

## Labor Practices and Decent Work

# Employment and Labor Relations

### Basic Approach and Policy

#### Basic Approach

The Provision of Fair Opportunities section of the Olympus Human Rights and Labor Policy (see page 41) 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.

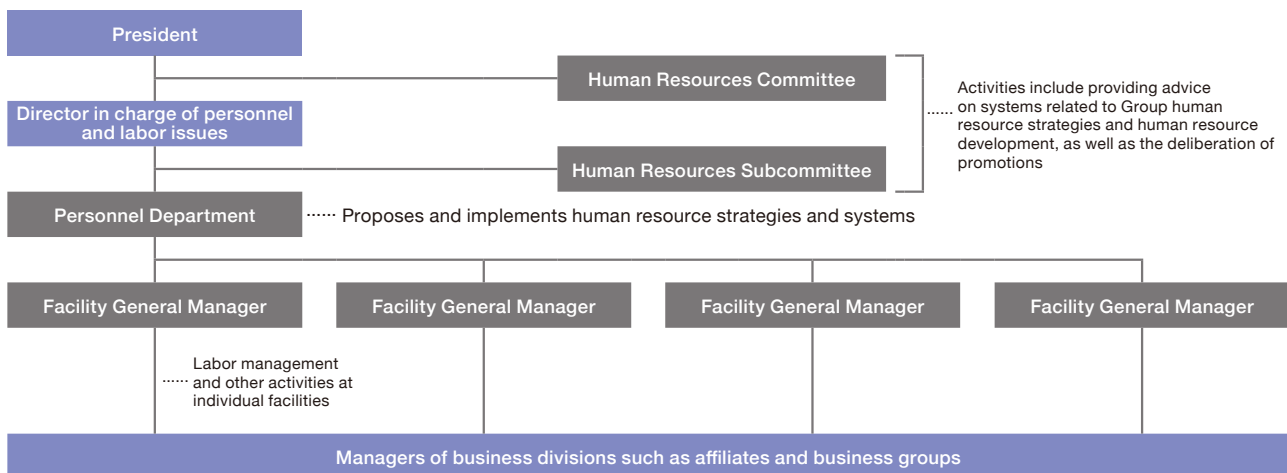
We employ people on the assumption that employment will be long-term. Our salary system is based on job-related qualifications and performance, and we have in place human resource systems aimed at cultivating employee growth over the long term.

### 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. As multiple subsidiaries and in-house companies 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



### Systems and Mechanisms

#### Employment of People with Disabilities

Olympus works proactively to employ people with disabilities. In April 2009, we established Olympus-Supportmate Corp. as a special-purpose subsidiary\*. This company creates working environments and working conditions that are appropriate both for the nature of each individual's disabilities and for operational requirements and strives 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.

## Welfare System

In Japan, we provide employees with a welfare system to share the medical, childcare/nursing care and self-enlightenment expenses they have to pay. Specifically, we give priority to implementing measures to support employees who are in need of support or strongly committed to self development, including employees who pay for home nursing care and home bathing services, babysitting, childcare facilities and language learning.

## Labor-Management Consultation

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.

In fiscal 2016, during labor-management consultations we discussed issues such as improvement of working conditions for expatriate employees, and the regulations have been revised accordingly.

As of April 15, 2017, 75% of the 5,708 employees not in management positions were members of the labor union.

## Minimum Notice Period Regarding Operational Changes

Olympus recognizes that personnel transfers and other changes have the potential to affect employees' lifestyles. Accordingly, in principle our collective agreement sets one month as the preparatory notice period.

### ◎ Employment-Related Data

Indicators	Fiscal 2016	Breakdown			
		Men		Women	
Employees*1 (people)	7,059	Men		Women	
		6,047		1,012	
By age		20s and younger	30s	40s	50s and older
		866	2,279	2,195	1,719
New employees (people)	523	Men		Women	
		406		117	
By age		20s and younger	30s	40s	50s and older
		329	166	25	3
Leaving the Company*2 (people)	189	Men		Women	
		147		42	
By age		20s and younger	30s	40s	50s and older
		23	43	21	102
Rate of return to work following childbirth, childcare leave (%)	100	Men		Women	
		100		100	
Retention rate following childbirth, childcare leave (%)	93.4	Men		Women	
		100		92.7	
Percentage of employees with disabilities*3 (%)	2.04				

Totals for Olympus Corporation and Olympus Medical Systems Corporation

\*1 Permanent and contract employees as of March 31, 2017

\*2 Includes 92 people retiring

\*3 As of March 31, 2017. Overall Olympus Group in Japan: Olympus, Olympus Medical Systems, Olympus Medical Science Sales, Olympus Software Technology, Nagano Olympus, Olympus-Supportmate