

Respect for Employees

Believing that the 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 emphasized the importance thereof through education programs. The group has a strong commitment to pursuing fair recruitment, and building working environments with respect for diversity based on its vision: "Pride, Passion and Sincerity."

We have also made various efforts at overseas group companies such as the encouragement of the acquisition of relevant certifications, and different educational and support programs meeting the needs of each country or region.

Good Labor-Management Relationship through Dialogue

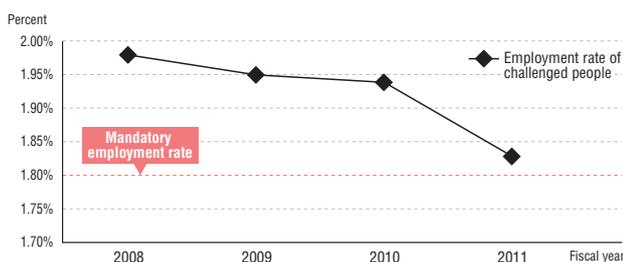
OKI respects the freedom of association and collective bargaining based on the laws in each country and region, and puts great importance on building trust between employees and management. In Japan, the company holds general labor-management meetings with the company's top executives and union leaders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

Promoting the Employment of Challenged People

The OKI Group has promoted the recruitment of severely challenged people as teleworking employees through OKI WorkWel, a special purpose subsidiary* of the group. As of April 2012, it employs 49 people with physical, intellectual, visual or internal disabilities, including 35 teleworkers utilizing IT. The percentage of challenged employees at the group in fiscal 2011 was 1.83%, a slight decrease from fiscal 2010. We will continue to promote the employment of challenged people in the future.

The OKI Group's overseas subsidiaries have also addressed the recruitment of challenged people. OKI Electric Industry (Shenzhen) in China entered an agreement with the Xili Vocational Rehabilitation Center, and recruited 12 challenged people as special employees in June 2011.

■ Employment rates of challenged people



* A special purpose subsidiary is a company established to provide special considerations for the employment of challenged people as defined in the Law for Employment Promotion, etc. of the Disabled.

Helping Employees Develop Their Skills

The OKI Group offers more than 250 elective courses other than compulsory or designated training courses for new recruits, managers and specialists. Employees are able to choose the most appropriate courses from among them in order to build the skills required for their career goals. In fiscal 2011, OKI's employees spent an average of 1.77 days to take such training course.

Establishing Support for the Development of the Next Generation

OKI was granted the "Law for Measures to Support the Development of the Next Generation" certification (nicknamed "Kurumin") by the Tokyo Labor Bureau. The main reason for its acquisition of the certification was that it had achieved the targets set in its Action Plan in compliance with the Law for Measures to Support the Development of the Next Generation.



In fiscal 2011, OKI introduced a new teleworking system for employees responsible for childcare or nursing care as part of its third Action Plan focusing on "establishing work-family balance through various support programs that help employees take specific actions."

Promotion of Work-Life Balance

OKI has offered various supporting systems about childbirth, child rearing and nursing care in order to help its employees balance work and family life. Among them are a flextime system and a HOP (discretionary labor) system that allow flexible work styles. In case of "Special Leave for a Particular Purpose," employees are allowed to take a leave for medical care for themselves, nursing care for their families, and other purposes including participation in social action programs, education and school events.

Furthermore, the Work-Life Balance Promotion Committee, with members from both the management and the labor union, sets specific targets, checks and improves the relevant systems for work-life balance. Information on such activities is available on the intranet. In fiscal 2011, we focused on "the efficient management of working hours," had all manager class employees take a training program on this topic.

Promoting Mental and Physical Health of Employees

The OKI Group has promoted "Health OKI 21," a campaign to facilitate voluntary health management of employees with support from management, labor union and corporate health insurance society. The Group gives useful advice through the intranet, conducts surveys of employees, and offers exercise programs. Furthermore, it has the "Mental Health Working Group" as an ad hoc committee of the Central Safety and Health Committee, promotes the utilization of "Kokoro Wellness Navi," a new tool to support mental health, and provides a consultation services.