

Believing that protection of each employee's human rights underlies all business activities, the OKI Group has proclaimed "Respect for Human Rights" in the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct, and works for their thorough implementation through training new hires, training by rank, e-learning, etc. The group has a strong commitment to pursuing fair recruitment, and building work environments with respect for diversity based on its vision: "Pride, Passion and Sincerity." Based on this basic concept, we have also made various efforts at overseas group companies, such as encouraging the acquisition of certifications on human rights and labor, and expanded and enhanced training and systems, meeting the needs of each country or region.

Good Labor-Management Relationship through Dialogue

OKI respects the freedom of association and collective bargaining based on the laws in each country and region, and puts great importance on building trust between labor and management. In Japan, OKI holds general labor-management meetings between OKI's top executives and union leaders, and divisional labor-management meetings, to sincerely exchange opinions and information on the business environment and labor issues.

Newly Established "Diversity Promotion Team"

In November 2013, OKI set up a new "Diversity Promotion Team" under the Human Resources Division. The team assumes the role of promoting the two priority actions for the management strategies included in Mid-term Business Plan 2016, namely, "Human resource enhancement" and "Corporate culture reform."

Recognizing the needs to exert maximum capabilities from each individual in a diverse workforce in order to adapt to the changing social environment and make continuous progress, OKI continues to create an environment that allows recruitment and development of global human resources, promotion of female workers, and engagement by each employee who works toward the growth of the company with a sense of satisfaction.

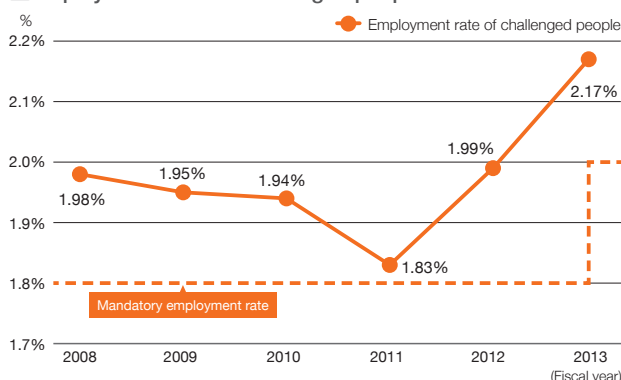
Promoting the Employment of Challenged People

The OKI Group has been working to recruit challenged people, especially in OKI Workwel, a special purpose subsidiary* of the group which promotes telework for the severely disabled. As of April 2014, it provides work at home via telework to 61 people with disabilities, including 40 teleworkers utilizing IT.

The percentage of challenged employees at the group in fiscal 2013 was 2.17%, exceeding the defined employment rate (revised in April 2013) of 2.0%. We will continue to promote the employment of challenged people, especially in our special purpose subsidiary.

* 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



Ongoing Support for Development of the Next Generation

OKI was 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 2013, efforts were made by the labor union and management to fully inform our employees of various systems, including teleworking, for supporting the development of the next generation on the basis of "The 4th Action Plan (from 2012 to 2014)," of which the concept is to "establishing work-family balance through various support programs that help employees take specific actions,."



Promotion of Work-Life Balance

In order to help its employees to achieve balance between work and family life, 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 (i.e. discretionary labor) system, systems to provide special work conditions for persons caring for children/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 2013, the company introduced the new system for hourly-based leave eligibility for particular purposes, to enable the employees to arrange their schedule more flexibly for nursing their families and attending the children's school events. In addition, a new attendance system (entry/exit hour management system) was introduced to allow the employees and their superiors to better grasp and manage the employees' leave and days-off.

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 strengthen the safety and health system, create a 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 2013 incidence rate of occupational accidents* was 0.00.

Furthermore, the OKI Group promotes a fitness promotion activity called "Kenko OKI21" for encouraging the mental and physical health of the employees by providing health information through the dedicated Intranet site and company news. In particular, mental health is addressed by setting up the "The Mental Health Working Group" an expert committee of the Central Committee of Safety and Health. This working group engages in promoting the use of "Kokoro Wellness Navi," a support tool for self-care, while offering enhanced support 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.