



Respect for Human Dignity and Diversity

The DNP Group Code of Conduct states that respect for human rights is of the utmost importance. It stipulates respect for diversity and requires disciplined action in its support. As such, we are making active efforts to promote diversity and achieve normalization, introduce measures to promote greater participation by women, and provide employment and expanded job scope to persons with disabilities.

245

Number of managers participating in career development support training for subordinates

FY 2016

TARGETS & RESULTS

Mid-Range Target	Encourage diversity in employment: <ul style="list-style-type: none"> Greater participation by women Employment for persons with disabilities Greater participation by contracted employees and senior staff Employment of non-Japanese citizens
FY2016 (Apr. '16-Mar. '17) Targets	Implement measures in accordance with the Act to Advance Women's Success in Their Working Life.
FY2016 Results	<ul style="list-style-type: none"> Trained 22 female mentors and 16 promotion leaders through DNP's Diversity Promoter Training Program. Established headquarters Diversity Promotion Office and divisional and group company Diversity Promotion Committees. Carried out career development support training for all managers overseeing female employees with executive potential.
FY2017 Targets	Implement measures in accordance with the Act to Advance Women's Success in Their Working Life (action plan goal: double the number of female section heads or higher by the end of FY2018).

TOPICS

Activities to promote greater participation by women

DNP respects human diversity and works to promote the formation of new values through mutual acceptance of differences.

In April 2016, DNP formulated an action plan based on the Act to Advance Women's Success in Their Working Life, and established a head office Diversity Promotion Office as well as Diversity Promotion Committees in each operation and group company.

Action Plan

- Establish training programs to enable women to assume key management posts.
- Introduce and review a mentoring system by managers to support mid- to long-term career development for female employees.
- Create mechanisms to encourage active development and advancement for female employees.
- Workstyle innovation to actively support work-life balance.
- Improve workstyle for female employees, including reduction of overtime.

Efforts in line with the action plan during FY2016 included career development support training for 245 managers overseeing female employees with executive potential. The training covered such topics as career plan development for subordinates and mentoring skills. At the same time, we carried out training for next-generation female leaders, as well as diversity promotion leadership training for division managers, who are responsible for promoting diversity within their units. We are also actively promoting development and promotion of female employees.

TARGETS & RESULTS

Mid-Range Target	Offer workstyle innovation to enable DNP to respond swiftly and flexibly to changing social environments, and implement measures to improve job satisfaction for every employee so as to generate popular momentum toward creating an invigorated, high-performance company.
FY2016 (Apr. '16-Mar. '17) Targets	<ul style="list-style-type: none"> Continue activities in each organization based on plans to realize workstyle innovation. Continue progress survey of workstyle innovation; carry out improvements based on the results.
FY2016 Results	<ul style="list-style-type: none"> Continued activities in each organization based on plans to realize workstyle innovation. Labor and management monitored progress twice through the Productive Time Resources Project. Carried out progress survey of workstyle innovation; implemented improvements based on the results, as well as further encouragement measures.
FY2017 Targets	<ul style="list-style-type: none"> Continue activities in each organization based on plans to realize workstyle innovation. Enrich full participation of worksite unit activities and achieve target for mutually confirming and supporting use of paid leave.



Award ceremony

TOPICS

Workstyle Innovation Workstyle Innovation GOOD AWARD

The goal of DNP's workstyle innovation activities, which began in 2009, is to efficiently use time resources to enhance job value-added and enrich employees' personal lives. Each worksite unit is promoting their own activities, drawing up plans in line with policies set by the top management of their operation or group company, for full participation with independent efforts.

To further encourage workstyle innovation at each worksite during FY2016, the Workstyle Innovation GOOD AWARD was introduced. This award recognizes outstanding workstyle innovations, selected by employee vote, from a wide range of activity cases. Grand prizes were awarded in three divisions—Manufacturing, Sales, and Staff—and an awards ceremony was held.

- Manufacturing Division: Paid Leave Utilization Project**
Promoting the use of paid leave for section staff by changes in leaders' working system
- Sales Division: Automating Routine Work**
Enhanced operational efficiency through revised management processes, from order receipt to progress monitoring
- Staff Division: Improving Maintenance Operations using IoT**
Enhanced operational efficiency and technique transmission for maintenance by linking distant sites with tablet terminals and video communication



Realization of a Safe and Vibrant Workplace

DNP believes that to provide useful new value to society, enterprises must above all provide safe and vibrant work environments for their employees. We focus on what is needed to generate motivation in each of our diverse employees and enable them to fully demonstrate their capabilities, and based on an understanding of current conditions, we formulate measures for improvement.

Number of Workstyle Innovation GOOD AWARD entries

122

