

Message

Contributing to solving social issues through fostering human resources and diversity

Anritsu is expanding its business at the global level, backed by the state-of-the-art technology in its products and services. We believe it is important for Anritsu to continue to foster human resources leadership that can improve corporate value and allow the Company to continue to contribute to society. We intend to redouble our efforts in the hiring and training of human resources, while at the same time fostering discussions and collaboration between management, the business divisions, and our group companies.

As we promote the hiring and fostering of human resources, we believe it is important to remember our corporate philosophy of “Sincerity, Harmony, and Enthusiasm” and create an environment in which a diverse range of employees can continually challenge themselves and work with pride and enthusiasm. In fiscal 2018, we strongly promoted measures aimed at encouraging the active participation of a diverse workforce. These measures included hiring foreign employees and appointing female executives, and in line with the promotion of workstyle reforms, we advanced measures aimed at promoting a healthy life-work balance*, including the promotion of health management and flexible working hours. We intend to further our efforts in these areas moving forward.

* 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, the Anritsu group is focused on enabling its employees to enjoy a harmonious Life-Work Balance (we use this term to emphasize “life” first, rather than the more common “work-life balance”).



Vice President
Chief Human Resource and
Administration Officer

Ichiro Takeuchi

Respect for Human Rights and Diversity

Social issues as a background

Since 2006 Anritsu has participated in the United Nations Global Compact, which encourages conduct under the universal principles of human rights and labor. As a signatory, we are focused on ensuring gender equality and are promoting efforts aimed at advancing respect for human rights and diversity. In order to better secure human resources and respond to the risks and needs of a diversifying market in an aging society with a declining birth rate, we believe it is increasingly important for companies to promote diversity management. For Anritsu, for which overseas sales account for 68% of total sales, becoming the leader in the global market in 2020 and maintaining its current business activities requires us to create an environment in which a diverse group of employees can work actively and share their values.

Policy

As a company developing its business at the global level, Anritsu streamlines policies and guidelines based on international standards, including as set out in the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the 10 principles of the UN Global Compact, the Guiding Principles on Business and Human Rights endorsed by the UN Human Rights Council, and ISO 26000:2010, which provides guidance on how companies can operate in a socially responsible way. 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, 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)
Diversity Policy

Respect for Human Rights and Diversity

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 engages in activities aimed at promoting respect for human rights at each stage in the value chains, including our employees, customers, and suppliers. The Diversity Promotion Team, established in fiscal 2016 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.

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.

Anritsu promotes a corporate culture that allows a diverse range of employees to demonstrate their personal abilities by providing a workplace in which they can play an active role regardless of race, nationality, gender, age, views on work, faith and region, sexual orientation or disability.

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.

Activities / Achievements

■ Assessing and Monitoring Risk

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 (Reporting/Consultation Service)" (page 65).

In the supply chain, we seek the understanding and cooperation of our supply chain partners through Anritsu CSR Procurement Guidelines in establishing a supply chain based on a respect for human rights, labor, health and safety, and the prevention of corruption and consideration of the environment. For more information, see "Supply Chain Management" (page 49-52).

■ Complying with the UK Modern Slavery Act

We are particularly focused on human rights issues and as part of supply chain due diligence in compliance with the UK Modern Slavery Act. In fiscal 2016, Anritsu Corporation and Anritsu EMEA Ltd. released the UK Modern Slavery Act Statement. Our efforts in fiscal 2018 can be found in the section on "Supply Chain Management - Supply Chain Due Diligence" on page 50.

■ Appointing Female Executives

Anritsu is committed to promoting diversity in the appointment of executives. The company on June 26, 2019 appointed Keiko Shimizu as an outside director and member of the Audit & Supervisory Committee. In April of the same year, Hanako Noda became the company's first internally promoted executive officer, rising to the position of CTO. We have provided the highlights of a three-way discussion among Audit & Supervisory Committee members, including Ms. Shimizu on pages 32–33 of the Anritsu Integrated Report 2019, and a message from the CTO on pages 18–21 of the same report.

■ Empowerment of Women's Career Development

Anritsu hires new employees on a gender neutral basis in all positions, be they in office administration or technical areas. The Company is committed to creating a comfortable working environment and supporting career development even after an employee joins the Company.

In regard to childbirth and childcare, the Domestic Anritsu Group has created a system that exceeds legal requirements including in terms of paid leave, maternity leave, reinstatement, and shorter work hours, both before and after childbirth as well as during childrearing.

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To ensure that employees applying for these programs can balance work and childcare 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 have provided specific plans for women's career development at Anritsu to the Ministry of Health, Labour and Welfare's data base focused on enterprises promoting women in the workplace.

We set the goal of raising the ratio of women hired in Japan to 20% of all new recruits by 2020 and our public relations activities focused on female students have resulted in the female ratio among new recruits reaching 19% in fiscal 2018, with 5 of the 27 new graduates hired for the year being women. In terms of supporting the career development of women, we conducted a survey of female employees and managers and in line with the requests received in the survey launched 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. In the same fiscal year, we also revised the tier-based training system for young workers and leaders, which previously accepted only workers recommended by department managers, to allow participation by anyone once certain conditions were met. This contributed to the female participation rate rising from about 12% through fiscal 2016 to 17% in fiscal 2017 and 15% in fiscal 2018. These efforts aimed at increasing female participation contributed to a rise in the number of new female managers, with the number of female managers at Anritsu increasing by three as of April 2019. We will continue to conduct career development training programs for female employees in fiscal 2019.

Reference: Data
(Social)

Employee data, employment conditions for women around the world, childcare leave, employees by age (P. 55-56)

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, the Anritsu group is focused on enabling its employees to enjoy a harmonious Life-Work Balance (we use this term to emphasize "life" first, rather than the more common "work-life balance"). 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.

In line with the Anritsu Corporation's Action Plan to Support Child-Rearing (5th stage), which began in fiscal 2017 (see table below),

we have focused on promoting improved life-work balances among our employees and have accordingly been working to advance awareness of revised workstyles and reductions of overtime work. We will continue to strive to improve working conditions in fiscal 2019 toward workstyle reforms.

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 certification from the Ministry of Health, Labour and Welfare in 2018.



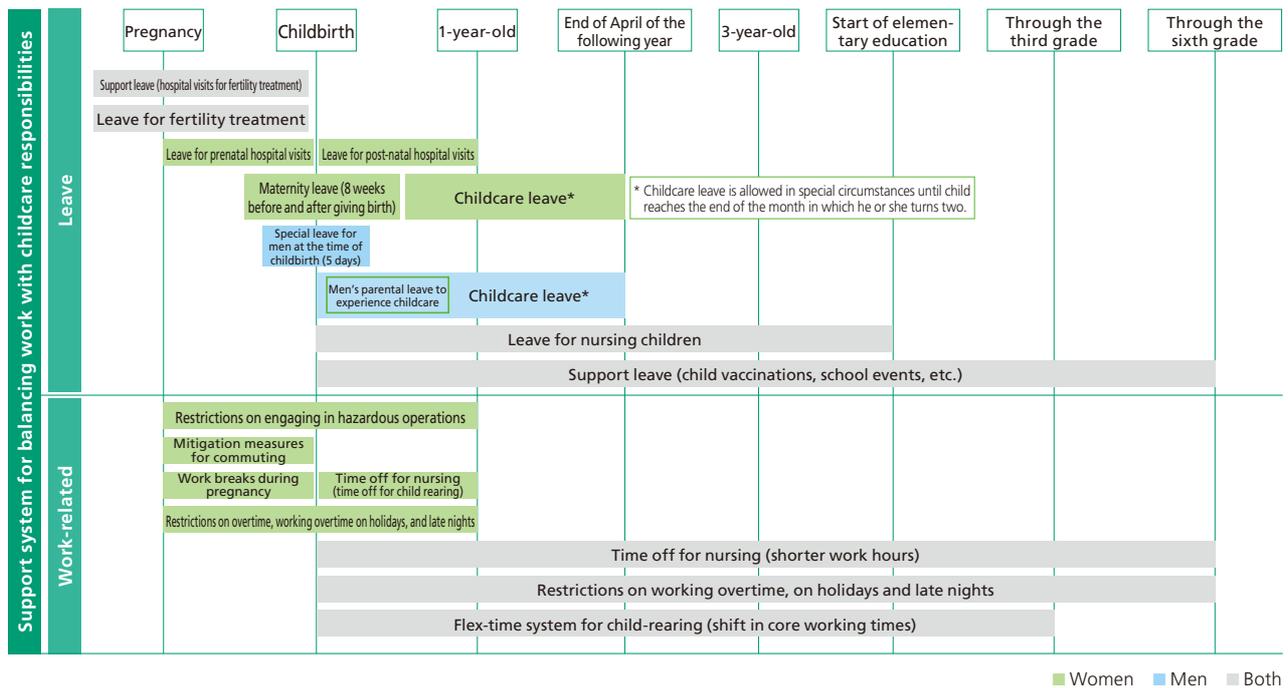
Anritsu Corporation's Action Plan to Support Child-Rearing (5th Stage, April 1, 2017 to March 31, 2020)

Objectives	Measures	Action
Increase initiatives for reducing overtime work and improve working conditions toward Work-style Reform	<ul style="list-style-type: none"> Implementation of management training on supporting work/life balance, workstyle reforms Considering a system allowing workers to choose from a variety of workstyles 	<ul style="list-style-type: none"> Implemented Ikuboss e-learning for managers (2017) Altered "36 agreement", revising upper limit on overtime work (2017) Implemented telecommuting to allow employees to cope with the time difference with some overseas locations (2018) Launched campaign to review labor union/management working relationship (2017, 2018)
Review and reinforce systems to support childrearing	With the goal of promoting life-work balance, Anritsu is committed to creating an environment in which it is easy for employees to take leave.	Introduced an hourly-based leave system and expanded the acceptable reasons for taking child-care leave as part of the support leave* (2018)
Create an environment where employees can balance work with nursing care responsibilities	Providing an environment in which our employees can balance their work with any nursing care responsibilities.	<ul style="list-style-type: none"> Held seminar on balancing work with nursing care responsibilities (2018) Conducted survey on nursing care conditions (2018)

* Support Leave: This leave covers a range of reasons including child rearing and nursing, commuting to hospital, and school events.

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Parenting and childcare Programs



Anritsu Corporation parental leave usage results

	Reporting Period	Gender	
		Male	Result
Total number of employees eligible to take parental leave	Fiscal 2018	Male	23(persons)
		Female	4(persons)
Total number of employees who took parental leave	Fiscal 2018	Male	2(persons)
		Female	4(persons)
Total number of employees who were reinstated following parental leave during the reporting period	Fiscal 2018	Male	2(persons)
		Female	12(persons)
Total number of employees remaining in the Company 12 months after being reinstated from parental leave	Of those employees reinstated during the three years from 2015 to 2017, the number of employees remaining more than 12 months	Male	4(persons)
		Female	15(persons)
Reinstatement and retention rates for employees following parental leave	Fiscal 2018	Male	100%
		Female	100%

LGBT Consideration

The Anritsu Group is taking a proactive stance in improving the environment for LGBT employees, including by installing multi-gender bathrooms, eliminating the gender section from the recruitment entry sheet, and creating a function within the internal and external consultation points for addressing LGBT issues. We will continue to work to foster a climate of diversity and acceptance.

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 hiring exchange students in Japan. As of March 31, 2019, 51 non-Japanese nationals are employed at our worksites in Japan. We broadened our in-house training programs for employees who are not fluent in Japanese. We will continue to develop a working environment that supports the engagement of non-Japanese employees.

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■ Status on Employment of Those with Disabilities

As of the end of March 2019, the ratio of employees with disabilities at Anritsu Corporation was 1.63%, which fell below the legally mandated employment rate of 2.2%, though the Company continues to engage in related recruitment activities, including in cooperation with outside organizations such as Hello Work, the Japanese government's employment services center. We are committed to creating a comfortable workplace where people with disabilities can work together with others and to the best of their abilities.

Employment rate for people with disabilities at Anritsu Corporation

(%)

	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018
Legal disability employment ratio (reference)	2.00	2.00	2.00	2.00	2.00	2.20
Ratio of employees with disabilities	1.71	1.78	1.89	1.72	1.74	1.63

*As of March 31 for each fiscal year

■ 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. To enhance productivity we will continue to promote diverse working styles and develop a working environment in which diverse personnel can excel at their careers.

■ Labor Unions and Dialog Between Labor and Management

Anritsu respects freedom of association and the right of employees to collective bargaining. The Constitution of Japan guarantees the rights and activities of labor unions, including the right to organize, as well as bargain and act collectively. Members of the Anritsu labor union include those in general positions at Anritsu Corporation, Anritsu Networks Co., Ltd., and Anritsu Customer Support Co., Ltd., (excluding part-time workers and managers). Among regular employees, labor union members comprise 73.3% of workers at Anritsu Corporation, 71.1% of workers at Anritsu Networks, and 81.7% of workers at Anritsu Customer Support. Labor union rate for all general employees at each company is 100%.

With the goal of building a sound labor-management relationship, the representatives for each company regularly interacts and shares information with the Anritsu labor union, and issues raised in the process are discussed and solutions negotiated on an individual basis. The spring 2019 labor-management negotiations were launched with a theme of "investing in people."

Labor membership rates at the three Domestic Anritsu Group companies

Company	Labor union members (persons)	Regular employees (persons)	Labor union participation rate (%)
Anritsu Corporation	613	836	73.3
Anritsu Networks	54	76	71.1
Anritsu Customer Support	58	71	81.7

* Labor union participation rate = labor union members/regular employees
* As of the end of fiscal 2018