

Labor Practices and Decent Work

Employment and Labor Relations

Basic Approach and Policy

Olympus Group recognizes that its employees are its most valuable assets. We respect diversity, character, personality and the human rights of all our employees, and provide them with equal opportunities to fulfill their potential and improve their abilities as well as opportunities to work, develop their skills and gain promotion according to their level of competency.

Promotion Structure

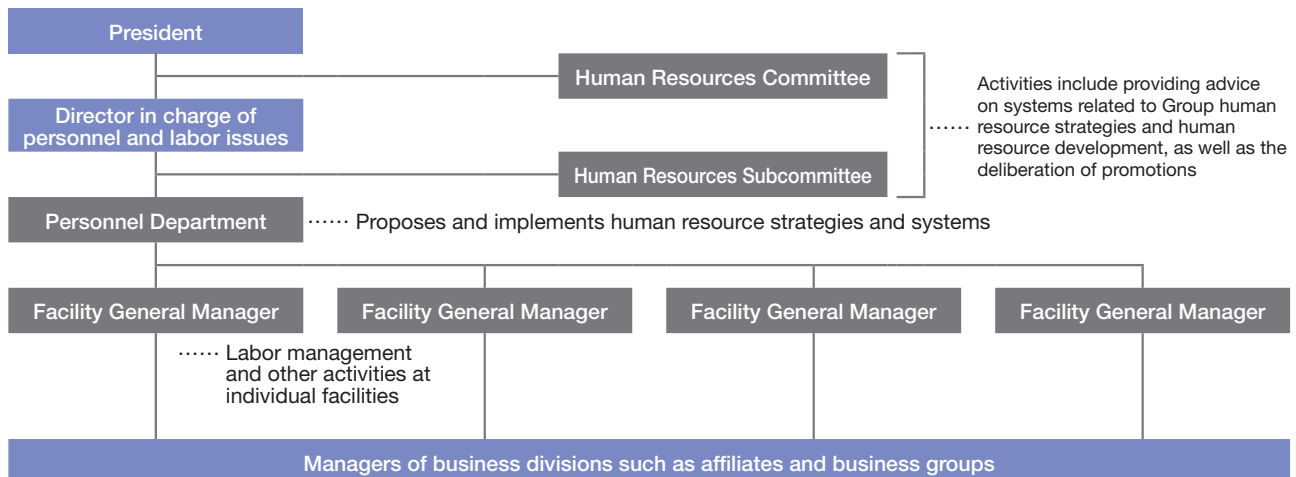
Employment and Labor Management Systems

In the Olympus Group, the president is ultimately responsible for personnel and labor issues such as human resource strategy, human resource development and labor management, while the director in charge of personnel and labor issues supervises individual activities.

We are working to implement measures relating to labor-related regulations in various countries in each Group company and divisions in compliance with the Group's human resource strategy for optimal business management utilizing diverse human resources.

As multiple subsidiaries and in-house companies in Japan are sometimes located in one facility, each facility has its own facility general manager to ensure the comprehensive implementation of policies and measures concerning personnel and labor issues.

◎ Organization of Personnel and Labor Issues (Japan)



Employment

The Provision of Fair Opportunities section of the Olympus Human Rights and Labor Policy (see page 33) clearly states that “Employees are our most valuable assets. We respect diversity, character, personality and the human rights of all employees, and provide them with equal opportunities to fulfill their potential and improve their abilities as well as opportunities to work, develop their abilities and gain promotion according to their level of competency.” We endeavor to reflect this stance.

We employ people on the assumption that employment will be long-term. Our salary system is based on job-related qualifications and performance, and we have in place human resource systems aimed at cultivating employee growth over the long term.

Recruitment in Fiscal 2017

Olympus hired 363 employees in fiscal 2017, down by 27.2% over the previous year. Of these, mid-career employees accounted for 41.5% of the total.

Also, the hiring of women was actively promoted in line with the Act on the Promotion and Advancement of Women, and the percentage of female employees is now 16%.

Employment of People with Disabilities

Olympus works proactively to employ people with disabilities (physical, mental and intellectual). At Olympus Support Mate, the special-purpose subsidiary* established in April 2009, we create working environments and working conditions that are appropriate both for the nature of each individual’s disabilities and for operational requirements and strive to ensure ongoing employment.

*Special-purpose subsidiary

A subsidiary approved by the Minister of Health, Labour and Welfare under the provisions of Article 44 of the Act on Employment Promotion, etc., of Persons with Disabilities as an organization that gives special consideration to the employment of people with disabilities and is deemed as one of the business offices of its parent company

Employment of the Elderly

In Japan, Olympus has a system to continue employing employees who want to work for the Company after reaching the retirement age of 60 until they become 65 years old.

In fiscal 2017, 95 people qualified for the program, and 100% of the employees requesting continued employment were hired accordingly.

Continued employment does not involve changes in working conditions, paid annual leave or special leave. The employee welfare program (Cafeteria Plan) is suspended for these employees.