

Human Rights and Labor Practices

In the TOSHIBA TEC Group, every employee is respected and diverse work styles are actively supported.

Safety control and healthcare are positioned as a top priority issue for management.

Respect for Human Rights and Prohibition of Discrimination

Respect for human rights

The "TOSHIBA TEC Group Standards Of Conduct" stipulates the following fundamental principles: Adherence to all relevant laws and regulations, respect for fundamental human rights, and prohibition of discriminatory treatment, child labor and forced labor. It clearly states that diverse values, individuality, and privacy of individuals must be respected. Also, discriminatory behaviors based on race, religion, gender, nationality, disability, age or sexual orientation, as well as act of violence, sexual harassment, bullying, or any other behaviors that ignore the dignity and individuality of others are banned.

Human rights education initiative

The TOSHIBA TEC Group strives to foster an awareness of human rights among the employees. We aim to establish a discrimination-free organization that provides job satisfaction based on the basic policy of respecting fundamental human rights and diverse individual values, and prohibiting discriminatory treatment. An education on human rights is provided to new recruits and to employees at the time of their promotion.

Supporting Diverse Work Styles

Promoting work-style innovation

"Work-style innovation" refers to a campaign aimed at creating a positive spiral, where employees work hard and efficiently at the workplace, and refresh and improve themselves in their private lives so that they can add higher values to their work.

We are promoting a work-style reform through two approaches; the self-management approach taken by each employee and the team management approach led by a team leader.

Promotion of Diversity

Promoting various systems

We think an innovation is created and the company grows when employees with various individualities fully exercise their abilities. On the basis of this idea, the promotion of diversity has been positioned as one of our management strategies.

•Training and Education for Respecting Diversity

The TOSHIBA TEC Group accepts and respects various individualities and values of the employees, and strives to create organizational culture where each of the employees is able to bring out its full potential. As part of the efforts, diversity training is included in the education according to position, to learn about accepting and respecting the diversity of individuals.

Activity

Diversity training for managers

In February 2014, "Motivation Leadership Training Program" was held at the head office and the Shizuoka Business Center. The purpose of this program was to recognize and understand the arrival of Age of Diversity again and to learn the management method based on the characteristics of each of the subordinates. A total of 51 managers, who have female subordinates, participated in this program.

•Support for Female Employees

The TOSHIBA TEC Group is encouraging the expansion of corporate culture throughout the group in which female employees can work lively and exercise their abilities.

Percentage of female employees and percentage of female managers (TOSHIBA TEC)

	FY2011	FY2012	FY2013
Percentage of female employees	11.2%	11.3%	11.9%
Percentage of female managers	1.2%	1.4%	1.6%

Activity

Exchange meeting of female executive and young female employees

In March 2014, we held an exchange meeting, inviting Ms. Kiyomi Saito, Outside Director of TOSHIBA Corporation. Four young female employees from the TOSHIBA TEC Group participated in the meeting so that they were able to develop the image of women working in managerial positions and to dispel anxiety about their careers. Ms. Saito provided advice based on her considerable experiences for the participants who had a vague feeling of anxiety about the balance between career and family life.

•Employment of People with Disabilities

The TOSHIBA TEC Group endeavors to create workplace environments where people, both with and without disabilities, can work together equally. Employees with disabilities are involved in a variety of operations. We are positively hiring people with disabilities through Internet recruitment and various other types of forums, as well as improving working environments to bring their capabilities into full play.

Employment ratio of employees with disabilities

	April 2012	April 2013	April 2014
TOSHIBA TEC	1.88 %	2.00 %	2.13 %
Domestic TOSHIBA TEC Group companies	2.04 %	2.30 %	2.38 %

Labor Management Relations

Encouraging labor-management dialogue

The TOSHIBA TEC Group provides a lot of opportunities to encourage labor-management dialogue for smooth labor-management relations and corporate business activities. Labor and management have agreed that business plans and performance, and major organizational reforms must be periodically explained to the labor union, and that changes in labor conditions must be discussed between labor and management in advance.



Business briefing labor-management meeting

Education and Training System

The education and training system consists of several training programs, such as a training to enable employees to acquire sophisticated expertise in conjunction with their own goals and aspirations, an enlightenment education including compliance education for all employees, and an education according to their position at every stage throughout corporate life. A variety of training courses are provided in response to individual employees and task needs.

•Education according to Position

The TOSHIBA TEC Group provides various kinds of educations according to the position of employees. Starting with introduction trainings for new employees, group training is provided for newly appointed deputy specialists, and basic education of management knowledge including compliance and corporate accounting is provided for managers. After a certain period of time, these managers take group training to improve human skills such as coaching. For general managers, group training and training by external instructors are provided for the purpose of improving conceptual skills to devise strategies from a top management's point of view.

•Global Personnel Development Course

Under the current business environment, the need for human resources who can play active roles in the international arena is increasing. We are focusing on the development of global human resources who have a deep cross-cultural understanding and the ability to carry out their tasks through dialogue with people around the world. We established the global human development course for young to mid-career employees, to systematically develop human resources with ingenuity, cultural enrichment and a sense of internationalism, as well as language ability.

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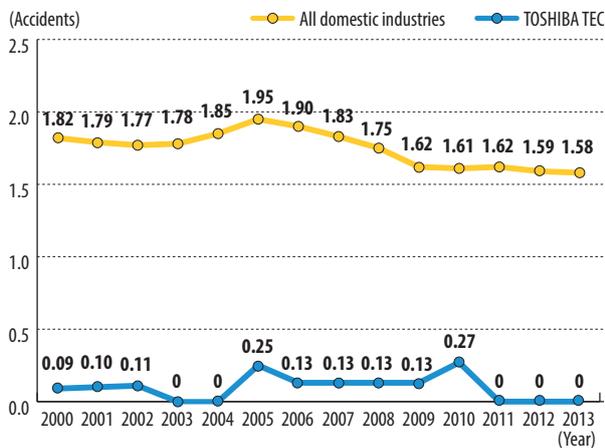
Health and Safety

TOSHIBA TEC Corporation is striving to ensure the safety and health of its employees.

• Prevention of Industrial Accidents

TOSHIBA TEC's occurrence of accidents with lost days is well below the average of all industries. In particular, no accidents with lost days occurred in the past three years. We make efforts to prevent industrial accidents by conducting risk assessments to clarify risks that may cause accidents, reviewing operation processes and renovating equipment to reduce risks. We also take preventive measures against similar accidents and provide a safe workplace by implementing thorough measures to prevent recurrence of past incidents and providing safety training.

Occurrence of accidents with lost days (per one million man-hours)

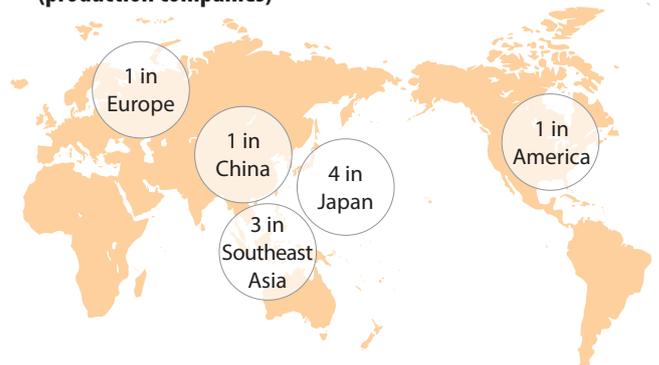


Safety patrol

• Occupational Health and Safety Management System

Our domestic and overseas production group companies have obtained OHSAS 18001 certification which is an international occupational safety and health management system specification. This management system is managed to improve health and safety issues related to each workplace and operations, create safe and comfortable workplace environments, maintain and promote the health of employees.

OHSAS 18001 accredited consolidated subsidiaries by region (production companies)



• Healthcare Programs

As part of healthcare for employees, individualized health instructions by medical professionals are provided based on the results of the annual health checkup, with the aim of preventing and improving lifestyle-related diseases. In addition, all employees who have worked over a certain amount of hours per month are obliged to take an interview and guidance with the physician, to maintain and promote their health. The Return to Work program is established to help employees who have taken a long-term leave adjust back into the workplace with ease, as well as prevent recurrence.

Activity

Since fiscal 2011, the head office has been advancing the establishment of the foundation of a health support system for employees and a reform of the system, by providing various training programs including mental health, ensuring all employees undergo health checkups, and having interviews with high-risk employees.