

MCC Soleil Co., Ltd.

Top Message

President and Representative Director

Yoichi Fujishiro



We aim to continuously contribute to society through sustainable management, empowering diverse talent to reach their full potential, driving Group growth, and solving social challenges.

Our company was established on December 25, 2014, and was certified as a special subsidiary on April 20, 2015. Since then, we have been contributing to society and companies by creating new work styles that enable diverse talent to demonstrate their abilities. In 2020, we were recognized under the Ministry of Health, Labour and Welfare's "Monisu Certification System"* for our efforts to promote the employment of individuals with disabilities. Operating from 16 locations across Japan, we manage a wide array of services. Our operations range from in-store support, such as expiration date checks and cleaning, to administrative work and product-sorting tasks at distribution centers. Guided by our philosophy of "creating a company where everyone can continue to work with vitality," we will continue to promote job creation and foster a rewarding work environment.

*The Monisu Certification System is a program through which the Minister of Health, Labour and Welfare certifies small and medium-sized businesses that demonstrate excellence in implementing initiatives to promote and stabilize employment for individuals with disabilities.

Name	MCC Soleil Co., Ltd.
Location	2-12-2 Miyoshi-cho, Fuchu, Tokyo, 183-0045 Japan
Tel:	+81-42-402-6158
Established	December 2014

Business Plans and Policies

Fiscal 2025 marked significant progress for our company. We are steadily expanding our operational footprint, having opened new offices in Chiba Prefecture to support MKG stores—one in Kashiwa City in July, and another in Ichikawa City in November. From an organizational standpoint, we appointed three new section chiefs as area managers to strengthen our governance structure. Furthermore, 15 new leaders from across the Group have joined through an internal open recruitment program, bringing fresh perspectives and energy to the organization. In addition to welcoming 79 new hires and 12 new store support teams, we are strengthening our efficient and reliable service offerings. This growth is driven by the expansion of our administrative contract work and supported by an exceptionally low turnover rate compared to the industry average. Through these initiatives, we will further expand employment opportunities for individuals with disabilities and foster an accommodating workplace, thereby advancing Diversity and Inclusion. We remain continuously committed to our corporate vision of "realizing a truly barrier-free society" and embedding a culture of normalization.

Future Policies

Guided by our policy of "creating a workplace that respects human dignity and practicing sustainable management," we are striving for further growth. To this end, we will focus on cultivating an environment that empowers our employees to maximize their potential and work toward the new statutory employment rate of 2.7%. We are also restructuring our recruitment framework to ensure stable employment and further improve retention rates. Specifically, we will expand employment opportunities for individuals with disabilities by opening new locations and adding teams, while strengthening our organizational capabilities by developing managers and leaders. We will foster an environment where everyone can confidently take on new challenges. By supporting the growth of every individual through these initiatives, we will drive both the sustainable growth of the Group and the advancement of society.

