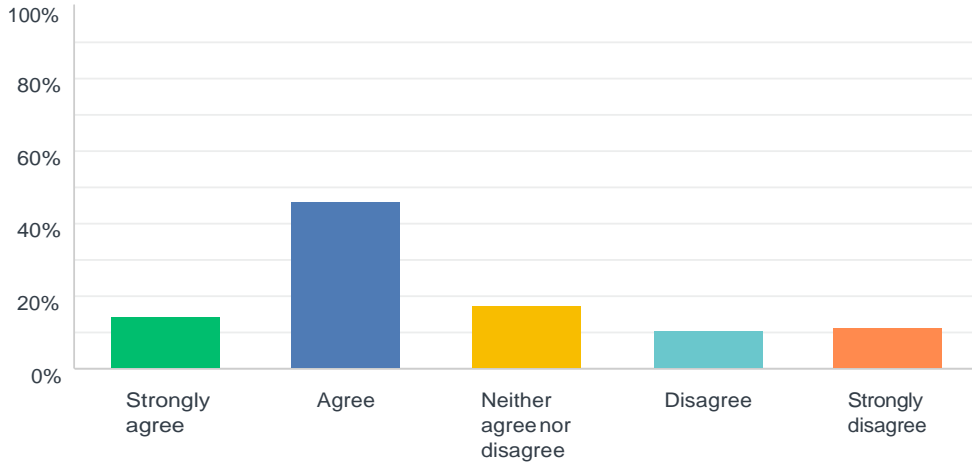
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	4.69%	18
Agree	23.44%	90
Neither agree nor disagree	28.91%	111
Disagree	21.88%	84
Strongly disagree	21.09%	81
TOTAL		384

Q10 There are sufficient learning and development opportunities for me at SCOA.

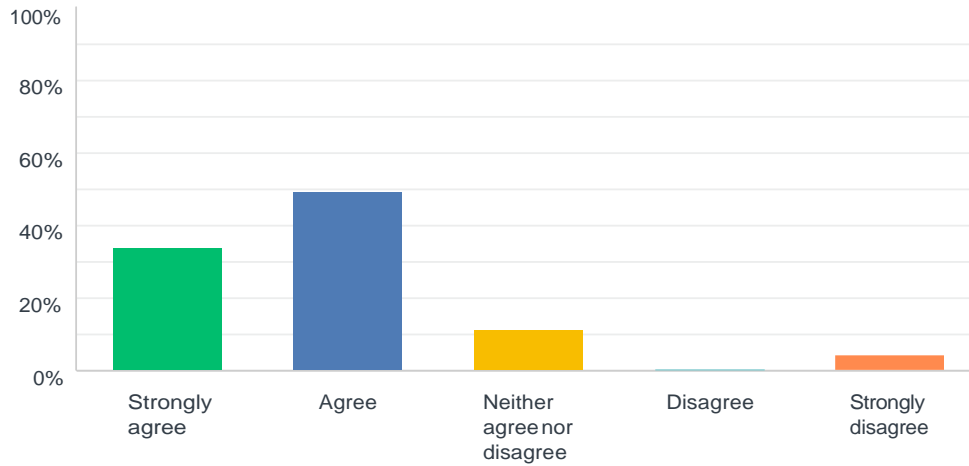
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	14.58%	56
Agree	45.83%	176
Neither agree nor disagree	17.45%	67
Disagree	10.42%	40
Strongly disagree	11.72%	45
TOTAL		384

Q11 Greater diversity and inclusion should enhance SCOA's ability to grow and innovate.

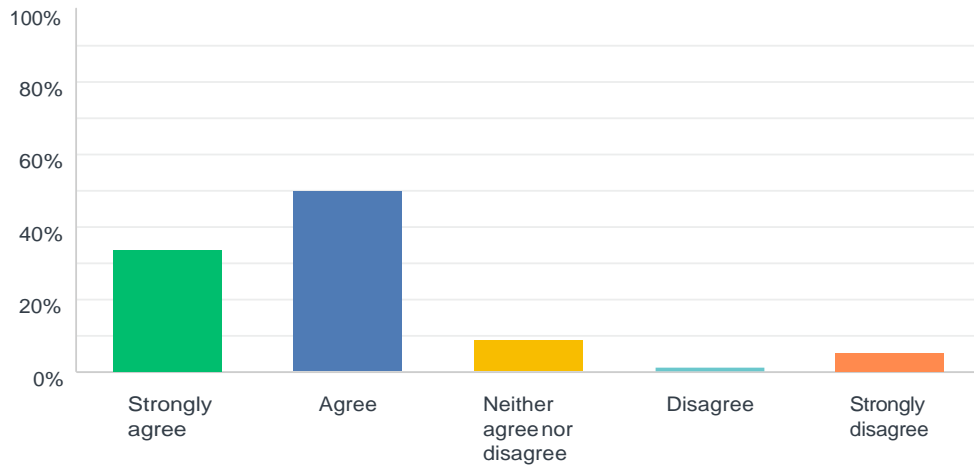
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	33.85%	130
Agree	49.74%	191
Neither agree nor disagree	11.46%	44
Disagree	0.52%	2
Strongly disagree	4.43%	17
TOTAL		384

Q12 Sumitomo's corporate values are important to me.

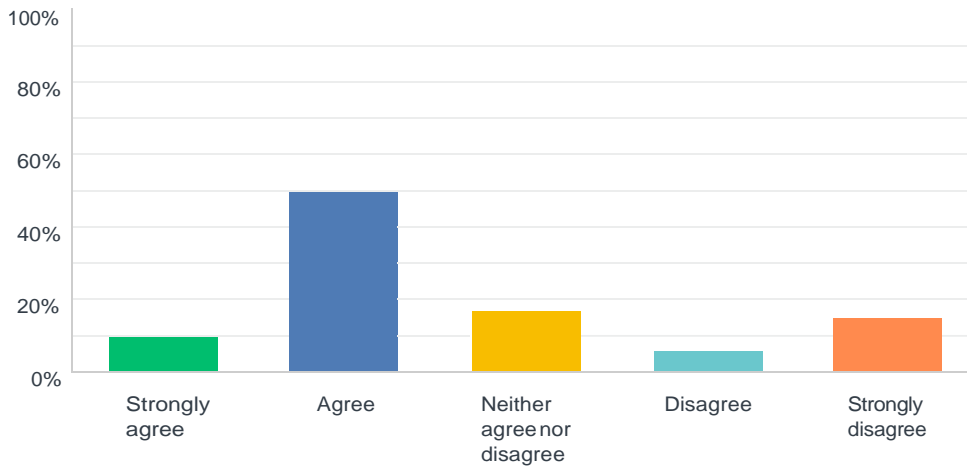
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	34.11%	131
Agree	50.00%	192
Neither agree nor disagree	9.11%	35
Disagree	1.30%	5
Strongly disagree	5.47%	21
TOTAL		384

Q13 I believe SCOA employees adhere to our corporate values.

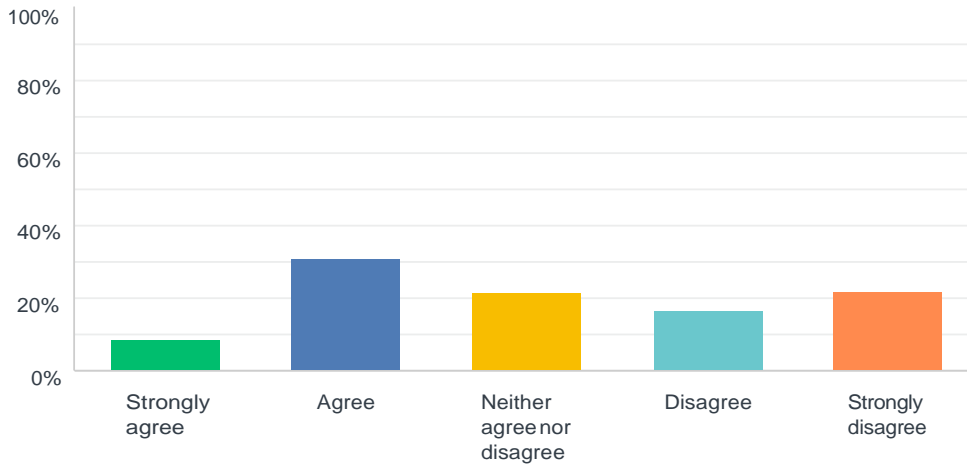
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	10.16%	39
Agree	51.56%	198
Neither agree nor disagree	16.93%	65
Disagree	6.25%	24
Strongly disagree	15.10%	58
TOTAL		384

Q14 SCOA's corporate culture fosters and encourages collaboration between rotational and non-rotational staff.

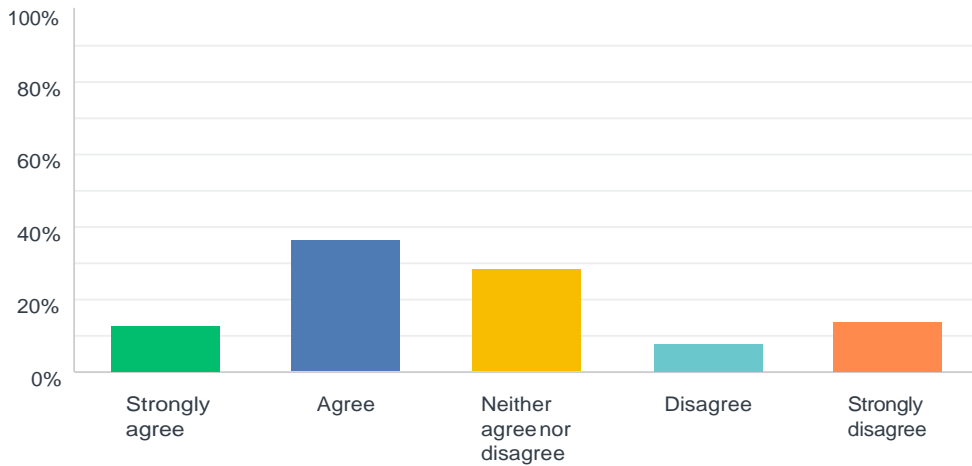
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	8.59%	33
Agree	30.99%	119
Neither agree nor disagree	21.61%	83
Disagree	16.67%	64
Strongly disagree	22.14%	85
TOTAL		384

Q15 A mentoring program would be helpful to my career at SCOA.

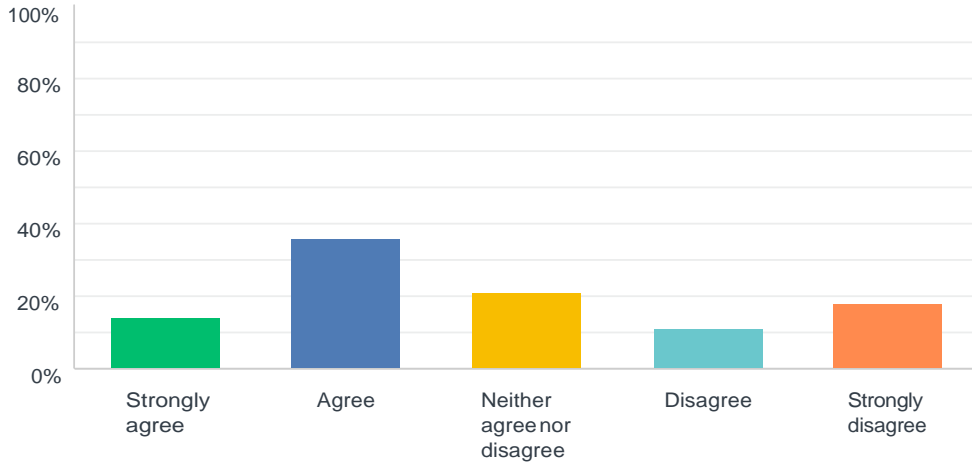
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	13.02%	50
Agree	36.72%	141
Neither agree nor disagree	28.39%	109
Disagree	8.07%	31
Strongly disagree	13.80%	53
TOTAL		384

Q16 The actions of senior management demonstrate the importance of diversity and inclusion.

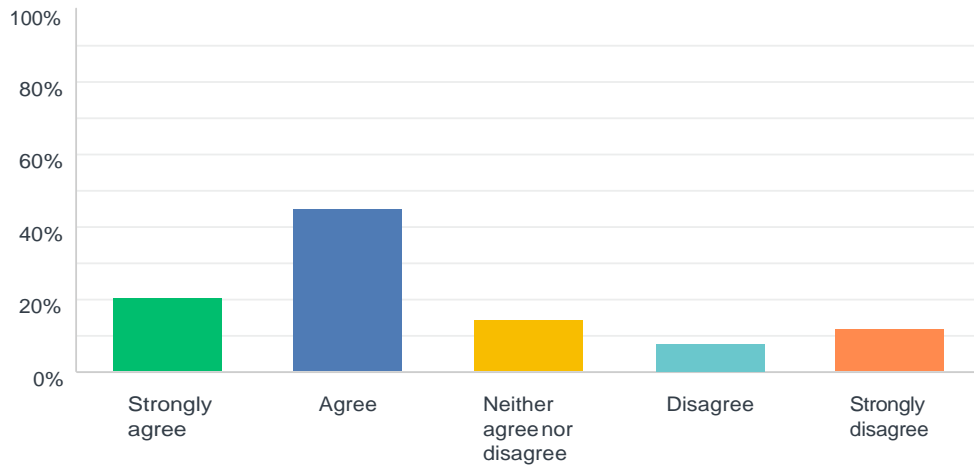
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	13.80%	53
Agree	36.20%	139
Neither agree nor disagree	20.83%	80
Disagree	10.94%	42
Strongly disagree	18.23%	70
TOTAL		384

Q17 My manager communicates with me effectively.

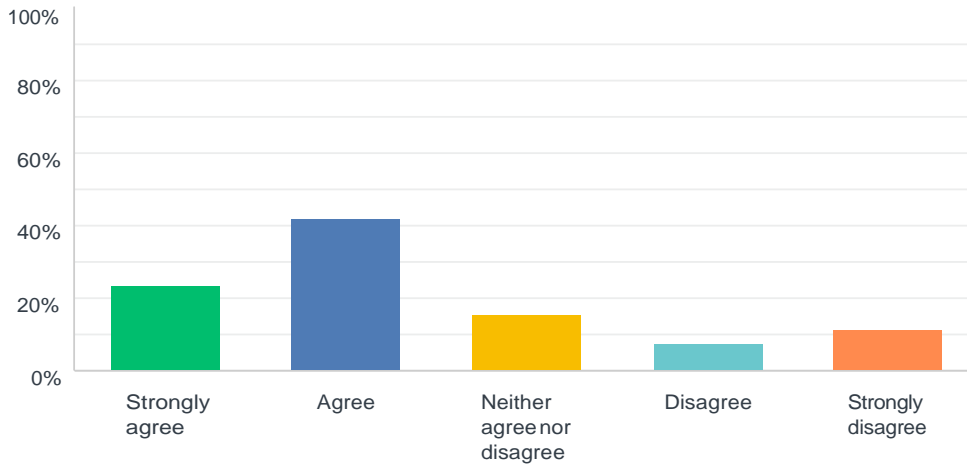
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	20.57%	79
Agree	44.79%	172
Neither agree nor disagree	14.58%	56
Disagree	8.07%	31
Strongly disagree	11.98%	46
TOTAL		384

Q18 My manager provides an environment that allows me to contribute to decision making, ideas and beliefs.

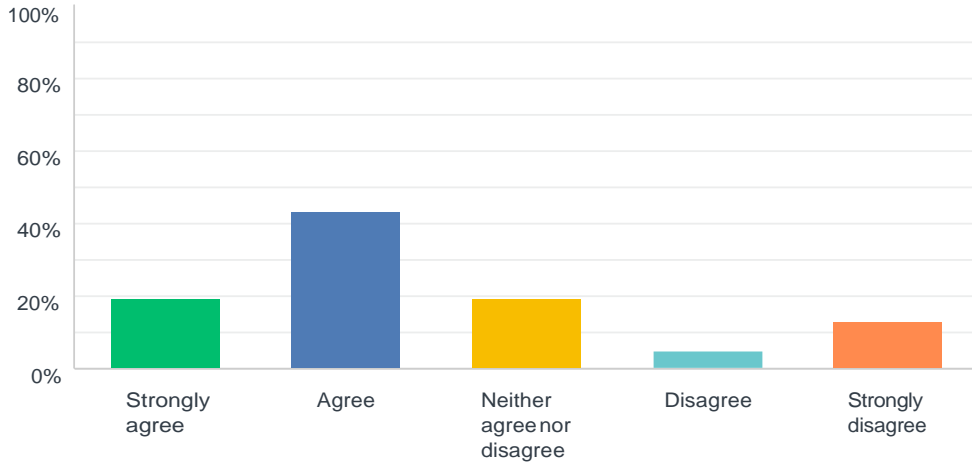
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	23.44%	90
Agree	41.93%	161
Neither agree nor disagree	15.63%	60
Disagree	7.29%	28
Strongly disagree	11.72%	45
TOTAL		384

Q19 My manager values the diverse perspectives and ideas that come from staff members from different cultures and life experiences.

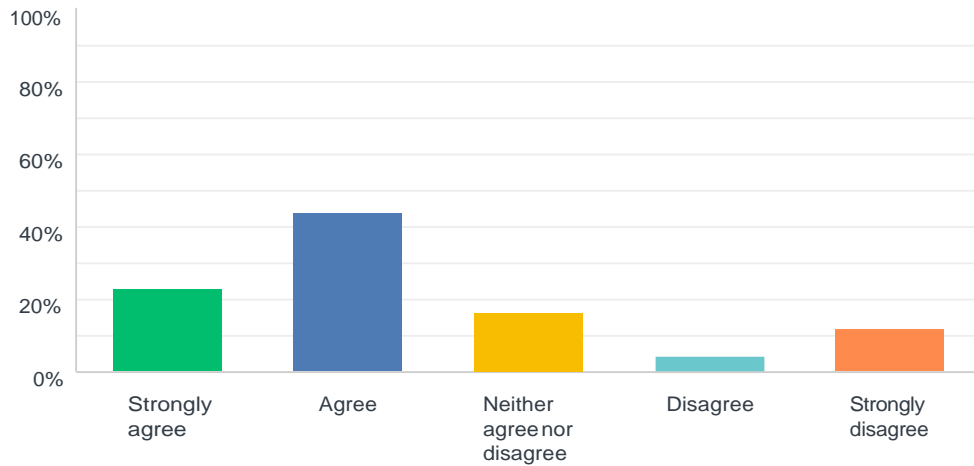
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	19.27%	74
Agree	43.49%	167
Neither agree nor disagree	19.27%	74
Disagree	4.95%	19
Strongly disagree	13.02%	50
TOTAL		384

Q20 My manager recognizes and demonstrates appreciation for my work.

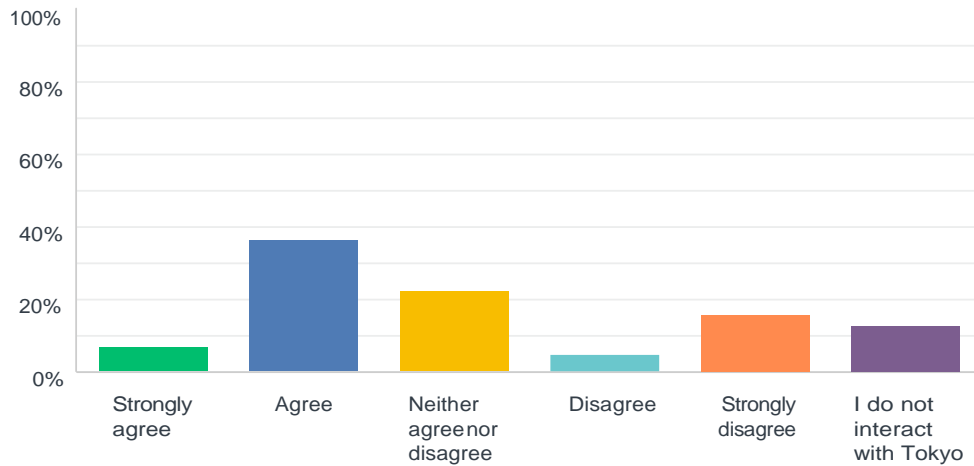
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	22.92%	88
Agree	44.01%	169
Neither agree nor disagree	16.67%	64
Disagree	4.43%	17
Strongly disagree	11.98%	46
TOTAL		384

Q21 My colleagues stationed in Tokyo value my opinion.

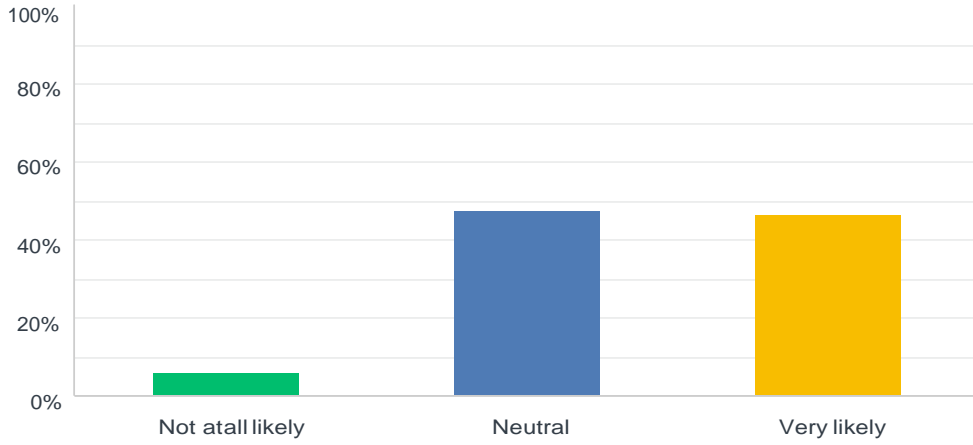
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Strongly agree	7.03%	27
Agree	36.72%	141
Neither agree nor disagree	22.40%	86
Disagree	4.95%	19
Strongly disagree	15.89%	61
I do not interact with Tokyo	13.02%	50
TOTAL		384

Q22 How likely are you to read the articles in Interface, the employee newsletter for SC Americas?

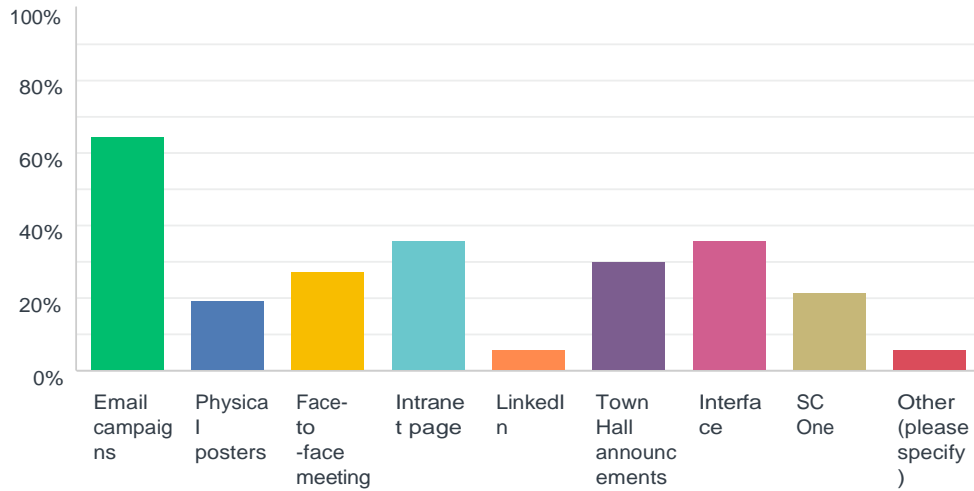
Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Not at all likely	5.99%	23
Neutral	47.66%	183
Very likely	46.35%	178
TOTAL		384

Q23 How would you prefer to receive information about SCOA related activities, business information, news, etc.? Select all that apply.

Answered: 384 Skipped: 43



ANSWER CHOICES	RESPONSES	
Email campaigns	64.58%	248
Physical posters	19.53%	75
Face-to-face meetings	27.34%	105
Intranet page	35.94%	138
LinkedIn	6.25%	24
Town Hall announcements	29.95%	115
Interface	35.94%	138
SC One	21.61%	83
Other (please specify)	5.99%	23
Total Respondents: 384		

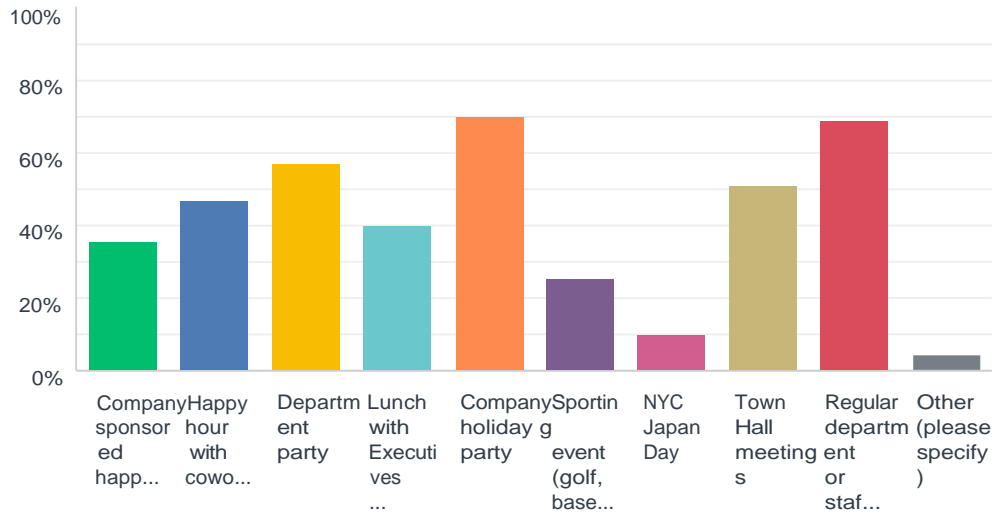
#	OTHER (PLEASE SPECIFY)	DATE
1	Visions	6/25/2018 8:35 AM
2	Visions	6/20/2018 7:52 AM
3	MEETINGS	6/19/2018 4:13 PM
4	Seminars (local & regional)	6/18/2018 4:21 PM
5	There are too many different articles that go out online and it makes it difficult to read through all of them.	6/18/2018 12:20 PM
6	Receiving too many E-mails from different sections are not efficient. People are getting less interest. So, one place to be posted is better solution in anyway.	6/18/2018 11:04 AM
7	I am not interested in announcement or information that sounds like political or academic statements.	6/18/2018 11:01 AM
8	social media	6/18/2018 11:00 AM
9	Visions magazine	6/18/2018 10:37 AM

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10	Visions	6/18/2018 8:26 AM
11	Visions	6/18/2018 8:15 AM
12	Visions	6/18/2018 7:54 AM
13	SCOA Visions Magazine	6/18/2018 7:41 AM
14	Extended intranet for group companies as well.	6/18/2018 12:35 AM
15	Visions	6/14/2018 10:58 AM
16	Visions Magazine	6/14/2018 8:46 AM
17	Visions	6/14/2018 8:23 AM
18	Visions magazine	6/14/2018 8:12 AM
19	Visions	6/14/2018 8:06 AM
20	Visions	6/14/2018 7:58 AM
21	anything but more emails. I just ignore them, as do most people.	6/14/2018 7:56 AM
22	I'm unsure how this is meant. I think current usage is adequate. I see that there is already much information via email, intranet, and interface. Not sure how much more is needed. People need to pay attention. Otherwise, no matter what you send will go unread.	6/13/2018 2:01 PM
23	Personalize an announcement so that the invitation or news becomes magnified.	6/13/2018 1:18 PM

Q24 Have you attended any of the following activities? Select all that apply.

Answered: 383 Skipped: 44



ANSWER CHOICES	RESPONSES
Company sponsored happy hour	35.51% 136
Happy hour with coworkers (not company sponsored)	47.00% 180
Department party	56.92% 218
Lunch with Executives or GM's	39.95% 153
Company holiday party	70.23% 269
Sporting event (golf, baseball game, etc.)	25.59% 98
NYC Japan Day	10.18% 39
Town Hall meetings	50.91% 195
Regular department or staff meetings	69.19% 265
Other (please specify)	4.70% 18
Total Respondents: 383	

#	OTHER (PLEASE SPECIFY)	DATE
1	Office lunch	6/20/2018 6:31 PM
2	I am new here	6/19/2018 9:04 PM
3	Christmas party	6/19/2018 3:39 PM
4	Nothing	6/19/2018 2:42 PM
5	new comer seminar	6/18/2018 6:54 PM
6	Leaders conference	6/18/2018 3:01 PM
7	Birthday celebrations of coworkers	6/18/2018 12:50 PM
8	those are NOT for our office	6/18/2018 11:30 AM

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9	I even didn't know "company sponsored happy hour" is exsiting. I missed notification because of too many E-mails come from too many people??	6/18/2018 11:04 AM
10	New Hire	6/18/2018 11:04 AM
11	JP Morgan Corporate Challenge Race in NYC	6/18/2018 8:15 AM
12	Visting SC staff social dinners	6/14/2018 8:42 AM
13	JP Morgan Chase Corporate Challenge	6/14/2018 8:06 AM
14	It's difficult to attend any of those just because we are located remotely.	6/13/2018 9:22 PM
15	I don't recall hearing of a "Company sponsored happy hour"	6/13/2018 2:49 PM
16	company summer events	6/13/2018 1:39 PM
17	None	6/13/2018 12:33 PM
18	JP Morgan Corporate Challenge	6/13/2018 11:41 AM