



## Social

# Occupational Health and Safety

## Stance on Social Issues

More than ever before, companies are expected to establish workplace environments where every employee can work safely and in good health through reinforced measures to prevent occupational accidents as well as overwork-related deaths and mental disorders, which have become greater social concerns. For the Anritsu Group, where about 4,000 employees strive to create value, it is imperative to continually renew our efforts to maintain such an environment, as we believe it leads to higher employee morale, productivity, and creativity and boosts the quality of our corporate activities.

We set up a task force on January 31, 2020 that helps to protect employees from COVID-19, and several related measures are in place across our operations.

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Business Continuity Management: Response to Infectious Diseases

## Policy

At the Anritsu Group, we believe that in order to enable every employee to achieve their full potential, we must secure employee safety and health and create comfortable and efficient workplaces. As part of our efforts to achieve that, the Company emphasizes "Respect for Employees," as stated in its Charter of Corporate Behavior, and "Improving the working environment," in the Anritsu Group Code of Conduct, which stipulates the creation of a compliant work environment in which employees can do their jobs with enthusiasm in safety and good health.

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 separately established 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 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 and productivity 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 also have a safety and health management system that complies with all relevant laws and regulations.

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 include regular worksite visits, a variety of medical checkups, post-stress check follow-ups, and individual consultation services for mental and physical health.

The Anritsu Corporation holds a meeting of the Labor-Management Occupational Health and Safety Committee every month. As described on the following page, the committee is structured to encourage information-sharing and the horizontal implementation of measures across the Domestic Anritsu Group. Matters discussed by the committee are promptly disclosed along with the minutes via the intranet to all employees.



#### ■ Anritsu Corporation Occupational Health and Safety Committee (Fiscal 2019)

Chairperson	General health and safety manager (Executive in charge of safety and health)
Vice-chairpersons	Two individuals (one of whom is selected by the Anritsu labor union)
Committee members	Eight (four of whom are selected by the Anritsu labor union)

Industrial physicians, employees of the Domestic Anritsu Group, health insurance union leaders, and secretariat members also participated. The Anritsu labor union has a union shop agreement with Anritsu.

The Anritsu Corporation and Anritsu Labor Union have a collective agreement that sets forth certain matters concerning health and safety. More specifically, it stipulates that the Anritsu Corporation, as the owner of the business, shall implement appropriate measures to ensure the safety of employees and maintain and improve the health of employees; maintain the Occupational Safety and Health Committee and generate selection criteria for the committee; conduct educational programs on health while providing health checkups for employees; and restrict employees from engaging in dangerous or hazardous work. None of the work conducted by the Domestic Anritsu Group's employees falls under tasks associated with or at high risk of the incidence of specified diseases.

## Goals

### Safety Goal

The Domestic Anritsu Group targets zero accidents.

### Health Goal

The Domestic Anritsu Group continues to work toward meeting the targets of the three-year medium-term health management plan for fiscal 2018–2020.

#### ■ Progress in our Medium-term Health Management Plan

	Main focus points	KPIs	FY 2017	FY 2018	FY 2019	FY2020 Targets
1	Minimization and maintenance of the demographics with risks to future health maintenance, stable and continuous employment	☆ Ratio of employees exhibiting glycometabolism (HbA1c 5.6% or higher)	42.0%	43.4%	44.5%	40% or under
		☆ Ratio of employees exhibiting elevated blood pressure (140/90 or higher)	9.9%	9.4%	9.7%	Maintaining at FY2017 levels
		★ Mental leave rate (leave ratio at year's end)	0.4%	0.4%	0.4%	Maintaining at FY2017 levels
2	Betterment of the abnormal finding rate at periodic medical checkups	☆ Abnormal findings rate at periodic checkups	57.9%	57.9%	59.9%	59% or under
3	Improved awareness of health	☆ Ratio of employees with proper body weight (40 years of age and older)	67.7%	68.4%	67.2%	69% or higher
		☆ Ratio of employees habitually exercising (40 years of age and older)	26.5%	27.0%	28.6%	28% or higher
4	Establishing health and productivity management	Certified as an Excellent Enterprise of Health and Productivity Management	Certified	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



P.064 Performance Data (Social) : Occupational Health and Safety

## Activities / Achievements

### Results of Safety Efforts and Major Measures

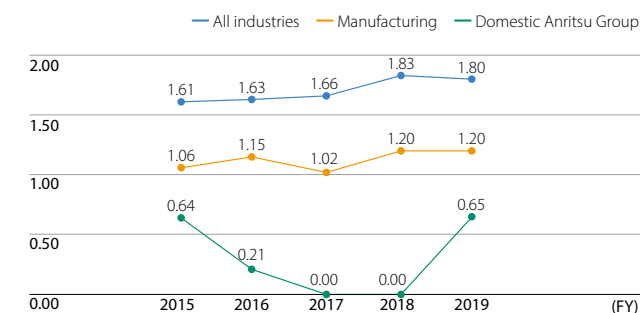
We fell short of attaining zero accidents in fiscal 2019 because of three lost workdays and one restricted workday case resulting from accidents caused by unsafe behavior.

After these occurred, we reviewed work procedures, implemented structural measures, and performed a risk assessment to prevent recurrence. For fiscal 2020, we renewed our determination for zero occupational accidents across the Domestic Anritsu Group and have made efforts to attain the goal. In fiscal 2019, there were six commuting accidents involving Domestic Anritsu Group employees, and two were lost workday cases. The leading causes were falling after a trip while walking and falling from a bicycle after improperly braking. We will continue working to raise employee awareness of risks while walking, riding a bike, or driving a car.

#### ■ Workplace Accidents at the Domestic Anritsu Group (Fiscal 2019)

Type	Number of accidents (+/- from the previous year)
Lost workday cases	3(+3)
Restricted workday cases	1(-5)
Commuting accidents	6(+2)
Lost workday cases due to commuting accidents (more than or equal to a day)	2(-1)

#### ■ Frequency Rates of Lost-worktime Injuries (per One Million Hours)





### Participation in Labor Standards Initiative

Since fiscal 2018, the senior manager for the Human Resource Management Team, Human Resource and Administration Department, of Anritsu Corporation has served as the director of the Kanagawa Institution of Occupational Safety and Health and the deputy chief of the institution's Atsugi Branch, contributing to the improvement of occupational safety and health standards in Kanagawa Prefecture and the Atsugi district.

### OHSAS 18001 Certification

Anritsu EMEA Ltd. (in the U.K.) obtained certification for OHSAS 18001:2007 in May 2012, an international standard for occupational health and safety management, and had the certification renewed in May 2018. Through a framework for realizing the international standard's principles of "identifying and controlling health and safety risks," "reducing the potential for accidents," "aiding legal compliance," and "improving overall performance," Anritsu EMEA promotes the establishment of a work environment that is safe and free of risks to employee health.



### Certified as an Excellent Enterprise of Health and Productivity Management in 2020

In 2020, Anritsu Corporation was certified for the fourth consecutive year by the Ministry of Economy, Trade and Industry of Japan (METI) as a White 500 (large enterprise category) Company in the Health and Productivity Management Organization Recognition Program for meeting the criteria on regular medical checkups, work-life balance, health maintenance, lifestyle disease prevention, and mental health support.

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.



### Work-Style Reform for Employee Wellbeing

At the Domestic Anritsu Group we are promoting work-style reform with the goals of boosting productivity, generating innovation, and raising corporate value while simultaneously prioritizing the safety and health of every employee. Measures to ensure appropriate work hours based on the Group-wide management policy have been put in place as part of the reform, and these include shortening overtime work, minimizing midnight-shift work, and strict observance of the "no-overtime day" rule.

We have abandoned the old notion that those who work longer do better. We believe in efficiency, and we therefore encourage employees to start working on the official start time, not to work after 7 p.m. unless necessary, as the office lights are turned off at that time, and to shorten meetings by streamlining agendas. Development staff telecommute when they work late evenings or early mornings to communicate with overseas colleagues in different time zones.

The telecommuting adopted by all Domestic Anritsu Group companies after the onset of the COVID-19 pandemic currently remains in place as a preventive measure to protect employee health.

### Training and Seminars

For employees working at the Domestic Anritsu Group, in-house seminars on health are held in addition to occupational safety training. In fiscal 2019, we organized seminars on sleep, female health, and dietary education. A mini-lecture on diseases is also held for prediabetic employees to reduce the incidence of employees with glycometabolism abnormality, which continues to be a significant health concern. Also, we continue to implement initiatives for raising employee health awareness.



Seminar on dietary education

### Seminars, Lectures, and Educational Presentations for Domestic Anritsu Group Employees (Total Number of Participants: 868) (Fiscal 2019)

(Persons)

Contents		Participants
In-house open seminar	Seminar on health for women	50
	Seminar on sleep	81
	Seminar on dietary education	57
	Disaster management training	450
In-house lecture/education	Traffic awareness training	26
	Basic lifesaving training	24
	Bicycle safety workshop	66
	Health and safety education for new employees	53
	Occupational health education for new employees	54
	Health and safety education for new employees (foreign employees)	7



## Other Activities for Occupational Health and Safety

### Activities for Occupational Health and Safety in General

- Review of the status of activities and formulation of accident prevention measures by the Occupational Health and Safety Committee
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Implementing occupational health and safety education when part-time, contract, or other non-regular employees are hired

### Activities with a Focus on Safety

- Reducing the risk of accidents by conducting inspections before introducing, relocating, or changing equipment, or when purchasing chemical materials
- Providing a safe, secure, and comfortable workplace by assessing working environments, workplace patrols, emergency drills, and basic life-saving training

### Activities with a Focus on Health

- Health checkups (periodic, special, when starting employment, for overseas assignee) and implementation of and follow-up for the stress check system
- Questionnaire screening, interviews by industrial physicians and health maintenance measures for overtime workers
- Mental healthcare education and counseling for senior executives