

Human Resources

Human resources development putting the abilities of employees to their best use

We believe the realization of “A Corporate Culture That Places Faith in Human Resources” requires us to develop global human resources and create a working environment where employees can challenge themselves and pursue self-fulfillment. We value the potential of each of our employees, regardless of gender, age, or nationality, and are focused on strengthening our human resources development efforts so that each worker can make the most of his or her abilities.

Mindset

One of our key corporate commitments is creating a “Corporate Culture That Places Faith in Human Resources.” Quite simply, we believe human resources represent human capital and are accordingly viewed as a key management resource for the sustained development and growth of the Company. Developing the abilities of our employees is a key theme for management at CKD, and our goal is to create a lineup of human resources that can provide products and services of great value to our customers while simultaneously expanding our business on a global basis.

Policy

We are focused on the strategic and systematic creation of a production system in which workers are eager to tackle the challenges of a new business while maintaining the strengths inherent in our core technologies and technical abilities, and a sales system where our employees can meet the needs of our customers not only in Japan, but around the world.

A Corporate Culture That Places Faith in Human Resources

We place a high value on the motivation and potential of each of our employees, and are focused on enacting business reforms without fear of failure and creating a corporate culture that maximizes the strengths of the organization.

■ Career Planning Sheets

In order to better create a workplace motivating to employees, CKD supervisors and managers use a “Career Planning Sheet” as a means of communication in assisting subordinates in their career planning efforts.

Promoting Work-Life Balance

We are working to improve the lives of our workers both at home and in the workplace, as we believe a fulfilling life in both these locations contributes to a working environment where employees can achieve self-fulfillment.

■ Reducing Working Hours Through Improved Operational Efficiency and Time Management

- Reduce use of outside labor through the implementation

of operational improvements

- Establishment of a set day once a week where workers leave at a specified time
- Setting specified days when all employees use paid time off
- Creation of an hourly paid leave system

■ Childcare Support System

CKD has created a system for childcare leave that is open to all our employees. We have also extended the use of the reduced working hour system and exemption system where workers can be exempted from overtime work until their child reaches their sixth year in elementary school. CKD is creating a working environment in which our female employees can give birth with peace of mind, and where male and female employees raising their children can balance their work and home responsibilities.

■ Nursing Care Support System

We have also created an environment in which employees who provide long-term care can manage this situation while continuing to work. In general, CKD employees may take leave for up to one year to care for their spouses, children, the parents of either the employee or their spouse, as well as grandchildren, siblings or grandparents with whom they are living with or are dependent on them.

Promoting Diversity

CKD is promoting a workforce that makes the best use of its diversity and does not discriminate on the basis of gender, nationality, or age.

Measures Aimed at Empowering Women

We believe the creation of an environment in which women can play an active role and fully demonstrate their abilities will contribute to a workplace where every employee can provide their best contribution.

With this in mind, we opened a daycare center at the Head Office and Komaki Plant location in April 2018. We also established at the same time a system that provides support to employees working in areas where daycare is not available for their child in non-licensed daycare centers.

■ Promoting the Active Participation of Foreign Employees

In order to further promote diversity and globalization, the CKD Group is actively hiring foreign employees, including 36

foreign nationals employed in Japan (as of March 31, 2020).

■ Broadening the Re-employment System

We broadened our system for re-employing retired employees in April 2012. With the goal of increasing the number of options available for workers after they reached the retirement age of 60, we established a lifetime employment program allowing employees to continue working regardless of their age while simultaneously maintaining our existing re-employment system.

Human Resources Development

Bolstering our efforts to allow our diverse employees to play an active role and make the most of their abilities.

■ Education and Training

Using a level-specified system for all employees, we are providing educational programs according to each worker's role in the Company and educational support for self-development in line with that worker's particular business. Moreover, each department engages in programs and initiatives designed to improve the skills of their employees and the environment in which they work.

■ System for Overseas Trainees

We have established an overseas trainee system allowing the exchange of employees for training. The fostering of a global workforce and the promotion of enhanced understanding over how the businesses work is contributing to improvements in our business.

■ Skill Training Facility

We launched a skill training dojo (facility) in fiscal 2016 with the aim of teaching employees how to best use measuring equipment and machine tools for metals processing. In the parts processing department, we aim to raise the level of processing skills by improving the skill level of young employees and ensuring that the refined skills of senior employees are passed on to their younger colleagues.

■ Support for Language Learning

In order to support employees in acquiring the language abilities required to conduct global business, we provide them with opportunities for self-driven study, such as access to external courses and online study support.

Occupational Safety and Health

With the goal of achieving zero accidents, we are focused on creating a "safety first" corporate culture, including through the implementation of safety and health activities in which all Company employees participate.

■ Basic Philosophy

We put safety first and follow correct procedures in manufacturing operations.

Maintaining a safe and healthy workplace allows us to provide products that our customers can use with peace of mind.

■ Policies

1. We will maintain healthy minds and bodies.
2. We will make safety a priority and raise safety awareness among all employees.
3. We will comply with all laws, internal rules and specified work procedures.
4. We will work to predict and avoid risks.
5. We will produce safe and secure products.

Promoting Health Management

We believe the health of our employees is a key issue for management, and we are working accordingly to improve health awareness among the employees and create a working environment conducive to healthy minds and bodies.

■ The CKD Health Management Declaration

We believe the health of our employees is a key issue for management and in cooperation with health insurance societies and labor unions, we are working to improve health awareness among the employees, building a working environment conducive to healthy minds and bodies, and promoting "health management."

■ Key Initiatives

1. Work-life balance (workstyle reforms, management of time spent working)
2. Prevention of lifestyle-related diseases (improving diet, sleep, exercise habits, preventing smoking and passive smoking)
3. Creating a comfortable working environment (promoting mental health, improving the working environment, supporting for balancing treatment and work)

■ Recognition as an Outstanding Organization for Health & Productivity Management in 2020

In 2019, we formulated the CKD Health Management Declaration and we have been continuously implementing initiatives that enhance health and productivity. In March 2020, our efforts were recognized as we were certified as an outstanding organization for health and productivity management under the large enterprise category of the Certified Health & Productivity Management Organization Recognition Program.*



* Certified Health & Productivity Management Organization Recognition Program: A program operated jointly by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi that gives recognition to organizations carrying out excellent health and productivity management.