

# RESPECT FOR EMPLOYEES

Believing that protection of each employee's human rights underlies all business activities, we work for thorough implementation through training and other such activities. We strive to build work environments with respect for diversity founded on our vision: "Pride, Passion, and Sincerity."

## Initiatives to Promote Diversity

Based on the notion that diversity is a wellspring of innovation, the OKI Group is bolstering such initiatives by establishing an organization dedicated for this purpose. In particular, one of our priority measures is supporting the success of women in the workplace. In our action plan based on the "Act of Promotion of Women's Participation and Advancement in the Workplace," we set targets for 2020 to (1) increase the ratio of women among all new graduate hires from 9% now to over 20%; and (2) double the ratio of female manager-level employees from 2% now to 4%.

### Column

#### OKI Hosted Seminar to Support Advancement of Women

The December 2015 seminar we hosted to support the advancement of women at OKI Group is the second such event we have held. About 380 people attended the seminar, namely female employees, directors and executive officers, and division heads. At a panel discussion on the theme of "enabling women at OKI to be more active and successful," seminar participants also forthrightly shared their views on cultivating a career mindset and bolstering the development of female employees.



## Ongoing Support for Development of the Next-Generation

In recognition of activities that respond to the "Act on Advancement Measures to Support Raising Next-Generation Children," we were granted the "Act on Advancement of Measures to Support Raising Next-Generation Children" certification (nicknamed "Kurumin") by the Tokyo Labor Bureau in 2009 and 2012. During fiscal year 2015, we implemented system changes to make it easier for employees to use paid leave around the time a child is born such as extending the length of period they can use paid leave.

## Promotion of Work-Life Balance

We at OKI established the Work-Life Balance Promotion Committee, comprised of labor union and management members, to verify the employees' work hours and leave eligibilities. We have also amplified various systems such as the flextime system, HOP work (a discretionary labor) system, systems to provide special work conditions for persons caring for children and nursing the elderly, as well as "Special Leave for Particular Purposes" which can be used to participate in volunteer activities, to treat illness and injuries, to nurse family members, or to attend children's school events, to further promote the employees' work-life balance.

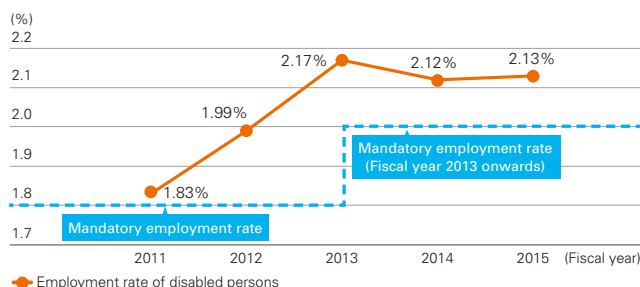
In fiscal year 2015, we achieved our labor-management goal of reducing to zero the number of employees who took less than six days of paid annual leave over the year.

## Promoting Employment of Challenged People

The OKI Group has been working to employ challenged people, especially in OKI WorkWel, a special purpose subsidiary\* of the Group, which promotes telework for the severely disabled. The percentage of challenged employees at the group in fiscal year 2015 was 2.13%.

\*Special purpose subsidiary: Company established to provide special considerations for the employment of challenged people, as defined in the Act on Employment Promotion etc. of Persons with Disabilities.

### Employment Rates of Challenged People



## Labor Safety and Health, and Health Improvement Initiatives

OKI established "Safety and Health Committees" in each region, with members from management and the labor union. These strengthened the safety and health system, create labor injuries and accidents prevention plan, patrol workplaces, provide safety and health training, etc. The Central Safety and Health Committee shares information on situations and initiatives in each region. OKI's fiscal year 2015 incidence rate of occupational accidents\* was 0.11.

Furthermore, the OKI Group promotes a fitness promotion activity called "Kenko OKI21" as an initiative to support mental and physical health. In particular, mental health is addressed by setting up an expert committee at the Central Committee of Safety and Health that promotes the use of a support tool for self-care, while also boosting support for efforts made by specialists including industrial doctors through a consultation counter.

\*Incidence rate of occupational accidents: Number of casualties due to industrial accidents, per million man-hours worked.