

With Our Colleagues - Promoting the Employment of Diverse Personnel -

(This is an additional page next to p.14)

Promoting the Employment of Physically Challenged

Based on the guideline of "Respect the diversity, character and individuality of all employees," we promote the employment of the physically challenged.

In the fiscal 2006, the Koganei Works started recycling of waste paper by a wet type shredder, under the collaboration with Kokusai Electric Techno Service Co., Ltd. This is intended to "ensure the information security," to "help build up the recycling society"* and to create a job opportunity for the physically challenged as well.

In the fiscal 2007, this program is enhanced and waste documents are collected from, in addition to the Koganei Works, Headquarters, Hamura Works and the Group companies in those areas.

Another program to provide the equal opportunity for the physically challenged is the adoption of the sign language translation, starting from the fiscal 2008, on the occasions of the orientation ceremony and seminars.

*How the Wet Type Shredder helps Reduce CO₂ Emissions:

Conventional, paper stripping type shredders cut paper fibers quite short, which means the recycled paper out of them, if any, will be of low quality and hard to recycle again. The step after the next disposal will naturally be the burning, or the emission of CO₂.

On the contrary, the wet type shredders dissolve waste paper, keeping the fibers almost as they are, which will turn out as high quality paper, such as that for photocopying. This repeated recyclability functions for reduction of CO₂ emissions.

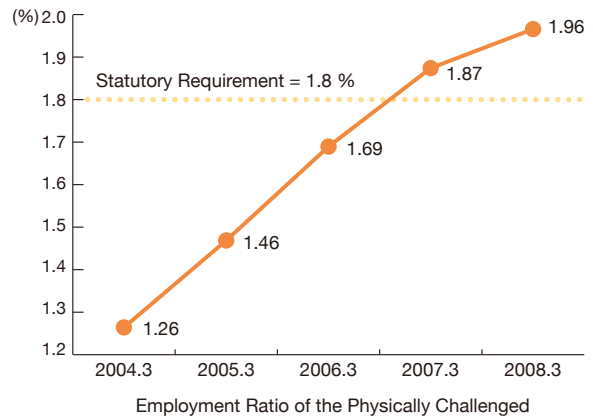
By saving the burning of 1t of paper, it is said that you could reduce the emission of 1.08t of CO₂. Since the wet type shredder processes 41t per year, the annual CO₂ emission reduction is calculated to be 44t.

Promoting Re-hiring of Retirees

The senior employee program was introduced in fiscal 2005, which allow the Company to use the accumulated skills of the retirees in their specialized areas, considering the variety of experience they must have had up until the retirement.

To make the program easy to accept, the workload is lightened and the type of job remains unchanged. To make it worthwhile and mentally rewarding, training of the successors is included. Through these measures, the Company has continuously achieved the high re-hiring ratio.

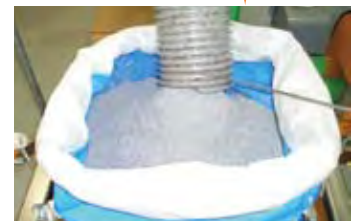
(The figures in this page are for the Company only.)



Wet Type Shredder



Documents Collection Boxes



Dissolved Fibers of Paper

