

Promotion of neurodiversity

Materiality5 Action Target 1

Action Plan 1 Creating an organization in which diverse human resources can play an active role that leads to innovation

Key words

Neurodiversity

Employment of people with disabilities

Achievement of harmonious society

Neurodiversity and Hitachi High-Tech's values

Neurodiversity, a term combining neuro (brain, nerves) and diversity, refers to the idea of viewing the differences in individual traits that stem from the brain and nervous system as diversity to be mutually respected and utilized within society. This concept applies particularly to phenomena associated with developmental disorders such as autism spectrum disorder, attention deficit hyperactivity disorder (ADHD), and learning disabilities. The concept is to frame such phenomena not as a lack of or differences in ability, but as natural and normal variations in the human genome.*1

As part of Hitachi High-Tech's diversity management, we have focused on the value created by people with disabilities and have been advancing the Neurodiversity Promotion Project since FY2023.



Image of neurodiversity

Staffing and support system that takes advantage of individual attributes

To further expand the areas of participation for people with disabilities, we have partnered with Kaien Co., Ltd., which provides employment support for people with developmental disabilities, and have begun recruiting activities focusing on neurodiversity from the Naka area in Ibaraki Prefecture in FY2023. Hitachi High-Tech welcomes job applications from a wide range of people who are interested in working in its technical roles, regardless of whether or not they have a disability certificate or have been diagnosed with a developmental disability. In particular, we practice flexible management methods and work assignments that match the diversity of each individual, focusing on advanced technology development, such as software development and circuit design. Moreover, Hitachi High-Tech Support Corporation, a special subsidiary of the Hitachi High-Tech Group, has psychological health and welfare counselors and job coaches (workplace accommodation facilitators) on staff to provide detailed support, who provide periodic interviews and other specialized support in the workplace. In these ways, we seek to expand the scope of participation available to neuro-diverse employees.



Person with a disability in a rural area working fully remote.

Toward a society where everyone can lead a vibrant life

Hitachi High-Tech aims to realize a harmonious society in which people who have not had the opportunity fully participate in society thus far can actively participate and contribute to society, differences in gender, age, disabilities and so forth are accepted as a matter of course, and diverse lifestyles are mutually recognized.

Moving forward, in addition to promoting neurodiversity, Hitachi High-Tech will also work on various initiatives in disability employment, such as hiring individuals with disabilities from rural areas—who are highly likely to have limited work opportunities—through full remote work. The Company will also consider further diversification of work styles to enable stable employment while managing health conditions and symptoms.

*1 Quoted from "Promotion of Neurodiversity (Ministry of Economy, Trade and Industry (METI))"