

## B-d-2 Creating a Workplace Where All Employees Can Work with a Sense of Purpose

### Promotion of the employment of people with disabilities

In order to provide greater employment opportunities for people with disabilities, we collaborate with Job-placement offices to accept employees through on-the-job training. In 2011, we employed two persons with disability through on-the-job training.

### Employment of Personnel from Overseas

We employ skilled personnel irrespective of nationality in a wide range of areas, including research and development as well as administration and sales. Personnel of various nationalities (French, British, Indian, Chinese, South Korean, Russian, etc.) are working both inside and outside our companies.

We also take the initiative in recruiting new graduates. This year, we employed graduates with foreign citizenship, including those who graduated from school in 2012, for a fifth consecutive year (a total of seven graduates, including those from China, South Korea and Indonesia).

### Ranked among the Best Workplaces in Japan for Six Consecutive Years

The results of the sixth survey on Best Workplaces in Japan, conducted by Great Place to Work® Institute (GPTW) Japan, showed that HORIBA, Ltd. ranked among the top 21 companies. Since the survey started in Japan, HORIBA, Ltd. has been chosen among the best workplaces for six consecutive years.

GPTW Japan defines the best companies to work for as companies where employees can trust their managers and administrators, work with a sense of pride, and enjoy camaraderie with their co-workers. The survey includes a questionnaire for company executives concerning the company system and corporate culture, as well as questions for a random sample of employees. Employee responses account for two-thirds of the survey, thereby allowing employees' opinions to be more strongly reflected in the final evaluation. The results of the questionnaire conducted among our employees showed many positive responses to survey questions, such as "Our company has an atmosphere that welcomes new employees" or "Our company makes great

contributions to local communities and society."

At HORIBA, we work in line with the company motto, "Joy and Fun," and have basic policies of open and fair competition, positive evaluation and communication. Based on these policies, we will continue to maintain a corporate culture that makes HORIBA one of the best companies to work for in Japan.



#### KEYWORDS

Open & Fair | Positive Evaluation System | Communication | Diversity | Work-life Balance | Human Resource Development