

Safety and Health

Goal 2

Basic Concept

Anritsu states “Respect for Employees” in its Charter of Corporate Behavior. The company 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 a comfortable and efficient workplace.

Safety and Health, Health Management System

The Anritsu Group in Japan has a safety and health management system that strictly complies with the Industrial Safety and Health Act, and it implements various orders and regulations. Moreover, to maintain and improve the health of Group employees, a variety of initiatives and support services are provided by industrial physicians, counselors and health staff assigned to the Health Management Center, such as regular worksite patrols, follow-ups for regular health checkups, stimulating discussions and consultations.

Following the revision of the Industrial Safety and Health Act in fiscal 2016 that mandated the risk assessment of chemical substances, we enhanced our initiatives for preventing health problems associated with exposure to chemical substances.

Major Efforts for Safety, Health and Health Management

- The Safety and Health Committee reviews the status of activities and formulates accident prevention measures
- 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 a safe, secure and comfortable workplace by assessing working environments and conducting periodic inspections
- Conducting health checkups (routine, special, pre-employment and pre-overseas assignment) and follow-ups
- Questionnaire screening, interviews by industrial physicians and health maintenance measures for overtime workers
- 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

Initiative to Realize the Work-Style Reform

To prevent health problems from overwork, the Anritsu Group companies in Japan promote measures based on the Group-wide management policy to ensure appropriate work hours, including shortening overtime work, minimizing midnight shift work, and implementing “no overtime” days.

We have abandoned the old notion that the best performers work the longest hours. In its place since August 2016 is a new policy under which we expect employees to work, with energy, in the morning hours, and we abolished the

flextime program so that all staff begin working at the start of each workday. We basically prohibit work after 7:00 p.m., while also turning off the lights, and promote shorter, streamlined meetings. Moreover, we pursue Work-style Reform, which raises the level of productivity, thereby allowing us to promote innovation that leads to increased corporate value.

TOPICS

Recognized as an Excellent Enterprise of Health and Productivity Management (White 500)



Anritsu Corporation was certified by the Ministry of Economy, Trade and Industry (METI) of Japan as a White 500 (large enterprise category), of the 2017 Certified Health and Productivity Management Organization Recognition Program, for meeting the selection criteria in a survey conducted by the ministry on regular health checkups, life-work balance, health maintenance, lifestyle disease prevention and mental health support.

The program recognizes enterprises that demonstrate outstanding health and productivity management aligned with the healthcare recommendations of the Nippon Kenko Kaigi. It evaluates companies in the following five aspects, which are also used by the METI and Tokyo Stock Exchange in their joint selection of the Health and Productivity Stock Selection: (1) management philosophy; (2) organizational structure; (3) implementation of systems and measures; (4) evaluation and improvement; and (5) compliance and risk management.

Labor Accident and Commuting Accident



Seminars on traffic safety and anticipating dangerous traffic situations



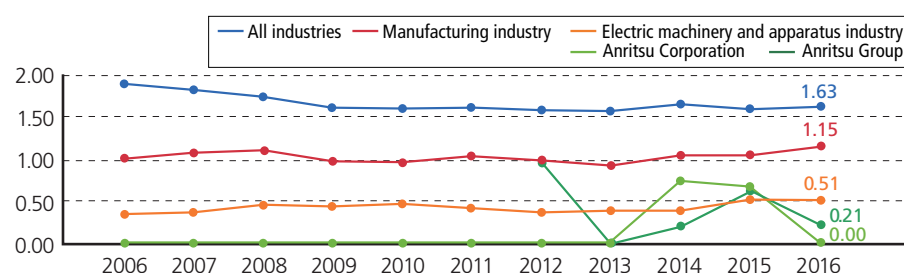
Motorcycle safety training

The Anritsu Group in Japan is promoting health and safety activities toward achieving zero accidents. However, 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 2017, we will start anew on our challenge to achieve the zero record for the entire Anritsu Group in Japan.

In fiscal 2016, the number of commuting accidents involving Group employees in Japan increased by 1 from the previous year to 8. There were 2 accidents that resulted in lost work time, a decrease of 3 accidents from the previous year. All commuting accidents during fiscal 2016 involved motorcycles, reminding us of the need to maintain our efforts to raise employee awareness of bike safety.

In fiscal 2016, we sought the cooperation of the Atsugi Police Department and held training primarily focused on motorcycles, including seminars on traffic safety and anticipating dangerous traffic situations using computer graphics simulations. Also, we conducted motorcycle safety training. We will reinforce our educational efforts to prevent commuting accidents in fiscal 2017.

► 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

| | | FY2012 | FY2013 | FY2014 | FY2015 | FY2016 |
|------------------------|---------------|--------|--------|--------|--------|--------|
| Anritsu Corporation | Lost worktime | 0 (0) | 0 (0) | 1 (0) | 1 (0) | 0 (0) |
| | No loss | 0 | 1 | 1 | 0 | 1 |
| Anritsu Group in Japan | Lost worktime | 4 (0) | 0 (0) | 0 (0) | 2 (0) | 1 (0) |
| | No loss | 4 | 5 | 3 | 8 | 2 |

※ Fatality numbers are in parentheses

Health Management



Special training during Industrial Health Week

The ratio of abnormalities found in regular health checkups for Group employees in Japan continues to steadily increase in line with the national trend. Also in fiscal 2016, we added some tests to the checklist beyond items that are legally mandated, such as blood tests for younger people, in an effort to encourage positive change in daily habits related to diet and exercise. Moreover, we introduced a stress check framework at all Group companies in Japan to maintain and improve the physical and mental health of employees.

In fiscal 2017, we will expand the initiative to include accumulating data and analyzing the sources of stress with the aim of upgrading our level of support. Furthermore, we will conduct individual healthcare guidance through industrial health staff, healthcare lectures and workshops on mental health by industrial physicians, as well as health classes by outside lecturers, in order to raise healthcare awareness and improve employee wellbeing.

TOPICS

Overseas Topics: OHSAS 18001 Certification

In May 2012, Anritsu EMEA Ltd. in the U.K. obtained certification for OHSAS 18001 (2007 version), the international standard for occupational safety and health management systems, 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

