Labor Safety and Health

Basic Concept

Anritsu states "Respect for Employees" in Charter of Corporate Behavior. Anritsu believes that in order to enable every employee to fully achieve their potential, it is important to secure employee safety and health and to create an ideal workplace.

Safety and Health, Health Management System

The Anritsu Group in Japan established a safety and health management system that complies with Japan's Occupational Safety and Health Act. Industrial health staff, led by industrial physicians and counselors assigned to the Health Management Center, provide support services to maintain the health of Group employees.

In addition, the Anritsu Group in Japan has focused on preventing health problems associated with long working hours by continuously pursuing measures for normalizing working hours in accordance with common management policies for all companies, such as reducing overtime in response to results from fiscal 2014, minimizing late night work and thorough implementation of designated days for leaving the workplace on time.

Major efforts for safety and health, health management

- Having the Safety and Health Committee review activity status and formulate plans to prevent employees from accidents
- Reducing the risk of accidents by conducting inspections before introducing, relocating or changing equipment, or when purchasing chemical materials
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Providing safe, secure and comfortable workplaces by assessing working environments and conducting periodic inspections
- Conducting routine, special, when getting hired, and health checkups, as well as follow-up examinations
- Screening through questionnaire and industrial physician interviews to those who work extended hours to prevent impaired health
- Raising health awareness through lectures by industrial physicians, for example, on preventing lifestyle diseases and infectious diseases
- Mental healthcare education for managers
- Counseling

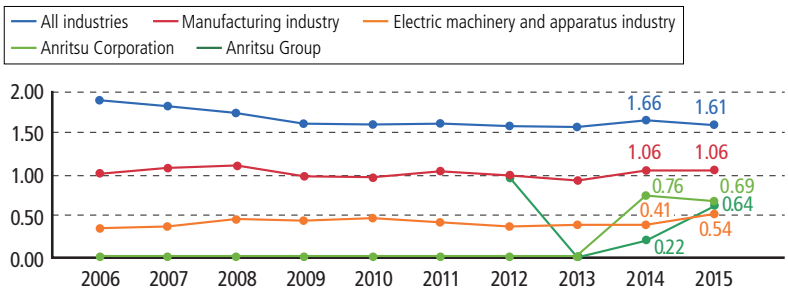
Safety and Health Committee

Labor Accident and Commuting Accident

The Anritsu Group in Japan is promoting health and safety activities toward achieving zero accidents. However, in fiscal 2015, incidents occurred that led to absences from work, caused by stumbling or falling while walking on company property. As a result, while these incidents involved only short absences, we were nevertheless unable to achieve our goal of zero accidents. In fiscal 2016, we will start anew on our challenge to achieve the zero record for the entire Anritsu Group in Japan.

In fiscal 2015, the number of commuting accidents involving Group employees in Japan decreased by 5 from the previous year to 7. There were also 3 fewer accidents that resulted in lost work time. However, while the number of accidents has declined, all commuting accidents involved commuting by motorcycles, reminding us of the need to maintain our efforts to raise employee awareness of bike safety. In fiscal 2015, we sought the cooperation of the Atsugi Police Department and held training primarily focused on bicycles, including seminars on traffic safety and anticipating dangerous traffic situations using computer graphics simulations. We also began motorcycle safety training. We will reinforce our educational efforts to prevent commuting accidents in fiscal 2016.

Frequency Rate of Lost-worktime Injuries (per million hours)



All industries, including the Manufacturing industry, and Electric machinery and apparatus industry: injuries that required more than four days of lost worktime; Anritsu:injuries that required more than one day of lost worktime

Labor Accidents

		FY 2012	FY 2013	FY 2014	FY 2015
Anritsu Corporation	Lost worktime	0 (0)	0 (0)	1 (0)	1 (0)
	No loss	0	1	1	0
Anritsu Group in Japan	Lost worktime	4 (0)	0 (0)	0 (0)	2 (0)
	No loss	4	5	3	8

Fatality numbers are in parentheses.

Seminars on traffic safety and anticipating dangerous traffic situations

Motorcycle safety training

Health Management

The ratio of abnormalities found in regular health checkups for Group employees in Japan continues to steadily increase in line with the national trend.

After analyzing the health checkup results from the previous year, we added some tests to the checklist in fiscal 2015 beyond items that are legally mandated, such as blood tests for younger people, in an effort to encourage proactive changes in daily habits. We also promoted activities for health education and development, including guidance for individual employees by our industrial health staff, lectures by industrial physicians, training sessions on mental health and health classes by outside lecturers. In fiscal 2016, we will start implementing a unified system for monitoring stress symptoms for all Group companies in Japan to maintain and boost both the physical and mental wellbeing of our employees.

Health class

TOPICS

Overseas Topic：OHSAS 18001 Certification

In May 2012, Anritsu EMEA Ltd. in the United Kingdom obtained certification for OHSAS 18001 (2007 version), the international standard for labor safety and health, and the certification was updated in May 2015. The standard is designed to create a safe and healthy workplace environment by defining the framework for promoting the following aspects.

- Identify and control health and safety risks
- Reduce the potential for accidents
- Aid legal compliance
- Improve overall performance

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Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - OHSAS 18001:2007

Encouraging Commuting by Bicycle

Anritsu Company (America) supports Bike to Work Day, an event held in the San Francisco Bay Area as part of National Bike Month. By cycling to work instead of commuting by car, we contribute to reducing the environmental load and boost the health of our employees at the same time.

Employees participating in Bike to Work Day

Health Week

Anritsu EMEA Ltd. (U.K.) organizes Health Week to improve the wellbeing of its employees. During this period, employees are encouraged to raise their awareness on managing their health by engaging in activities such as walking and running or participating in health management activities offered by local governments.

Health Week