

# With Employees

Related SDGs



The Maxell Group is taking a variety of measures focused on respecting employees' individuality and creating employee-friendly workplaces. Also, we are moving forward with personnel development to realize diversity, "work-life design," and the transfer of our competitive skills to the next generation.

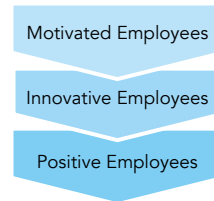
## ▲ Seeking Talented Personnel

We seek employees who are motivated, innovative, and positive.

The reorganization of our businesses has brought together employees with various fields of expertise. Our task is to create new value by leveraging, combining, and coordinating this diverse competence. The keys to the Maxell Group's continued growth are the promotion of personnel diversity, the creation of workplaces that are more employee-friendly, and the development of a corporate culture that is conducive to realizing synergy.

We will continue focusing on hiring and developing talented personnel who will heighten trust in the Maxell brand and support growth.

### The Personnel We Seek



## ▲ Developing Personnel

Our personnel development initiatives come under five themes: global business, sales and marketing, technology, procurement and SCM, and business management. We conduct a broad range of training programs, including training based on employees' length of service or rank—such as training for new employees, training for second year employees, and training for new assistant managers and engineers—as well as technical training focused on specific specialized fields. Moreover, we conduct regular refresher training programs.

Also, by concentrating on the development of the next generation of managers, we are laying the foundations for strengthening our existing businesses and creating new businesses. We are selecting candidates with the potential to assume managerial positions in the near future and beyond, advancing their training, and assigning them to a variety of positions in a planned manner.

### Personnel Development System



## Developing Globally Competent Personnel

As part of efforts to develop leaders for our global businesses and personnel who can contribute to our operations overseas, we have introduced overseas short-term fieldwork, which enables employees to consider the business opportunities for us in growth markets, as well as overseas work training for one year periods at our overseas bases.

Under a new initiative in the overseas short-term fieldwork program, which was revised in 2017, trainees travel to growing regions in Asia, where they experience diverse values and cultures firsthand while collaborating with local companies and universities to consider the Maxell Group's business opportunities.



## ▲ Promoting Diversity Management

Realizing the importance of diversity, we leverage the different values, sensibilities, and experience of personnel to enhance our problem-solving capabilities, creativity, and flexibility.

In-house project M-Wing has led efforts to advance diversity Groupwide by establishing a website that promotes diversity, conducting e-learning programs, and examining systems to facilitate work-life balance.

In fiscal year 2017, we took steps to encourage more varied ways of working. For example, we conducted seminars on management of work / leave systems and held roundtable discussions led by male employees who have taken childcare leave.

## Feedback from an Overseas Employee

Maxell is the leader in the manufacturing of in-car camera lens units applied to view and sensing cameras. This lens unit acts as a driver's third eye. The end user will only be satisfied if the shape and ruggedness of these lenses are of the highest standard.

I started my career in the camera lens unit manufacturing department eight years ago. At the start it seemed like an impossible job, but by keeping focus on my goals I was able to work my way up to becoming manager of the in-car camera lens and unit production and operations sections. This made me the linchpin between management in both sections. Because I am in charge of production and quality, it is important to maintain communication with all of my staff in both aspects in order to reach company goals. I am always conscious of the importance of lens units for in-car cameras to the driver, and the importance of manufacturing and quality in making lenses that function as a driver's third eye and ensuring his or her safety.

A corporate culture that is shared with our staff is one that promotes a positive work environment and eliminates negative value. It maintains respect for their ideas and places value on their input. It allows something learned by one person to be something learned by everyone. Quality is who we are, and we will continue to promote high quality and improvements.



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### ▲ Creating Employee-Friendly Workplaces

The Maxell Group is developing work systems that allow all employees to work in flexible ways that suit their lifestyle or life stage. In particular, to help employees meet work and family commitments, we have established childcare and nursing care systems that surpass legally required provisions. Moreover, we actively help employees who use the systems to return to work. As a result, all employees who have taken childcare or nursing care leave have come back to work. In fiscal year 2017, we took further steps to facilitate flexible ways of working by introducing a system that allows employees to use their annual paid leave on an hourly basis.

#### Use of Childcare and Nursing Care Leave

	FY2015	FY2016	FY2017
Childcare leave	16	11	17
Nursing care leave	1	1	0

### Empowering Women

The Maxell Group is raising awareness and revising its regulations in relation to diversity. At the same time, we are actively hiring women with a view to developing role models. Further, in regular recruitment we are aiming for new graduates to account for 50% of office and sales positions and 20% of technical positions. As a result, 35% of employees hired through regular recruitment in fiscal year 2018 were women, compared with 13% in fiscal year 2017.

### Diversity Promotion Project—M-Wing

Ways of thinking about diversity are gradually making their way to every employee through M-Wing, the Company's diversity promotion project. As part of this project, we have also implemented a system that supports flexible styles of working, which include working from home and a system for using paid holidays on a per-hour basis. The team I belong to has actively promoted exchanges with outside parties in order to gain effective methods on the system and ideas for suggestions on Maxell's inadequacies from an objective viewpoint. By becoming aware of other companies' specific initiatives, I was able to realize the importance of having a variety of work style options suited to different life stages and the importance of taking into account the specific future goals of individual employees. From this point onward, we will take steps to create a work style that can accommodate the changes that occur within a company and the people who work there, and establish a workplace where anyone can prosper.



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### ▲ Promoting Health and Safety

The Maxell Group makes concerted efforts to develop health and safety activities based on its Occupational Health and Safety Basic Policy, which emphasizes the importance of health and safety over everything else.

In Japan, our operating bases improve health and safety by conducting mutual patrol inspections. In fiscal year 2015, we introduced the global minimum safety standards. Using the practices of our domestic operating bases as a template, we will prepare safety standards that are applicable outside of Japan and steadily introduce them to our bases overseas.

In fiscal year 2018, we plan to prepare manuals for responding to emergencies in Japan and countermeasures for risks overseas so that employees can perform work safely and with peace of mind.

### ▲ Maintaining and Improving Employee Health

We focus on maintaining and improving employee health because the vitality of employees is essential in enhancing corporate growth and value. Using employees' checkup and medical receipt data, we implement prevention programs targeting employees who have, or are at risk of developing, lifestyle-related diseases. Also, we are strengthening health management of employees posted overseas by ensuring that they receive checkups.

With respect to the mental health of our employees, we have established an employee assistance program that provides counseling through an outside consultation office to help employees deal with any anxieties they may be experiencing. Further, to assist employees who have had mental health issues return to work, we have introduced a program that makes the transition easier by engaging with them individually while drawing on the advice of specialized personnel.

Moreover, we launched a stress check system in June 2016 in accordance with the amended Industrial Safety and Health Act.

In February 2018, in recognition of its varied strategic initiatives to manage employee health from the viewpoint of productivity management, the Maxell Group received certification as a "White 500" enterprise in the major corporation category of Japan's system for certifying companies with outstanding health and productivity management.<sup>\*1</sup> The system is organized by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.<sup>\*2</sup>



<sup>\*1</sup> In light of initiatives that are rooted in the health issues of local communities and health promotion initiatives that Nippon Kenko Kaigi is advancing, this system recognizes major corporations and small and medium-sized companies that conduct outstanding health and productivity management. Kenko Keiei (health and productivity management) is a registered trademark of the NPO Kenko Keiei Kenkyukai.

<sup>\*2</sup> In the context of Japan's rapidly aging society, this organization was formed to conduct effective activities aimed at extending healthy life spans and realizing appropriate medical care based on collaboration with private-sector organizations and comprehensive support from the government.