

Aiming To Be a Company where All Personnel Can Use Their Capabilities to the Fullest—Women's Activity Project

Sanden is a company that is driven by the energy of its indispensable employees with "The Principle of a Company is as Good as the People it Keeps". We thus place priority on creating workplaces that enable our people to realize their full potential.

Our objective is to ensure that every employee can achieve his or her objectives irrespective of gender, age, or other characteristics.

One of the first steps in this direction was to focus on female employees, which led to the March 21, 2004, launch of Women's Activity Project. The team implementing the project is comprised of female employees from various workplaces and job categories. Activities under the project are carried out with a term of one year. The project has entered its third year. During the first year, the team focused on identifying Companywide issues, proposing specific measures to deal with these issues, and then deciding on Companywide policies. Issues selected were altering attitudes concerning female workers, establishing systems and frameworks, and extending support to allow women to meet obligations at work and at home. During the second and third years of the project, activities focused on formulating specific policies based on Companywide policies and then deploying them throughout the Company.

Indicators selected for measuring the effectiveness of the project included the percentage of women newly employed, the ratio of female employees in management versus staff positions, and results of employee satisfaction (ES) surveys. The objective set for these activities is to bring about full equality of opportunity for women and men within the Company.

Holding Seminars on Themes in Our Immediate Surroundings

The third set of "Brush-Up Seminars" was held in March 2007 for female employees in the Akagi Plant. These seminars call on persons active within the Company and outside, with the objective of providing an opportunity for changing the attitudes of participants by enabling them to inquire about the experiences of persons who have actually been active in business regarding their development and work. For the most recent seminar, we invited a person from a competitor company who has been active in business (positions in manufacturing and administration) as the lecturer. The seminar was attended by about 70 male and female employees. This was our first time to invite someone who has had experience as a manager in the manufacturing workplace. During the question-and-answer session, there was an active exchange of views, as employees asked the lecturer for advice on specific issues they are now confronting.



Seminar held in the Akagi Plant

Creating a Work Environment that Makes It Easy for Everyone to Contribute Actively by Reviewing the Way We Work

To create opportunities for reflecting once more on the way employees use their time and their attitudes toward work to improve productivity and increase motivation, we prepared a series of posters. The content of these posters was the result of discussions among members of the poster project team about Companywide issues that arise from time to time, and the team had full responsibility for creating and deploying these posters. Since this poster project began in 2004, a total of seven have been created and displayed in Sanden's business locations.

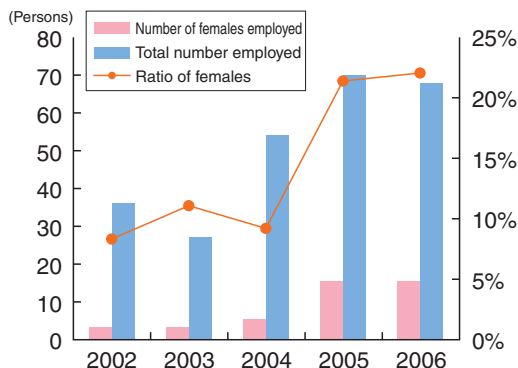


Poster with the theme of how we use our time



Poster expressing views of how we think about our work

Trends in Ratio of Newly Employed Female Workers (New Graduates Employed)



Ratio of Persons in Management (with Rank of Subsection Chief or Higher) Versus Persons in Staff Positions

