

Social (Employees)

Fuji Electric focuses on creating workplace environments in which human rights are respected, occupational health and safety are assured, and diverse workstyles are possible. In addition, we acknowledge that incorporating an array of values and perspectives to strengthen our competitiveness is important to the Company's global growth. The growth and diversity of our people is thus a top priority of our personnel strategy.

Respect for Human Rights

Global Human Rights Initiatives

The Fuji Electric Code of Conduct states that we should "respect and value all people." This statement makes clear Fuji Electric's commitment to respecting the basic human rights of everyone at the Group as well as those of all the people it interacts with. In addition, the Policy for Human Rights of the Employees, which expands upon the human rights-related policies of the Fuji Electric Code of Conduct, is being implemented at domestic and overseas subsidiaries and everywhere else throughout the Group to ensure human rights are respected.

We also observe global standards, such as those of the UN Global Compact and the UN Guiding Principles on Business and Human Rights, in our efforts to ensure respect for human rights with the aim of making Fuji Electric into a sustainable company that is never involved in or complicit in human rights violations.

Major Initiatives in Fiscal 2017

- Level-specific training (new employees, supervisors, managers)
- Human rights workshops (managers)
- Human rights promotion at temp agencies and subcontractors
- Training held by human rights organizations and municipal government agencies (human rights and hiring representatives)

Occupational Health and Safety

Improvement of Safety Awareness and Health Management

Fuji Electric's basic philosophy is that the "health and safety of workers takes precedence over everything else," positioning occupational health and safety as a top priority for the Company. In line with this philosophy, we actively communicate the principles of our Health and Safety Basic Policy both inside and outside of the Company and are advancing occupational health and safety initiatives based on this policy.

Our efforts in fiscal 2017 were not limited to assessing occupational health and safety levels at factories, but also included safety competitions at divisions across Japan aimed at eradicating occupational accidents and work-related automobile accidents. In addition, fiscal 2017 was the second year of implementing our stress check program designed to prevent mental health issues among employees. This program has been embraced by many employees.

Major Initiatives in Fiscal 2017

- Health and safety education programs
- Factory occupational health and safety assessments and workplace safety patrols
- Mental health education
- Stress check system promotion

Diversity

Support for Contributions by Diverse Human Resources

Expanding our business on a global scale will require that we bolster our competitiveness by building a team with diverse values. For this reason, promoting diversity has been made a top priority in our personnel strategy.

Our efforts to empower female employees, one facet of promoting diversity, have won the Company inclusion in the Nadeshiko Brand for three consecutive years. As another result of these efforts, we were recently awarded the highest rank of "Eruboshi" certification. Fuji Electric is also actively promoting increased employment of differently abled individuals. We thus endeavor to expand the range of duties performed by such individuals and encourage ongoing employment while inviting individuals to take part in facility tours and internships. Our goal in these efforts is to encourage as many people as possible to participate in society.



Highest rank of "Eruboshi" certification (Ministry of Health, Labour and Welfare)



Nadeshiko Brand (Ministry of Economy, Trade and Industry and Tokyo Stock Exchange)

Major Initiatives in Fiscal 2017

- Project for promoting hiring of women with educational backgrounds in science and engineering led by a team of female employees with similar backgrounds
- Mentor system in which more experienced female employees mentor newer employees
- Enhanced and systematic cultivation of female managers
- Level-specific educational programs (new employees, mid-career hires, newly appointed supervisors, newly appointed managers)
- Ongoing expansion of the scope of duties that can be performed by people with disabilities

Female Employees and Managers

(FY)	2016	2017	2018	2020 Target
Ratio of female employees among newly hired employees	17%	14%	20%	20%
Ratio of female employees in management positions	1.9%	1.9%	1.9%	3.0%
Number of female employees in supervisory positions	192	215	225	300

Notes:

1. Data collected from Fuji Electric, Fuji Electric FA Components & Systems, Fuji Office & Life Service, Fuji Electric IT Center, Fuji Electric Finance and Accounting Support, Fuji Architect and Engineering, and Fuji Electric Frontier
2. Companies hiring new female employees are Fuji Electric and Fuji Electric FA Components & Systems
3. Number of newly hired female employees refers to graduates from universities or technical colleges; Number of female employees in management positions refers to employees of manager rank or above; Number of female employees in supervisory positions refers to employees of assistant manager class or above

Ratio of Differently Abled Employees to Total Employees

(FY)	2016	2017	2018	2018 Legally Mandated Ratio (From April 1, 2018)
Number of differently abled employees	360	370	378	2.2%
Employment rate	2.43%	2.51%	2.57%	

Work-Life Balance

Workstyle Reforms

We are strengthening initiatives to help employees achieve work-life balance by creating workplace environments that are more conducive to the efforts of diverse employees and that enable people to fulfill their potential.

Fuji Electric promoted flexible workstyles through the introduction of Location Flexible working systems that enable employees to work in satellite or home offices. At the same time, we sought to reduce excessive work hours and encourage employees to acquire consecutive days of paid leave in order to facilitate workstyles that achieve a better balance between work and private life.

Location Flexible Working Systems

In June 2017, Fuji Electric introduced Location Flexible working systems that enable employees to work in locations other than the office at which they are posted. These systems help cut back on the amount of time devoted to transportation, whether for everyday work or for business trips, making it possible to reallocate the saved time to one's work. We therefore anticipate benefits including more meaningful use of time and improved work-life balance.

Initial usage numbers were low, but we have recently been witnessing monthly growth in usage. Improvements are being made to these systems with the goal of achieving further increases in usage.

Major Initiatives in Fiscal 2017

- Acceleration of initiatives and enhancement of systems for reforming workstyles and promoting leave acquisition
- Encouragement of male employees to take leave for childbirth by spouses and establishment of consultation venues at bases
- Pair work training for employees returning to work after childcare leave and their supervisors
- Level-specific educational programs (new employees, mid-career hires, newly appointed supervisors, newly appointed managers)

Paid Vacation Days Acquired Annually and Average Overtime Work Hours in Japan

(FY)	2015	2016	2017
Paid vacation days acquired annually	13.8	14.3	14.1
Average overtime work hours	23.11	22.07	23.34

Human Resource Development

Global Development of Human Resources

Fuji Electric views the development of employee skills as a top priority for management. Training at Fuji Electric is intended to give form to the corporate philosophy and management policies and to cultivate professionals that can contribute to increased global competitiveness. We are thus proactive in offering education and training opportunities for employees.

In fiscal 2017, we launched new global human resources development programs based on a review of the issues faced in prior programs.

Major Initiatives in Fiscal 2017

- Level-specific training (when receiving promotions or joining the Company, during 2nd year, etc.)
- Selective training (future management candidates)
- Specialized field training (engineering, business skills, etc.)
- Manufacturing training (technical, engineering)
- Global employee training

Social (Contributions to Communities)

Striving to further strengthen its bonds of trust with society, Fuji Electric enacts a basic policy concerning local community contribution activities that calls on us to (1) Meet the expectations of each era and region using the human resources and technologies nurtured through the Company's business activities; (2) As a basic principle, engage in activities in areas where the Company maintains business operations; and (3) Coordinate efforts on a global scale to ensure the largest possible number of employees participate in the Company's local community contribution activities. Based on this policy, we are protecting the natural environment and promoting youth development in Japan and overseas.

Promotion of Youth Development

Fuji Electric holds science classes for elementary school and junior high school students at major factories in Japan in the hopes of encouraging them to take an interest in science. In addition to classes for children, we also conduct programs for informing elementary school and junior high school teachers about the Company and practical science teaching skills.

Overseas, we support prospective engineers by helping students enrolled in science and technology schools acquire electrical engineering skills. These activities are conducted in Asia, where Fuji Electric has operating bases.

Major Initiatives in Fiscal 2017

- Science classes for elementary school and junior high school
- Company-related and practical science teaching skill programs for teachers
- Support for prospective engineers at vocational schools (Cambodia)
- Donations of educational supplies to Hanoi University of Science and Technology (Vietnam)



Science class (Saitama)



Support for prospective engineers at vocational school (Cambodia)