

Complying with the UK Modern Slavery Act

Anritsu Corporation and Anritsu EMEA Ltd. published in September 2016 a statement in support of the Modern Slavery Act enacted in the UK. For additional information in regard to our efforts in this area, please see the section on Supply Chain Management and fiscal 2017 initiatives in line with the UK Modern Slavery Act on page 24.

Human Resources Development

Social issues as a background

An increasingly complicated and sophisticated society requires each person to hone their strengths and attain independent growth during times of change. The Anritsu Group in fiscal 2017 enacted a comprehensive review of its educational and training systems with the goal of supporting employee growth, and launched construction of a step-based human resources development program.

Policy

At the Domestic Anritsu Group, we believe in the importance of being an organization in which employees feel they are contributing to society and their own growth through their work while working with enthusiasm toward achievement of the Company's goals. With this in mind, we have remained committed to creating an environment supporting independent growth, and, in fiscal 2017, we reviewed and revised our traditional correspondence courses and Group training programs to align with the basic idea that they should choose what to study and study it voluntarily, and that they should know their own capabilities and strengths. The human resources development program common to all Domestic Anritsu Group companies supports career development in line with each employee's lifestyle.

Structure

Under the Chief Human Resources and Administration Officer at Anritsu Corporation, the Human Resources Development Team in the Human Resources and Administration Department and the Domestic Anritsu Group Human Resources Department create the employment plans and educational training systems in line with the goal of training human resources to contribute to Anritsu's business and the development of a global society.

Medium- to long-term goals

The Company aims to construct a human resources training program common throughout the Domestic Anritsu Group.

Progress and challenges

Please see activities

Activities

Education and training activities

The correspondence course was released as a new "learning content" self-development program, with enhanced content, including e-learning, online English conversation courses, and classroom-based course work. We are adding from fiscal 2018 classroom-based course work for English as a higher-level program.

We have also redefined and revised traditional training under the titles of "Leadership Basic Training" and "Self-improvement Training & Hands-on Management Training." Keeping the need to maintain a Life-Work Balance in mind, we implemented external one-day Group training sessions in fiscal 2018.

Training for new recruits now includes an innovation planning program. This is conducted by the Business Originating Center on the creation of new customer value. It is intended to teach about the importance and difficulties of value creation, team performance, and goal commitment in addition to the marketing and accounting knowledge essential for business model planning.

Global human resource development

Anritsu is working to expand its business overseas, primarily in the area of test and measurement. Developing human resources capable of leading these overseas businesses represents a key challenge for achieving growth in the coming years. In developing global human resources, we think it is important not only to raise the level of language proficiency but also to develop the mindsets of employees so they can effectively work around the world.

As part of the training for new recruits, the trainees learned how important it is to collaborate with colleagues in and outside Japan and are given the opportunity to learn details of international business from staff members with plenty of overseas experience in representative projects. Their exciting real-life stories clearly motivated the new recruits.

Global training for the Test and Measurement business

Anritsu holds global training in the Test and Measurement business for about 80 sales engineers engaged in this business at our overseas bases. The training is comprised of sessions on a wide range of subjects, such as new products, new product functions, market trends, Anritsu's solutions, success stories, demonstration know-how, sales strategies, and product road maps. The participants not only became more knowledgeable through the lectures, they were also able to operate instruments on their own as a means of gaining direct experience to assist in selling points, while also learning how to better demonstrate the instruments.



Global training

Occupational Health and Safety

Social issues as a background

Given the increased focus on occupational accidents and mental health disorders as social issues, we believe it vital to renew our efforts at creating a workplace environment in which every employee can work safely and in good health.

Policy

The Anritsu Group 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. As part of the effort to achieve this, the Company puts an emphasis on "Respect for Employees" in its Charter of Corporate Behavior and "Improving the working environment" in the Anritsu Group Code of Conduct, stipulating the creation of a working environment in which employees can work with enthusiasm in safety and good health while complying with all related laws and regulations.

In addition, with the goal of the Company and health insurance union playing an active role in maintaining and improving the health of each employee, we have established separately the Anritsu Group Health Management Policy for the Domestic Anritsu Group.

Anritsu Group Health and Productivity Management Policy

The Anritsu Group believes our corporate value is founded on the ability of each employee to work to the best of their abilities and in good health. With the goals of creating an environment in which all employees have an interest in health, are aware of their own health challenges, and take measures on their own to maintain and improve their health, the Anritsu Group companies and the Anritsu Health Insurance Association work together to promote effective health management throughout the Group.