

Labor Practices and Decent Work

Employment and Labor Relations

Basic Approach and Policy

The Provision of Fair Opportunities section of the Olympus Human Rights and Labor Policy (see page 28) 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.

In April 2019 we introduced a corporate transformation plan Transform Olympus, a global-scale human resources development system that serves as the basis for our global employees to follow our Corporate Philosophy (Our Purpose and Our Core Values), and to encourage each employee to take on ambitious challenges for personal growth.

Management Structure

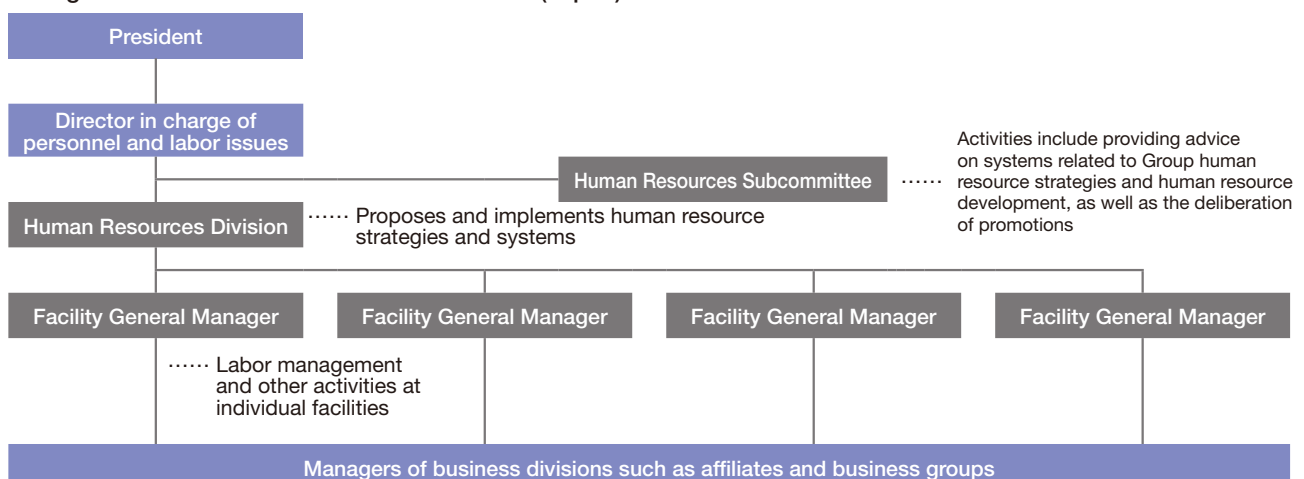
Employment and Labor Management Systems

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 senior executive officer in charge of personnel and labor issues supervises individual activities as a main function of global HR division.

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 business group companies of the Olympus Group 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

Recruitment in Fiscal 2018

Olympus hired 345 employees in fiscal 2018, down by 5% over the previous year. Of these, mid-career employees accounted for 52% 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 increased by 8% to 24.3%.

Employment of People with Disabilities

Olympus works proactively to employ people with disabilities (physical, mental and intellectual). After recruitment, they work in a wide range of fields, including general administration and engineering fields that include manufacturing technology and IT development. At Olympus Support Mate, the special-purpose subsidiary* established in April 2009, we have created working environments and working conditions that are appropriate both for the nature of each individual's disabilities and the required operational requirements to ensure that they can continue to work in Olympus. In April 2019, a cleaning service group was created by Olympus Support Mates at the Aizu Olympus to provide jobs and fulfilling lives for persons with disabilities in the local communities. The number of companies recognized and operating as special-purpose subsidiaries was increased from five to eight in April, underlining our commitment to employing these groups of people at Olympus.

*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 is abilities and is deemed as one of the business offices of its parent company.

Employment of the Elderly

In Japan, the Olympus Group 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 2018, 100 people qualified for the program, and 100% of the employees requesting continued employment were hired accordingly.

Employment and Labor Relations

The Olympus Group values protection of the rights of individual employees in order to offer better value to society.

We implement appropriate measures based on human rights viewpoints and the labor-related laws of each country.

Labor-Management Consultations (Japan)

The Olympus management team provides regular opportunities to engage in labor-management consultations, both centrally and at individual facilities, such as during its twice-annual Central Labor-Management Council with the Olympus Labor Union. Such councils serve as a forum for discussing improvements in labor conditions and corporate culture reforms.

One of the major topics in labor-management consultations in fiscal 2018 was employees' salaries, which resulted in an increase in the basic salary of union members.

As of April 1, 2018, 5,890 employees (other than management) were members of the labor union, which covers 74% of all employees.