

System for a good work-life balance

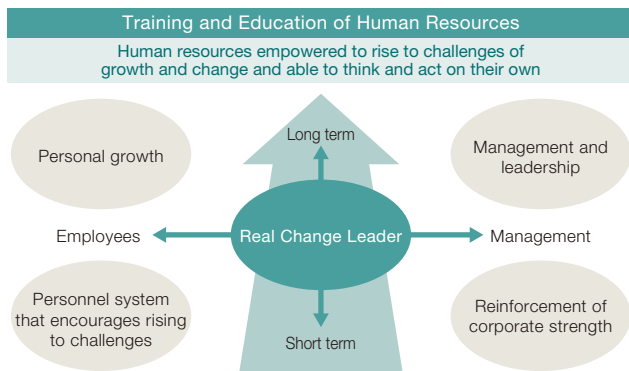
All those systems provide for generous leave beyond that required by law.

*1 Accumulated paid leave: A system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.

*2 Double job program: This is not double duties by order, rather it is program, they are allowed engage in both their current work and work in another division through a system that matches the needs of divisions wanting to utilize senior workers' skills and experience with the will of senior workers who wish to use their special skills or to take on new challenges.

Giving birth and childcare	Nursing care	Other
<ul style="list-style-type: none"> • Maternity leave (paid) • Leave of absence for childcare program • Program for rehiring former employees who left the company for reasons such as spouse's transfer or childcare • Accumulated paid leave for healthcare of employees' family^{*1} • Shortened working hours in pregnant and for childcare (from pregnancy to third grade of elementary school) • Limited off-hours work for childcare (until sixth grade of elementary school) • Limited late-night work for childcare (until six grade of elementary school) • Special leave for supporting the wife during her childbirth period (first child's birth: 2 days; second child's birth and thereafter: 5 days) • Leave of absence for birth support (one year leave system for fertility treatment) 	<ul style="list-style-type: none"> • Leave of absence for caring for a family member (maximum 2 years) • Limited off-hours work for caring for a family member • Limited late-night work for caring for a family member • One-day nursing care leave • Accumulated paid leave^{*1} for caring for a family member 	<ul style="list-style-type: none"> • Flexitime • Homeworking system • Continuous service award special vacation; "refresh vacation" • Social service system (leave of absence program for employees participating in socially beneficial activities) • Accumulated paid leave^{*1} for volunteer activities • Leave of absence for education • Leave of absence for senior theme (support for senior employees' second career) • Flexible work schedules (support for senior employees' second career) • Double job program^{*2} (support for senior employees' second career) • A program for transfer and a leave of absence due to accompanying a spouse's transfer

Fuji Xerox's human resources development



Labor

Work accident rate and work accident severity Industry average in parenthesis^{*3}

	FY2013	FY2014	FY2015	FY2016	FY2017	Target
Work accident rate ^{*1}	0.11 (0.18)	0.00 (0.16)	0.20 (0.11)	0.00 (0.18)	0.37 (0.38)	0
Work accident severity ^{*2}	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)	0

*1 Work accident rate = $\frac{\text{Number of employees involved in work accidents}}{\text{Gross number of hours worked}} \times 1,000,000$

*2 Work accident severity = $\frac{\text{Number of workdays lost}}{\text{Gross number of hours worked}} \times 1,000$

*3 Source for industry average: FY2017 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Number of fatal work accidents

	FY2015	FY2016	FY2017	Target
Employees	0	0	0	0
Contracted employees	0	0	0	0

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Composition of labor union membership As of March 31, 2018

Union members	Proportion of union membership	Average age of union members
5,822	70.8%	43.2

*Based on the number of full-time worker excluding executive directors (8,227)

*Including managerial staff

Revisions to systems that operate based on agreements between the labor unions and the company (in the last five years) As of March 31, 2018

FY	Item
2013	• Introduction of on-site irregular working hours support system for SEs
2014	• Introduction of new work style (co-working hour system, homeworking system, remote working system for domestic sales)
2015	• Revision of working conditions, work support and employee welfare with consolidation of various programs at Group companies in Japan
2016	• Agreement between labor and management regarding the terms and conditions for applying a program to transfer and a leave of absence due to accompanying a spouse's transfer • Revision of systems for childcare and nursing care due to the change of the related laws • Change of starting point for reckoning on yearly paid vacation according to the systems at the Group companies in Japan
2017	• Labor-management agreement signed on the introduction of the Paid Leave by the Hour System on April 1, 2018 (February 2018)

Number of employees taking occupational health and safety training

9,928

Capacity building As of March 31, 2018

	Number of total hours	Number of hours per each employee	Number of total cost	Number of cost per each employee
Capacity building (HRD)	95,623 thousand hours	10.9 hours	268,044,185 yen	30,676 yen

*Including executive officers and employees on temporary assignment