
Social

Respect for Human Rights and Diversity

Human Resources Development

Occupational Health and Safety

Supply Chain Management

Quality and Product Safety

Data Sheet (Social)

Respect for Human Rights and Diversity

Social issues as a background

Anritsu in 2006 became a participant in the United Nations Global Compact, which encourages conduct under the universal principles of human rights and labor. In addition, company policies and guidelines based on international rules on human rights, including the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work and the Guiding Principles on Business and Human Rights endorsed by the UN Human Rights Council in 2011, are in place at Anritsu and serve as in-house mandates that maintain our awareness of human rights issues at every stage of the value chain, from research and development to procurement, production, logistics, and sales, and to ensure that we promote initiatives for these issues.

Through our human rights education efforts, we continue to focus on creating a comfortable working environment where a diverse workforce can perform to the best of their abilities without worry of harassment or discrimination.

Policy

As a global enterprise headquartered in Japan that advocates respect for basic human rights in its constitution, the Anritsu Group complies with international standards, including the 10 principles of the UN Global Compact. We also declare respect for human rights in the Anritsu Group Charter of Corporate Behavior (1. Respect for Human Rights) and the Anritsu Group Code of Conduct (Chapter 2) and are striving to establish a corporate culture that does not tolerate discrimination. In the Charter of Corporate Behavior for guiding the Anritsu Group in the conduct of its social responsibility, we declared we will respect the human rights of all those who are connected with it, and will not permit any discriminatory practice related to race, gender, and so forth or infringement of individual dignity, and will never accept child labor or forced labor.

As for the Code of Conduct (Chapter 2), which guides the daily operations of all Anritsu Group employees, it states that we will not discriminate in word or deed or engage in acts of violence or impair personal dignity and that we will seek to deepen our understanding and act to respect human rights through educational programs and other appropriate means.

Finally, we will continue to practice diversity and inclusion throughout the entire Group as stipulated in our Diversity Policy.

Details (WEB)
Anritsu Group
Charter of
Corporate Behavior

Details (WEB)
Anritsu Group
Code of Conduct

Details (WEB)
Anritsu Group
Diversity Policy

Structure

Centered on the Human Resources and Administration Department, the Sustainability Promotion Center, the Legal Department, and the Global Procurement Operation Division, the Anritsu Group conducts its activities with respect to the human rights of others, including our employees, customers, and business partners. The Diversity Promotion Team, established as a special section within the Human Resources and Administration Department, will promote respect for diversity in a number of ways, including by advancing the career development of women, promoting Life-Work Balance*, hiring more persons with disabilities, and developing the careers of non-Japanese employees and senior employees.

* We use the term "Life-Work Balance " instead of work-life balance.

Reference: Data
(Social)

Employee data, employment conditions for women around the world, childcare leave, employees by age (P. 28–29)

Medium- to long-term goals

The Anritsu Group is focusing on the promotion of workstyle reforms through the creation of a company where employees can work to the best of their abilities, the promotion of diversity, as well as improved productivity as a medium- to- long-term goal. The Company has set the goal of raising the ratio of women hired to 20% of all new recruits by 2020 and has enhanced the working environment in order to achieve this goal. For additional details, please see the “Empowerment of women’s career development” section.

Progress and challenges

Please see activities

Activities

Assessing and monitoring risk (Initiatives for the Group)

Anritsu Group employees in Japan are required to submit letters of confirmation that provide assurance they understand and agree with the Code of Conduct of the Anritsu Group. We also seek to address and improve the status of human rights issues through the use of corporate ethics surveys and consultation points. For more information on the consultation points, see “Establishment of Compliance: Helpline” (page 60).

Assessing and monitoring risk (Supply chain initiatives)

Human rights and labor are upheld in Chapter 1 of our Anritsu CSR Procurement Guideline, and we seek the understanding and cooperation of our business partners in this area.

For more information, see supply chain management and the promotion of CSR procurement section (page 22, 23).

Empowerment of women’s career development

In regard to empowering women in their career development, the Anritsu Group is proactively working to establish a workplace environment that supports the balancing of work and childcare. This includes providing programs for paid leave, maternity leave, reinstatement, and shorter work hours, both before and after childbirth and during childrearing, respectively. To ensure that employees applying for these programs can balance work and family with greater peace of mind, regardless of gender, we disseminate information Companywide to establish familiarity with the programs and raise awareness to inspire greater understanding.

In accordance with the Act to Promote Women in the Workplace, which went into effect in Japan in August 2015, we published the current state of women’s career development at Anritsu on a website hosted by Japan’s Ministry of Health, Labour and Welfare featuring enterprises promoting women in the workplace.

Although hiring women for engineering jobs poses a formidable challenge, we set the goal of raising the ratio of women to 20% of all new recruits by 2020 and enhanced our working environment toward achieving this goal. As a result, the female ratio among new recruits reached 35% in fiscal 2017, with 6 of the 17 new graduates hired for the year being women. We also conduct questionnaire surveys with female staff, including those in managerial positions, to collect their frank opinions in order to create a working environment in which female employees can advance their careers while making good use of educational, child-raising, or other Company programs. Based on requests received as part of this survey, the Company held a training program aimed at supporting the advancement of women’s careers in fiscal 2017, with the number of those wishing to attend exceeding capacity. We will continue to conduct career development training programs for female employees in fiscal 2018.

LGBT consideration

The Anritsu Group is taking a proactive stance in improving the environment for LGBT employees, including by eliminating the gender section from the recruitment entry sheet and creating a function within the internal and external consultation points for addressing LGBT issues. In fiscal 2017, we worked on improving the physical environment of our workplace, including by installing multi-gender bathrooms.

Promoting the careers of non-Japanese employees

The Domestic Anritsu Group hire employees, including new recruits and mid-career employees, regardless of nationality as it participates in employment-related events organized by overseas universities, accepting interns from universities in Japan and overseas, and hires exchange students in Japan. As of March 31, 2018, 49 non-Japanese nationals are employed at our worksites in Japan. In fiscal 2016, we reviewed our in-house training programs for employees who are not fluent in Japanese. As of May 2017, 22 employees were taking Japanese conversation lessons to further boost their business performance and improve their daily lives in Japan. We will continue to develop a working environment that supports the engagement of non-Japanese employees.

Life-Work Balance

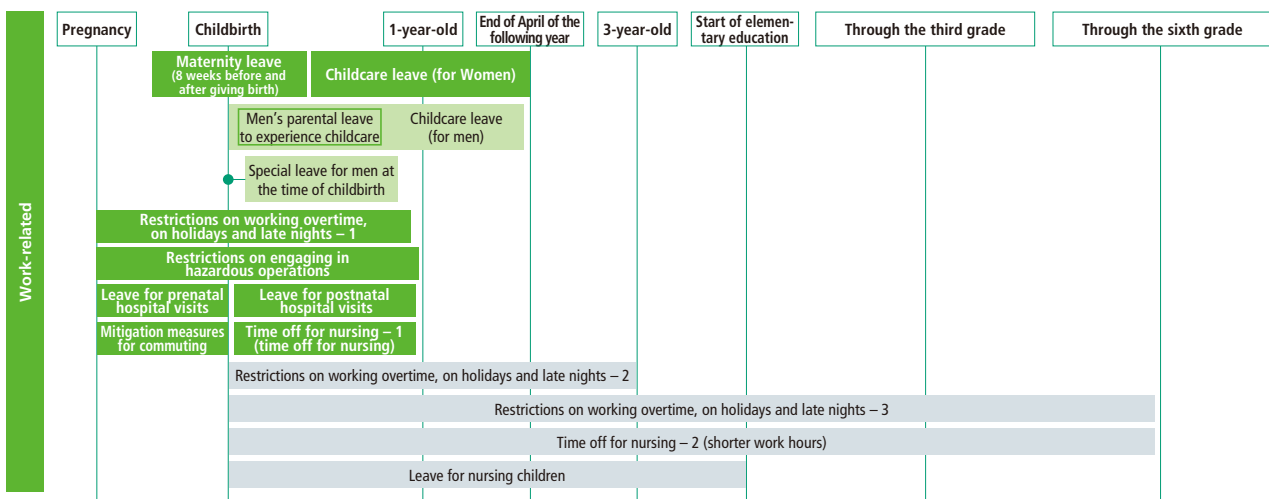
The Anritsu Group takes an approach seeking a harmonious Life-Work Balance (placing the lifestyle of each individual at the center of how they spend the 24 hours of each day and where they place work in that day). We seek to improve employee productivity by encouraging them to pursue a fulfilling personal life as well as an equally fulfilling professional life, by allowing them to work in a way that is well balanced with their personal pursuits. We are currently in the midst of the Action Plan to Support Child-rearing 4th Stage (see chart below), which is intended to change the mindset of employees toward reducing overtime work and reforming the Life-Work Balance. Efforts by labor and management through the Committee for Promoting Life-Work Balance are also under way, and we applied for the Kurumin Double Star recognition from the Ministry of Health, Labour and Welfare in fiscal 2017.



Anritsu Corporation’s Action Plan to Support Child-rearing 4th Stage (April 1, 2015 to March 31, 2017)

Objectives	Measures	Action
Increase initiatives for reducing overtime work and improve working conditions toward Work-style Reform	Reduce overtime working hours and promote annual paid leave	<ul style="list-style-type: none"> • Cautioned employees with excessive overtime hours (2015) • Encouraged adoption of a morning-oriented work style (2015) • Promoted the basic rule prohibiting work after 7:00 p.m. (2016) • Launched a labor-management joint campaign for Work-style Reform (2016)
Reinforce systems to help employees who are parents	Reinforce the support system for fertilization treatment	Introduced a program to subsidize fertilization treatment for employees and their spouses (2015)

Parenting and Childcare Programs (Excerpt)



Applying the skills of senior employees

The Domestic Anritsu Group operate an employment extension program in which employees can continue working after retirement at age 60. In principle, we grant extensions to all applicants, who are then able to continue applying the ample knowledge, experience, and advanced skills they have gained over the years and provide guidance and training for the next generation. We will continue to promote diverse working styles and develop a working environment in which diverse personnel can excel at their careers.

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.