

# Human Resources Management

## Promoting Greater Roles for Women

Diversity drives Omron growth.

*Y. Yamada*

President and CEO



At Omron, Respect for All is an important part of how we define Our Values included in the Omron Principles.

We strive to be a company that allows individuals from a variety of backgrounds the chance to express their individuality and talents without regard to nationality, religion, marriage status, gender, sexual orientation, or disabilities.

I sincerely believe that a diverse employee base working as one can generate amazing and creative innovations that solve social issues through our businesses.

To be a company valued by the people of the world, Omron must continue to be active in promoting diversity.

## Expanding the Role of Women in Japan

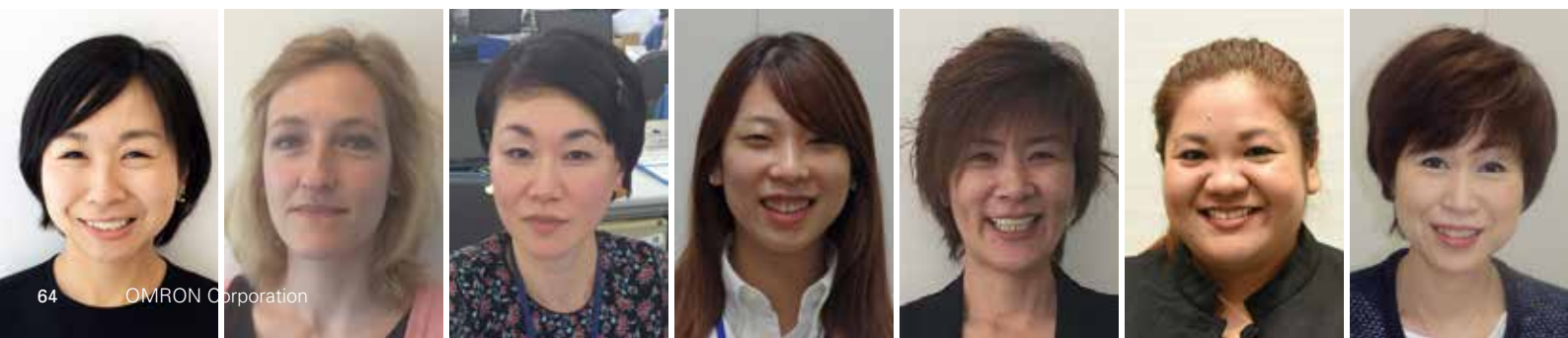
### Participation in the Council of Male Leaders Promoting Women's Roles in Society

In May 2016, I began participating in the Council of Male Leaders Promoting Women's Roles in Society, sponsored by the Cabinet Office. Promoting the active role of women in Japan is one of the most important issues facing Japan. At the same time, women are an indispensable part of the Omron push for diversity. The Council issued a declaration based on three concepts: (1) Taking the lead in promoting the role of women; (2) Disrupting the status quo; and (3) Developing networks of like-minded leaders. This declaration closely resembles how Omron is supporting diversity in

our company. Moving forward, I will continue to take opportunities to spread the message of diversity both inside our company and in public. I hope to help foster an environment in which every individual can exercise their own initiative and develop their own potential.

行動  
宣言

輝く女性の活躍を加速する  
男性リーダーの会



## Action Plan for Promoting the Role of Women

The Act on Promotion of Women's Participation and Advancement in the Workplace came into effect on April 1, 2016. In response, Omron created a set of specific goals and an action plan for promoting the role of women, based on the circumstances within each Omron Group company. We have formally published these goals and our action plan for public reference.

Through this initiative, we hope to further expand the role of women within the Omron Group. At the same time, we hope to foster an awareness and build a culture in which any employee can excel, growing as an individual together with the Omron Group.

2016/March/29<sup>th</sup>

### ***Omron Corporation Diversity Action Plan***

Omron Corporation established the following action plan to promote women's career activities.

- 1. Plan Period**  
April 1, 2016 - March 31, 2019
- 2. Issues at Omron Corporation**
  - (1) We must increase the ratio of women in key management positions.
  - (2) We must offer more flexible work styles for a diverse range of human resources (including female employees), allowing every individual an opportunity to fully exercise their talents.
- 3. Goals and Plan Details/Implementation Period**

**Goal 1:**  
**Increase the number of women in key management positions to 5% or greater.**

**Plan Details**  
● April 2016 –

  - 1) Provide leadership training, career counseling, and networking opportunities for female employees.
  - 2) Develop a plan to train women in leadership; hold regular follow-up training sessions.
  - 3) Train key managers in employee development skills.
  - 4) Increase female mid-career hires from outside.

**Goal 2:**  
**Offer more work style options to provide each employee a fulfilling, rewarding workplace.**

**Plan Details**  
● April 2016 –

  - 1) Provide more work style options.
    - Develop new management approaches for greater productivity.
    - Use indicators to promote raised awareness and change in attitude among managers (vacate the office by 8:00pm; limit overtime to two hours per day).
    - New work styles will result in employees gaining extra personal time.
 Adopt policies to support employees in their personal development, health promotion, and in spending more quality time with family.
  - 2) Create systems for and encourage work-life balance.



# Human Resources Management

## Promoting Diversity and Team Management

The Omron Principles include the idea of Respect for All. We recognize that it benefits both our company and our people when a diverse base of employees can express their personalities and talents freely without regard to nationality, gender, or disabilities. Our nearly 38,000 employees worldwide are what support sustainable growth at Omron.

## Each Person Plays a Starring Role

### The Joy and Satisfaction of Making a Positive Contribution through Work

Omron Taiyo\* manufactures electronic components. Among its workforce, the company includes 32 individuals with varying degrees of disabilities. To offer more opportunities for the disabled, this manufacturing plant strives to provide a work environment in which anyone can accomplish tasks tailored to their temperament and capabilities. For example, the plant has improved the picking process to make in-plant delivery of components much easier.

In the past, the plant had used a set allotment system to deliver only the necessary components in the necessary numbers to a work station. At first, management attempted to make the set allotment system more efficient by providing easy-to-see information about which components stored on which racks should be delivered to which production lines. They soon understood, however, that certain disabilities prevented individuals from dealing effectively with large integers, detailed fractions, or complex computer operations.

In response, management shifted to the *kanban* method, which provided instructions for replacing a supply of components after a certain volume has been used. This method relies more on rounded numbers (for example, units of 500), eliminating the need for detailed counting. In the past, picking work required significant time as disabled workers read part numbers out loud several times to verify they were retrieving the correct components. The new *kanban* system incorporates bar codes and bar code readers, making part number verification a matter of seconds. This has resulted in much greater efficiency for our disabled workers and the virtual elimination of part picking mistakes.

Omron will continue to use our creativity and imagination to build accessible work environments in which any employee can be proud to work side by side, without regard to disability or capability.

\* Omron Taiyo: Located in Oita Prefecture, the company employs a total of 61 workers (as of March 2016).



Omron Taiyo introduced barcode readers for more efficient part picking

## Team-Based Solutions

### Delivering Pharmaceutical Serialization Solutions

OMRON Electronics GmbH (OEE-D) sells control equipment in Germany. More recently, this company has been creating solutions for pharmaceutical serialization\* to fight counterfeit medicines and the potential harm these illegal substances can cause.

According to the World Health Organization, as much as 24% of pharmaceutical drugs on the global market are counterfeit. Each year, counterfeit medicines cost the lives of 1 million people. The EU has put regulations into place requiring serial numbers to be printed on the exterior of pharmaceutical packaging to help identify genuine products.

The OEE-D is working with packaging companies, printing companies, equipment vendors, and data processing companies to deliver a solution to trace the movement of medicine through the entire supply chain, from manufacturer to end consumer. This solution incorporates the use of a drug verification

database provided by the EU government. This system, which relies on Omron image sensors, is a product of the combined efforts of our sales, marketing, and application development professionals. The OEE-D also turned to the European product support team and the development division at Japan's Kusatsu Plant to round out the project team.

This serialization system has promising applications in other industries as well, including foods, beverages, and cosmetics. Other nations and regions around the world are also looking to introduce regulations for tracking the movement of medicines. These include Russia, Brazil, the United States, Saudi Arabia, and South and Central America.

We believe there are a number of other business opportunities ahead for expanding this solution to neighboring industries.

\* Serialization Solution: System for managing the flow of individual products throughout an entire supply chain



Mandated serial number display on exterior packaging for medicines

