

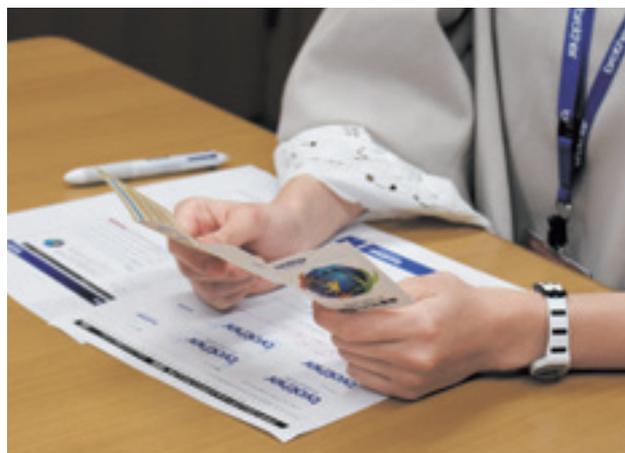
Talent Development

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

Talent development based on coordinated systems and employees’ voluntary actions



▲ An employee passing on his skills as an instructor



▲ Instructors checking the work of their students

Brother Machinery Xian Co., Ltd. (“BMX”), a manufacturing facility for Brother’s machinery business, received the “Good Factory Award” from Japan Management Association. This award recognizes factories that are committed to internal renovation, such as productivity or quality improvement, in Japan and Asia.

This award was given to BMX in recognition of its talent development efforts to become a factory trusted by its customers, such as company-wide education, next generation leadership development, and voluntary study sessions at each worksite.

The company-wide education includes a program that provides skills necessary for each job position. Seventy percent of the program is taught by employees who have already acquired such skills. The employees who serve as instructors can exercise their ingenuity to teach

their students in a comprehensive way and also improve their own skills.

The next generation leadership training has been conducted since 2017 to foster a new generation of leaders who can work internationally. The participants of this training course, who are mainly composed of employees in their 30s, select their individual themes from the challenges of their workplaces and work to solve them. The participants not only pursue their goals but also learn important perspectives as leaders for the next generation while reviewing their actions that have produced good results and the ideas behind the actions.

The study sessions are organized by employees on a voluntary basis to share their know-how in respective workplaces. Including this, at BMX, employees act autonomously in a variety of ways to enhance productivity and their skills.