

## Labor Practices and Decent Work

# Diversity and Equal Opportunity

## Basic Approach and Policy

### Basic Policy

To continue creating new value as its business grows increasingly global, Olympus believes in the importance of providing opportunities for people of diverse capabilities, resolve and lifestyles to play an active role. The Olympus Group Code of Ethics (see page 20) clearly states our focus on “respect for diversity” in human resources. In accordance with this policy, Olympus does not discriminate based on race, beliefs, gender, age, social position, family lineage, nationality, ethnicity, religion or disability in carrying out every facet of its business activities.

Olympus Group Code of Ethics  
<https://www.olympus-global.com/csr/effort/principle.html>

## Promotion Structure

### System for Promoting an Active Role for Diverse Human Resources

At Olympus, the human resources department serves as the locus for dialogue with employees and the labor union, providing systems to support an active role for diverse human resources and appropriately drafting and implementing measures. In fiscal 2017, we established the Diversity Promotion Group as a specific organization to reinforce our promotion structure.

## Systems and Mechanisms

### Diversity of Human Resources

Olympus excludes any gender discrimination in terms of employment, promotion, and salary increases, and actively promotes human resources who are equipped with highly specialized skills and an ethical approach. As of the end of April 2017, the number of female managers stands at 29, and 146 are registered as managerial candidates. Each year, the percentage of women continues to increase.

We make proactive use of excellent human resources regardless of their nationality by putting the right person in the right place.

### Work-Life Integration

Olympus began promoting work-life integration activities at Group companies in Japan in 2011 to help employees maximize their capabilities and proactively continue their careers in periods when they need to take care of children or other family members. To help employees achieve a work-life balance and generate work-life synergies, we are formulating and introducing systems under four themes: (1) promoting diversity, (2) supporting the cultivation of the next generation, (3) enhancing labor productivity and (4) promoting health.

In April 2016, we expanded the scope of application of the work-at-home system so that it could be used by more employees. We expanded the system from workplaces with discretionary working hours to include other workplaces, and revised our employment regulations and labor agreements accordingly. In 2017, we further expanded the scope of applicable staff and this led to some 1,000 users of the system as of April 2017.

We also started Work-Life Integration training for managers on a regular basis in 2015 in order to disseminate an understanding of the importance of a management approach that will empower a diverse range of human resources.

The leaflet concerning balancing work and child/elderly caring that we published in 2016 was distributed to full-time Olympus employees to promote further understanding of work-life integration.

Promoting Work-Life Integration  
<https://www.olympus-global.com/csr/effort/support.html>

### Action Plan Based on the Next-Generation Act

Olympus has formulated a general business operator action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Next-Generation Act).

General Business Operator Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Only in Japanese)  
<http://www.olympus.co.jp/jp/csr/innovation/lively/actionplan/>

### Receiving the Kurumin Mark

Of the companies that formulate action plans under the Act on Advancement of Measures to Support Raising Next-Generation Children (Next-Generation Act), those that achieve the targets specified in those action plans and meet certain standards may apply to be recognized as companies that support the raising of children and receive *Kurumin* accreditation from the Minister of Health, Labour and Welfare.

Olympus received *Kurumin* accreditation from the Minister of Health, Labour and Welfare in March 2016.



### Action Plan Based on the Act on the Promotion and Advancement of Women

Olympus has formulated a general business operator action plan based on the Act on the Promotion of Women's Participation and Advancement in the Workplace (Act on the Promotion and Advancement of Women), which was adopted in August 2015.

General Business Operator Action Plan Based on the Act on the Promotion and Advancement of Women (Only in Japanese)  
<http://www.olympus.co.jp/jp/csr/innovation/lively/woman/>