

Our work goals and work culture

Seiko Epson Corporation

Our goal is for all employees to maintain and improve their physical and mental health while working efficiently in a vital, rewarding work environment, without excessive labor demands. In this way, the company will develop in perpetuity, raising its corporate value and ensuring a win-win relationship with its employees.

We aim to achieve this beneficial way of working and work culture for both the individual and the company.

Vision for the approach to work

- All employees are able to strike a balance between work and rest. (They work long and hard when need be, and they rest when it's time to rest.)
- Physical and mental illnesses caused by long working hours are averted.
- Corporate value is increasing while employee health is improving.
- Employees work hard, achieving results efficiently in the shortest amount of time.
- Overtime work is kept to the minimum under managerial supervision.

Vision for management

- Employees who get results in a shorter time receive a higher performance appraisal. They are not given higher appraisals simply for staying late.
- Working hours are managed in compliance with laws and regulations. Do not do unpaid overtime. Do not require it from your staff. Do not overlook it.
- Working hours are set so that the workplace as a whole achieves results most effectively.
- Employees do not enter and leave the company as they please. Instead, they work responsibly according to a plan. Managers do not let things slide. Instead, they manage matters properly.

Vision for the workplace

- Work is always undertaken with understanding and agreements. (Subordinates understand the management policy. Managers understand the feelings of their subordinates.)
- Mutual attentiveness, awareness, communication and acceptance are practiced to foster a healthy, vibrant workplace.

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