



We respect diversity and individuality among our employees, and cultivate global human resources who can deliver superior value.

Actions based on the Global Charter, the foundation of our human resources

The Brother Group develops its human resources based on the Brother Group Global Charter (“Global Charter”). Its Basic Policies stipulate that the group respects diversity, provides a working environment that enables its associates to utilize their talents and abilities to the fullest, gives them great opportunities through challenging work assignments, and provides them with fair and attractive financial rewards. In return, the Basic Policies encourage associates to be positive members of society, share the company’s values, continually learn and improve, maximize their capabilities, strive to achieve their goals, and ultimately, contribute to the group’s success.



Case Example Employees develop a broad perspective and high expertise through various experiences

Since FY2008, the Brother Group has conducted the “trainee program,” a training program that dispatches trainees from Brother Industries, Ltd. (“BIL”) to group companies and vice versa, aiming to foster talent who have a broad vision, high expertise, and the ability to respond to global business challenges.

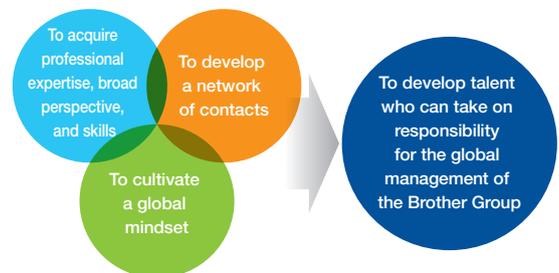
This training is designed for young employees selected based on Brother’s talent development plan to receive on-the-job training ranging from three months to two years in line with the training plans formulated beforehand by both their dispatchers and receivers.

The trainee program had mainly focused on providing trainees with training associated with their area of expertise. However, in FY2015, it also started offering training outside trainees’ specialty to help them gain new knowledge through experience. Such training, for example, includes giving an opportunity for a developer to visit a customer with a sales person to listen to on-site needs and usage conditions directly from the customer.

During FY2017, BIL sent 31 trainees to group companies in the UK, India and so forth while it received 13 trainees from group companies in the Philippines and China. An employee, who was in his second year in BIL, was dispatched to Taiwan Brother Industries, Ltd., the manufacturing facility of the Brother Group in Taiwan, to acquire techniques and skills. There, he was engaged in assembly work and improved the operational techniques which he found difficulty in acquiring by asking skilled workers for advice. He eventually completed the assembly of a whole commercial embroidery machine and felt his efforts in learning bore fruit.

In a questionnaire conducted in November 2017 for the employees who had been sent from BIL, some commented that experiencing the sales field helped them to further incorporate customer perspectives into product development, and new knowledge and perspectives gained through the program made them more conscious of overall optimization.

Purposes of the trainee program



Adjustment with a microscope