

Global Training for the Test & Measurement Business

We held our 2013 Global Training session at headquarters for about two weeks beginning on April. Each year, sales engineers working in the Test & Measurement business at Anritsu's overseas bases gather to exchange information on market trends, the latest news on major customers and Anritsu strategy, and to learn about products by attending lectures and operating the actual equipment.

Approximately ninety engineers participated in the training, with the support of about ten employees serving as trainers.



Global Training

Global Meeting

Each Anritsu department holds a global meeting every year. Members of the business division, Global Audit Department, Environment and Quality Promotion Department, Management Information System Department, Accounting and Control Department, Human Resource and Administration Department, Trade Control Department, and Procurement Department gather at locations in Japan and abroad to share information about business guidelines, external trends and issues from a global perspective.

Global Activities on Respect for Human Rights and Promotion of Diversity and Human Resource Development

	Results for Fiscal 2013	Plans for Fiscal 2014
U.S.	<ul style="list-style-type: none"> - Conducted training for managers on laws related to employee supervision. - Completed engagement survey in December 2013. 	<ul style="list-style-type: none"> - Conduct training on laws related to employee supervision. - Continue engagement survey.
EMEA	<ul style="list-style-type: none"> - Held regular team meetings. - Conducted face-to-face interviews with managers. 	<ul style="list-style-type: none"> - Promote online newsletter to provide information on activities by other teams.
China	<ul style="list-style-type: none"> - Complete employee satisfaction survey. - Hold a monthly party for birthdays during that month. 	<ul style="list-style-type: none"> - Continue employee satisfaction survey. - Continue holding a monthly party for birthdays during that month.

VOICE

Focusing Our Efforts on Developing Global Human Resources

As a global enterprise, Anritsu recognizes the importance of developing human resources to drive its overseas business operations. We will continue to strengthen our existing initiatives while deepening our discussions on the kind of human resources that are required at a global level and the means to develop them.

We are also actively recruiting across nationalities. Under this initiative, we have been offering internships for university graduates in the ASEAN region and setting up scholarships at Chinese universities. Reinforcing our relationship with educational institutions overseas will establish greater recognition for Anritsu among students while bolstering the underlying technological capabilities of each country.

The development of human resources is a long-term effort. We will steadfastly maintain our activities with a firm eye on the future.



Toshisumi Taniai Director and Vice President, Chief Administration Officer, Anritsu Corporation

Basic Concept

Our Charter of Corporate Behavior calls for “Respect for employees.” Anritsu believes that in order to enable every employee to fully achieve their potential, it is important to secure employee safety and health and to create an ideal workplace.

Safety and Health, Health Management System

The Anritsu Group in Japan established a safety and health management system that complies with Japan’s Occupational Safety and Health Act. Industrial health staff, led by industrial physicians and counselors assigned to the Health Management Center, provide support services to maintain the health of group employees.

Major Efforts for Safety and Health, Health Management

- Having the Safety and Health Committee review activity status and formulate plans to prevent employees from accidents
- Reducing the risk of accidents by conducting inspections before introducing, relocating or changing equipment, or when purchasing chemical materials
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Providing safe, secure and comfortable workplaces by assessing working environments and conducting periodic inspections
- Conducting health checkups—initial, periodic, special, and for expatriates, as well as follow-up examinations
- Screening through questionnaire and industrial physician interviews to those who work extended hours to prevent impaired health
- Raising health awareness through lectures by industrial physicians, for example, on preventing lifestyle diseases
- Mental healthcare education for managers
- Counseling



Safety and Health Committee meeting

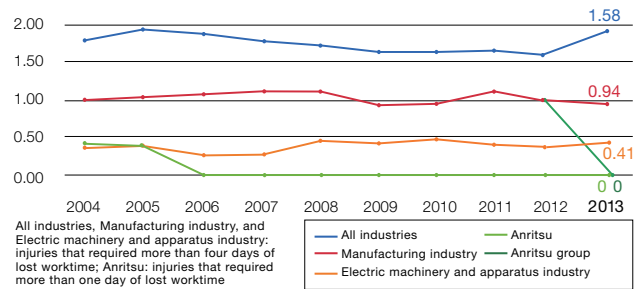


Lecture on preventing infectious diseases

Labor Accident

No accidents leading to absence from work were reported in the Anritsu Group in Japan during fiscal 2013 (one case for the Anritsu Group in Japan in fiscal 2012). At the end of March 2013, Anritsu Corporation in Atsugi reached a record of 15.25 million labor hours without any accidents, and as of the publication of this report, the record of no accident performance continues.

Frequency Rate of Lost-worktime Injuries (per million hours)



Seminars and Lectures at Anritsu

In fiscal 2012, the number of commuting accidents involving Group employees in Japan increased by three from the previous year to eight. In view of this, we held traffic safety seminars and training with the cooperation of the Atsugi Police Department for anticipating dangerous traffic situations, primarily focused on bicycles. While commuting accidents in fiscal 2013 decreased from the previous year to five, two of the incidents resulted in lost work time. We will further strengthen our efforts to raise awareness to prevent accidents.

Meanwhile, the ratio of abnormalities found in regular health checkups for Group employees in Japan continues to steadily increase in line with the national trend. In 2013, our industrial health staff offered guidance for individual employees based on health checkup results. We also promoted health education opportunities, such as lectures for small groups by industrial physicians on each health checkup criterion, as well as general health education classes.

Overseas Topic (OHSAS 18001 Certification)

In May 2012, Anritsu EMEA Ltd. in the United Kingdom obtained certification for OHSAS 18001 (2007 version), the international standard for labor safety and health. These standards for management practice comply with labor standards laws and regulations in various countries and mandates companies to effectively oversee labor safety and health. The objective is to raise the level of labor safety and health as well as labor productivity and the overall awareness of labor safety.

