

For the Employees

Yamatake's basic stance of "employees being a valuable asset and a source of creating a new corporate culture and corporate value" has remained unchanged since the company was founded in 1906. Yamatake is challenging to develop a new type of employee-company relationship: by fostering a mind for personal growth and providing opportunities, the company achieves its goals and the employee becomes instrumental to society's progress.

Basic stance on employees

A "company" is an assemblage of "people" with varying viewpoints and opinions, and Yamatake realizes the importance of aligning the vectors of people's thoughts and the company's goals. As we approach our second century in business, our stance of valuing personnel who strive for personal growth and make every effort to develop and create new value has remained the same since our founding. We have been working on an employee-company relationship to continuously enhance our corporate capabilities and create a corporate climate for challenge.

Initiatives for diversity

• Respect for human rights

The Yamatake Group is aiming to contribute to creating a free and vigorous organization and society by respecting the basic human rights of all people, as expressed in the Yamatake Group Business Conduct Policy, and nurturing a healthy, prosperous spirit. With our motto of carrying out our work responsibly, we comply with all applicable laws and regulations, and prohibit discrimination and harassment on the basis of race, nationality, sex, religion, creed, ancestry, age or disability, as well as take action against such discrimination and harassment. In protecting the individual's privacy, all personal information is strictly protected and managed, and we will not disclose personal information both in-house or outside the company without the prior consent of the individual.

• Yamatake Friendly employs persons with disabilities

Yamatake Friendly Co., Ltd., a special subsidiary of Yamatake Corporation, has been employing only persons of disability since its establishment in 1998. To help every one of these employees to get along in society, we are creating ways to enable them to successfully complete their tasks, for example, by organizing or standardizing the work assigned to them. While most of the work at Yamatake Friendly is associated with Yamatake Group businesses, the volume of contract work from outside companies is also growing.

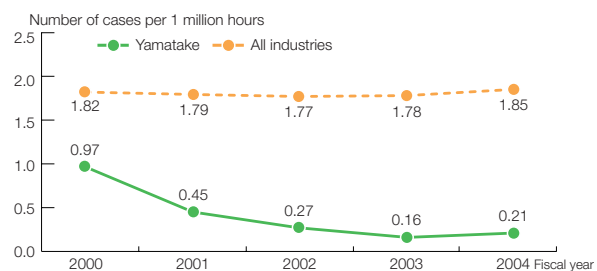
Occupational safety and health

• Occupational health

Yamatake's basic policy regarding safety and health is "promoting activities for realizing safe and comfortable working environments and good health, based on the awareness that ensuring safety and health is indispensable to sustainable business operations." We are carrying out activities focused on the workplace, such as monthly safety patrols of offices and factories, safety and health committee meetings, and workplace safety and health meetings. Our factories were able to maintain and continue their records

of "zero" accidents resulting in absence. (One example is Fujisawa factory's record of 22 years of "zero" accidents.) With the cooperation of persons from various organizations as well as the understanding and cooperation of our employees, Yamatake is vigorously promoting its safety and health activities.

■ Frequency of work-related injuries



Skills Development

• Management training

Training to enhance management skills based on the result of multi-observer assessment was given to 750 administrative and specialist personnel of group manager-level from 16 locations throughout Japan. This training, which was held 29 times, aims to revitalize the work climate and enhance the individual's management skills based on the result of multi-observer assessment. Specifically, the training began with group discussions, where each group draws up a kaizen action plan to be executed from the next day. This was followed by individuals drawing up a kaizen action plan to be executed from the next day based on the result of multi-observer assessment.

• Entrepreneur program

The Yamatake Group's entrepreneur program was inaugurated in April 2002 with the three objectives of revitalizing the Yamatake Group, promoting entrepreneurship, and cultivating new businesses. Having achieved these three objectives to a certain level, this program was terminated in March 2006. During these four years, Yamatake employees submitted 60 new business ideas, of which 13 were selected to proceed to the next stage, where applicants created a business plan and marketed their ideas to the entrepreneur program committee. At present three of these proposals have been commercialized. One such company is SecurityFriday Co., Ltd., an IT-related service provider and independent Group company, which is expected to make a leap forward and contribute to society through its business activities.