

RESPECT FOR EMPLOYEES

Believing that protection of each employee's human rights underlies all business activities, we have proclaimed "Respect for Human Rights" in the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct, and we work for their thorough implementation through training and other such activities. The group has a strong commitment to pursuing fair recruitment, and building work environments with respect for diversity founded 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 the labor union leaders, and divisional labor-management meetings, to sincerely exchange opinions and information on the business environment and labor issues.

Initiatives to Promote Diversity

We at OKI are employing and cultivating global human resources as well as advancing the roles of women within that setup in order for our diverse workforce to reach its maximum stellar potential while also developing an environment where each individual employee can tackle his/her work with a sense of meaningfulness.



A scene from the female career seminar

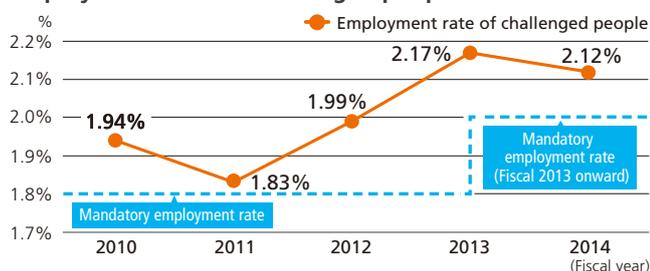
In particular, we are placing weighty emphasis on support for the success of women in the workplace, holding a seminar on supporting the advancement of women, a female career seminar and a forum on leader development by senior management during fiscal 2014, all of which were attended by about half of the female employees at OKI. Indeed, to deepen the understanding of division heads with regard to advancing women, we also held briefing sessions for that section of management.

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 2015, it provides work at home via telework to 63 challenged people, including 43 teleworkers utilizing IT. The percentage of challenged employees at the group in fiscal 2014 was 2.12 %, exceeding the defined employment rate of 2.0%.

* 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

We at OKI 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 2014, 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 2015)".



Our group companies also are supporting development of the next generation. And, in July 2014, OKI Software, a company tackling software development and SI services, gained "Kurumin" certification.

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 2014, the company started the new system for hourly-based leave eligibility for particular purposes, to enable the employees to arrange their schedule more flexibly.

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 2014 incidence rate of occupational accidents* was 0.11.

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 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.