

RESPONSIBILITIES TO OUR 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 for human resources of “Pride, Passion, and Sincerity.”

Initiatives to Promote Diversity

The OKI Group recognizes it is vital to enable each employee in our diverse workforce to perform at the full height of his or her capabilities so the Group can continuously advance and respond to a changing social environment. We thus promote diversity, and supporting the success of women in the workplace, in particular, is a priority.

In our action plan based on the “Act of Promotion of Women’s Participation and Advancement in the Workplace,” we set the following targets for 2020: (1) increase the ratio of women among all new graduate hires to 20% or more; and (2) double the ratio of female manager-level employees to 4%. We are taking such steps as providing training to cultivate female leaders and seminars to support advancement of women.

In fiscal year 2017, our ratio of women among all new graduate hires was 28%, meeting our target, which followed the same achievement in the previous fiscal year. Accordingly, in May 2017, OKI received “Eruboshi” grade 3 (the highest) company certification from the Minister of Health, Labour and Welfare (MHLW).



Female Executives and Employees (as of April 1, 2018)

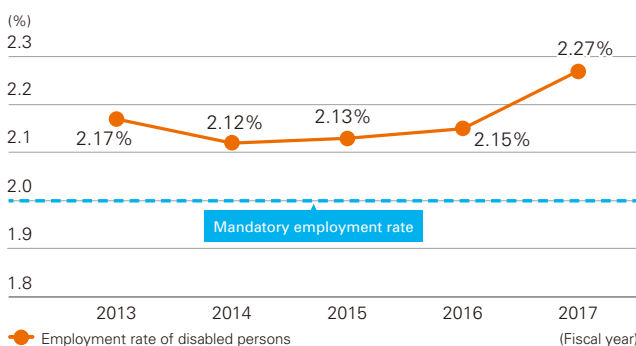
	OKI	OKI Group (Domestic)
Female employee ratio	12.3%	12.6%
Ratio of female employees at the rank of manager-level	3.4%	2.6%
Number of female executives	2	5

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 2017 was 2.27%.

Owing to the use of OKI WorkWel’s in-house developed communication system, 49 severely disabled employees in 19 prefectures across Japan are working from home as

Employment Rates of Challenged People



of June 2018. In November 2017, OKI was presented with the Top Hundred Telework Pioneers, Awards of Minister for Internal Affairs and Communications in recognition of its trailblazing initiatives for the introduction of teleworking.

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

Initiatives for Work-Style Reforms

OKI launched its work-style reform project in July 2017. The project aims to create “an organization that can flexibly respond to changes and generate high-added-value” and promotes initiatives based on the basic policy of “changing behavior, awareness, and frameworks, and enhancing productivity.” In fiscal year 2017, in addition to raising awareness and sharing information through manager-level discussions on work-style reforms, the hosting of the “100-Person Committee on Work-Style Reforms,” and launching a portal site, we introduced a teleworking system and established satellite offices.

Promotion of Work-Life Balance

OKI established the “Work-Life Balance Promotion Committee,” comprised of labor union and company management members, to confirm employee work hours and the status of paid vacation use, and promote work-life balance by increasing and improving a variety of systems relating to raising children and nursing the elderly. In January 2017, OKI received the platinum “Kurumin” special certification from the Tokyo Labor Bureau, which recognized it as an excellent “supporting company for child-raising.”

Labor Safety and Health, and Health Promotion Initiatives

OKI established “Safety and Health Committees” in each region, with company members from management and the labor union. These strengthen 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 2017 incidence rate of occupational accidents* was 0.22.

Furthermore, the OKI Group promotes initiatives to support mental and physical health. In particular, we provide employees support for mental health such as promoting the use of self-care support tools and setting up a consultation counter to provide access to industrial doctors. In February 2018, OKI was certified as an Excellent Enterprise of Health and Productivity Management 2017—White 500, which followed the same certification in the previous year.

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