



The Origin of Management and Management Philosophy

The Origin of Management

人間尊重 業

Ningen-Soncho
Written by Sazo Idemitsu

- Ningen-Soncho means having respect for human beings. The Origin of Management are the words of the founder just as he wrote them. We intend to communicate to the world the importance of respecting human beings, a key tenet of our history for over a century, and unassailable ideals we continue to pass down. We have reaffirmed these as our steadfast principles.

Management Philosophy

Truly inspired

How often do we consider the countries and communities we touch,
and how much empathy do we have for the people living there?

Are we contemplating what's best for them and then doing our utmost to act in their interests?

Each day, we must reflect on our actions;

we must strive to do better not only for ourselves, but also for others.

When we come together and our efforts are united, we make the impossible possible.

With integrity, solidarity, and determination, we will overcome any challenge we face.

- Idemitsu's Management Philosophy is the reaffirmation of "people-centered management" beliefs and ideals, which we have carefully maintained since our founding. It is the guidance to "keep focused on what matters" and "stay committed to providing value to society" for all Group members, simple phrases that convey the essence of Idemitsu.



Management Philosophy Short Film

This video may be taken
down without notice.

<https://movie.idemitsu.com/category/videos/>
企業理念



Initiatives to Instill the Management Philosophy

We are taking the initiatives below to instill in each employee an appreciation of the newly established Management Philosophy and a desire to carry out the Group's mission and role in society through business operations.

- Explain how the management philosophy and its ideals were determined using intranet videos, the Group magazine "idemitsu," and postings on in-house signage.
- Produce a short film about the Management Philosophy for presentations at townhall meetings and create new signage for the Head Office
- Conduct an awareness survey among employees to assess the current level of management philosophy comprehension and adoption
- Set aside time to think about the management philosophy in the training curriculum conducted by the Human Resources Department
- Conduct interviews of directors and general managers (produce videos) and post them on the in-house portal site