

Human Resources Development

■ Global Training for the Test and Measurement Business

Anritsu holds global training in the Test and Measurement business for about 100 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 develop their practical skills such as by operating 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. More recently, Anritsu Devices Co., Ltd. was added to the device products training program.



Sharing market trends and new product functions

■ Global Training for the PQA Business

Anritsu Infivis Co., Ltd. holds global service training for overseas distributors in the PQA business. Service employees from European and Asian agencies gathered together at the company's headquarters in fiscal 2018 to gain new skills and knowledge, including in regard to maintenance and product features, while also participating in equipment handling exercises. The meeting provided an excellent venue for exchanging information helpful for product development, including as a result of product inquiries from customers and distributors by service personnel in the closest contact with the company's customers.

Occupational Health and Safety

Social issues as a background

Given the increased focus on the prevention occupational accidents, in addition to death from overwork 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. There are more than 3,700 employees in the Anritsu Group, and we believe creating a workplace where each employee can work with enthusiasm and in the best health bolsters creativity and productivity, resulting in even greater strength in our business activities. We understand that maintaining and supporting the health of our employees contributes to value creation and is this is therefore an important point of focus for the Group.

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 cognizant of their own health challenges, and taking 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.

Occupational Health and Safety

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, a variety of medical checkups, 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 2018 is as follows. Matters discussed by the committee are promptly disclosed along with the minutes via the Intranet to all employees. Employees of the Domestic Anritsu Group have also participated in the Anritsu Safety and Health Committee as observers, and the addition of health insurance union leaders has further contributed to the sharing of information and strategies across the entire Domestic Anritsu Group.

Anritsu Corporation Occupational Health and Safety Committee (fiscal 2018)

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: Eight (of which four are selected by the Anritsu labor union)

Also participating are industrial physicians, observers (Domestic Anritsu Group company employees), health insurance union leaders, 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. The Domestic Anritsu Group was successful in having no incidences that led to absences from work in fiscal 2018. However, there were six minor incidents that did not require the person affected to leave work, so we were unable to achieve our goal of zero incidents for the year. We review the work procedures taken for each incident, implement countermeasures, and enact risk assessment in order to prevent any reoccurrences. We will renew our efforts to achieve the goal of zero incidents for the entire the Domestic Anritsu Group in fiscal 2019.

In fiscal 2018, there were four commuting accidents involving Domestic Anritsu Group employees, down by 11 from fiscal 2017, though three of these accidents resulted in lost work time. The most-common commuting accidents in fiscal 2018 involved stumbling and falling while walking or falling from a bicycle due to the brake being applied too forcefully. Given that the accidents were related to walking or riding a bicycle, we understand that there is a further, ongoing need to increase safety and hazard awareness.

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 we continue to work toward meeting the targets of this plan. In fiscal 2018, we focused on raising employee health awareness and we enhanced our health seminars focusing on specified diseases such as cancer and those applying specifically to women. We also enacted new measures to improve cancer screening rates. While the ratio of patients exhibiting glycometabolism issues is still an issue, progress toward achieving targets in the first year of the plan has been favorable, thanks in part to these efforts.

Occupational Health and Safety

Progress toward meeting the goals of our Medium-term Health Management Plan

	Main focus points	KPIs	FY2017	FY2018	FY2020 Targets
1	Minimization and maintenance of the demographics with risks to future health maintenance, stable and continuous employment	☆ Ratio of patients exhibiting glycometabolism (HbA 1c 5.6% or higher)	42.0%	43.4%	40% or under
		☆ Ratio of patients exhibiting elevated blood pressure (140/90 or higher)	9.9%	9.4%	Maintained at 2017 levels
		★ Mental leave rate (leave ratio at year's end)	0.4%	0.4%	Maintained at 2017 levels
2	Betterment of the abnormal finding rate at periodic medical checkups	☆ Abnormal findings rate at periodic checkups	57.9%	57.9%	60% improvement in estimate for 2020 (59% or under)
3	Improved awareness of health	☆ Ratio of those with proper body weight (40 years of age and older)	67.7%	68.4%	69% or higher
		☆ Ratio of those habitually exercising (40 years of age and older)	26.5%	27.0%	28% or higher
4	Establishing health management	Certified as an Excellent Enterprise of Health and Productivity Management	Certified	Certified	Continued certification

☆: 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.56)

Activities / Achievements

Major Efforts for Safety, Health and Health Management

- Review of the activity status and formulation of accident prevention measures by the Occupational Health and Safety Committee
- 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, work place patrols, emergency drills, and basic life-saving training
- Health checkups (periodic, special, when starting employment, for 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 and health promotion seminars for woman
- 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 workshops)
- Implementing occupational health and safety education when dispatched, part-time, contract, or other non-regular employees are hired.



Lecture on cancer for women



Occupational Health Week special lecture

Occupational Health and Safety

Seminars, lectures and educational presentations for Domestic Anritsu Group employees (total number of participants: 656)

Program content	Number of participants
In-house open seminar	
Seminar on health for women	44
Seminar on cancer for women	48
Seminar on cancer for men	155
Special Health Lecture during National Occupational Safety and Health Week	160

Program content	Number of participants
In-house training, education	
Traffic awareness training	30
Basic lifesaving training	30
Bicycle safety workshop	40
Traffic safety lecture	32
Health and safety education for new employees	55
Occupational health education for new employees	48
Health and safety education for new employees (foreign employees)	7
Earthquake and risk training for new employees (foreign employees)	7

■ 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 2018. Based on this standard, we have established a framework to promote the creation of a safe and healthy work environment, including efforts to: identify and control health and safety risks, reduce the potential for accidents, aid legal compliance, and improve overall performance.

■ Certified as an Excellent Enterprise of Health and Productivity Management in 2019

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 2019 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. This marks the third consecutive year in which 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 continuously promotes measures based on the Groupwide management policy to ensure appropriate work hours, including shortening overtime work, minimizing midnight shift work, and implementing "no overtime" days. In accordance with the Article 36 Agreement between the Anritsu labor union and the Company up to March 2019, and from April 1 the Labor Standards Act (enforced on April 1, 2019), we determine and manage the target value of a predetermined number of working hours.

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.

