



SOCIAL INITIATIVES

We will fulfill our social responsibilities to all of our stakeholders, including our customers, suppliers, employees, and communities.

Basic Philosophy

The OSG Group is working toward the development of a more sustainable society by maintaining and developing healthy relationships with all stakeholders, including shareholders, customers, employees, business partners, and local communities.

As members of society, we will strive to exist in harmony with society through social contribution activities and the promotion of mutual understanding with stakeholders.

Gold Certification for Supporting Employees Who Keep Working while Undergoing Medical Treatment

OSG received this certification under a scheme designed to support people who wish to keep working while undergoing medical treatment. As Japan's population continues to shrink and age, policies are needed that will enable people suffering from various illnesses to coordinate their medical treatment with their work. The director general of the Aichi Labour Bureau has established a system to recognize companies that provide support for workers in these situations. In October 2018, at the Aichi Symposium on the Reconciliation of Work and Medical Treatment, OSG was awarded the gold certification under this system.

Key Reasons for the Gold Certification

When a person undergoing treatment requests support in the workplace, they are required to submit their treatment information to our full-time health support staff (made up of public and general health nurses). The health staff are not required to inform the company about serious conditions, such as cancer, stroke, heart disease, hepatitis, and diabetes. The system is designed and administered to give the greatest possible consideration and priority to the individual's privacy and feelings.



OSG is permitted to use the name and logo of the system for three years after being certified.



Under the Aichi Wish Employer system run by the Aichi Labour Bureau, companies that promote work-style innovation can obtain a three-star certification.

The Aichi Certification Standards for Companies that Support Employees Who Keep Working while Undergoing Medical Treatment (Extract)

● Gold certification

1. The employment rules must have provisions to allow employees, including informal employees, to take leave or adjust working hours to undergo treatment or go to the hospital as outpatients.
2. There must be an in-house organization to provide advice, and occupational health staff must be available.
3. The company must have full-time public health staff capable of helping employees to coordinate their medical treatment with their work.
4. Care must be taken to protect the privacy of any employee who seeks advice, and there must be clearly defined procedures governing collaboration and actions by those concerned.
5. The company must provide an education and training program about the system (items 1 through 4) for all employees at least once a year.
6. There must have been at least one case within the past year when those concerned cooperated to help a worker reconcile medical treatment with work.

Donations to Special Support Schools and Welfare Facilities—Commemorating the 80th Anniversary of OSG's Founding

March 26, 2018 was the 80th anniversary of the founding of OSG. To mark this milestone, we donated goods to organizations and facilities in need who support people with disabilities or are in need of care for various other reasons. The donations were given primarily to special support schools and welfare facilities in Higashi-Mikawa.

[Items donated]

Projector system, children's swing sets, dining tables and chairs, indoor toys, AEDs, electric bicycles, etc.



General Administration Division General Manager Kawamura hands over a list of donated items to Mr. Tsunenori Kamiya, principal of the Kokuryo facility.

OSG Hosts Seminars to Inspire Students to Follow Their Dreams

We arrange seminars for elementary and junior high school employees, students, and their guardians. On November 30, 2018, Managing Officer Jiro Osawa presented a seminar that encouraged the students to think about what their lives would be like when they become adults. The seminar focused on the relevance of polite greetings, the ability to change and grow as individuals, and the importance of having dreams. We will continue to run an active program filled with seminars that are designed to encourage children to develop wide-ranging interests and foster dreams.



▲ Students at a seminar.
◀ Managing Officer Jiro Osawa speaking at a seminar.

TOPICS Promoting Diversity

Active Commitment to the Employment of People with Disabilities

OSG actively employs people with disabilities and, in response to requests from various regions, we also hold seminars pertaining to our initiatives to create jobs for people with disabilities.



● Exceeding the statutory percentage of employees with disabilities

Statutory	2.20%
OSG	2.38%

● Hiring and long-term employment

We strive to facilitate employment, from the initial introduction of potential employees and onward throughout their employment, by working closely with the Hello Work employment service, support centers, special support schools, skill development schools, and other organizations. In addition, we aim to ensure long-term employment by selecting workplaces and tasks according to each individual's capabilities.

Job training provided for new employees
Advisory unit established in 2017 for people with disabilities
Follow-up support provided for employees with disabilities and their workplaces

● Community contributions

Tours of OSG factories for company and support center staff	Tours in the year ended November 2018	Individual: 28 Group: 11
Seminar for businesses about the employment of people with disabilities: "Examples of Employment Initiatives for People with Disabilities"	External seminars held in the year ended November 2018	9