

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.

Structure

The executive office overseeing occupational health and safety at Anritsu Corporation is in charge of safety and health for the Domestic Anritsu Group and is tasked with formulating and implementing safety and health related matters common to the Group. We have also established a safety and health management system that complies with all relevant laws 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 Anritsu Corporation Health Management Center. These services include regular worksite visits, post-stress check follow-ups, and individual consultation services for mental and physical health.

Anritsu Corporation holds monthly meetings of the formal joint management-worker health and safety committee. A breakdown of the committee as of fiscal 2017 is as follows. Matters discussed by the committee are promptly disclosed via the Intranet to all employees. Employees of the Domestic Anritsu Group also participate in the Anritsu Safety and Health Committee as observers, allowing the sharing of information and strategies across the entire Domestic Anritsu Group.

Anritsu Corporation Occupational Health and Safety Committee (fiscal 2017)

Chairpersons: General Health and Safety Manager: (Executive in charge of safety and health)

Vice-chairpersons: Two individuals (of which one is selected by the Anritsu labor union)

Committee members: 10 (of which 5 are selected by the Anritsu labor union)

Also participating are industrial physicians, observers (Domestic Anritsu Group company employees), and Secretariat members. The Anritsu labor union has a union shop agreement with Anritsu.

Anritsu Corporation has agreed in the collective agreement concluded with the Anritsu labor union to certain necessary matters concerning safety and health. More specifically, we will implement appropriate measures as the owner of the business to ensure safety, and will promote measures to maintain and improve the health of our employees. We will also establish the Safety and Health Committee and criteria for the selection of committee members, conduct educational and training programs, and place workplace restrictions on hazardous operations. Work by employees of the domestic Anritsu Group is neither high risk nor connected to the incidence of specific diseases.

Medium- to long-term goals

The Domestic Anritsu Group targets zero safety-related accidents. With the goal of maintaining and improving the health of our employees, we have formulated a three-year medium-term health management plan, covering fiscal 2018–2020, and have established the following key performance indicators to track our progress in attaining these goals.

Main focus points		KPIs	2020 targets (current values)
1	Minimize risks to future health maintenance, stable and continuous employment	☆ Ratio of patients exhibiting glycometabolism (HbA 1c 5.6% or higher) ☆ Ratio of patients exhibiting elevated blood pressure (140/90 or higher) ★ Mental leave rate (leave ratio at year's end)	Under 40% (42.0%) Maintain current level (9.9%) Maintain current level (0.6%)
2	Incidence of abnormal finding at periodic medical checkups	☆ Abnormal findings rate at periodic checkups	Under 59% (est. for 2020: 60%)
3	Improved awareness of health	☆ Ratio of those with proper body weight (40 years of age and older) ☆ Ratio of those habitually exercising (40 years of age and older)	69% or higher (67.7%) 28% or higher (26.5%)
4	Establishing health management	Certification as an Excellent Enterprise of Health and Productivity Management	Continued certification (2017, 2018)

☆: Indicates current and target values based on periodic checkup results in the Head Office area of Kanagawa Prefecture

★: Indicates current value for the Domestic Anritsu Group

Reference: Data
(Social)

Occupational Health and Safety figures (P. 30)

Progress and challenges

The Domestic Anritsu Group was successful in having no incidences that led to absences from work in fiscal 2017. However, there were seven minor incidents that did not require the person affected to leave work, so we were unable to achieve our goal of zero incidences for the year. In fiscal 2018, we will renew our efforts to achieve the goal of zero incidents for the entire the Domestic Anritsu Group.

In fiscal 2017, there were 15 commuting accidents involving Domestic Anritsu Group employees, up by seven from fiscal 2016. There were five accidents that resulted in lost work time, an increase of three accidents from fiscal 2016. The most-common factor in commuting accidents in fiscal 2017 was two-wheeled transportation, including bicycles and motorcycles, which are often used for their convenience. We understand the ongoing need to further increase safety and hazard awareness among those using this method of travel.

Activities

Major efforts for safety, health and health management

- The Occupational Health and Safety 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
- Health checkups (scheduled, special, when starting employment, overseas assignee), stress check system implementation and follow-up
- 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 health care education and counseling for senior executives
- Traffic safety workshops to prevent commuting accidents (traffic safety lectures, traffic KY (hazard awareness) workshops, motorcycle safety driver training sessions, bicycle safety rider training sessions)



Occupational Health and Safety Committee



Motorcycle safety training



Basic life-saving training



Promotion of women's health seminar

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 health and safety 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



Certified as an Excellent Enterprise of Health and Productivity Management in 2018

Anritsu Corporation was certified by the Ministry of Economy, Trade and Industry (METI) of Japan as a White 500 (large enterprise category) company in the 2018 Certified Health and Productivity Management Organization Recognition Program for meeting the selection criteria in a survey conducted by the ministry on regular health check-ups, Life-Work Balance, health maintenance, lifestyle disease prevention, and mental health support. This marks the second consecutive year the Company has received the certification.

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.



Initiative to realize the Work-Style Reform

To prevent health problems from overwork, the Domestic Anritsu Group promote measures based on the Group-wide management policy to ensure appropriate work hours, including shortening overtime work, minimizing mid-night 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.

Supply Chain Management

Social issues as a background

Anritsu’s procurement operations are global in scope, reaching beyond Japan and across the world. We offer equal opportunities to every company in Japan and overseas through fair assessment practices.

We strive to respond to the expectations and demands of society across the entire supply chain by developing stronger partnerships through the willing involvement of suppliers and partners in various activities, and by ensuring compliance with relevant laws and regulations, business practices, and social norms as well as initiatives for preserving the local environment.

Policy

We believe in the critical importance of moving as one with the entire supply chain, together with our business partners, in conducting procurement, and linking this activity to the mutual growth of all parties. With this conviction, we established our Basic Rules of Procurement in 2005 to forge partnerships anchored in mutual trust and seek the cooperation of suppliers and business partners.

Details (WEB)
Basic Rules for
Procurement

Structure

Anritsu has procurement bases mainly in the U.S., Europe, China, and Japan, and is working to establish a globally unified set of assessment criteria approved by each location to optimize the mutual use of the supply chain. We intend to promote parts procurement through global collaboration.