



Providing Comfortable Working Conditions for Our Employees

ITOCHU Corporation is committed to provide comfortable working environments and to ensure the safety and well-being of its employees. At the same time, we seek to create a corporate atmosphere conducive to freedom and creativity while respecting the personality and distinctive traits of individuals as far as possible.

Maximizing Diversity

To sharpen our response to economic globalization and promote consolidated management, it has become vital to assign employees in accordance with the specific situations of our respective business fields. We seek to maximize the diversity of employees, regardless of gender, nationality, or age, and to this end we formulated our Promotion Plan on Human Resource Diversification in December 2003. Under this plan, we work hard to implement concrete programs such as a mentor system to recruit and retain female and overseas local staff.

Meanwhile, we strive to provide comfortable working environments for the physically and mentally disabled. In 1987, we established ITOCHU Uneedus Co., Ltd., as a special company under the Law for Employment Promotion, etc. of the Disabled. As of April 1, 2005, disabled people accounted for 2.3% of our total workforce, compared with 1.8% as mandated by law. We will continue to maintain this high ratio in the future.

In our efforts to employ diverse personnel, ITOCHU was selected as a Business of Excellence for the Employment of Disabled Persons by the Minister of Health, Labor, and Welfare in fiscal year 2002, and received the Corporation Award for the Promotion of Gender Equality from the Director-General of the Tokyo Labor Bureau for fiscal year 2006.

Establishing and Implementing Personnel Strategies

To develop management personnel who will take charge of our business strategies, we have built consolidated person-

nel strategies that focus on securing and developing personnel for each Division Company. We have opened a managerial school and are making efforts to train overseas regional staff and young people who will become the leaders of tomorrow. Furthermore, we introduced a personnel assessment system to help place our employees in the right positions. Under this system, superiors interview their subordinates to gain an understanding of their individual capabilities and specialist expertise. Based on that, a training plan is prepared for each employee. Beginning in fiscal year 2005, those in managerial positions are given feedback from their subordinates as a way for them to improve their management skills by reflecting on their own actions.

Respecting Employees' Personalities and Individual Traits

To maintain the mental health of employees and address their job-related concerns, we implement measures that place focus on prevention rather than treatment, including periodic ongoing seminars. We have also set up a system to provide in-house counseling from psychiatrists and clinical psychologists.

To help those balancing work and family obligations, we have a system enabling employees to take time off or work fewer hours while their children are wait-listed for day-care facilities or when unprecedented nursing care needs arise.

Maintaining Dialogue with Employees

We hold a company-wide employees meeting twice a year to communicate messages from top management directly to employees, and to provide an opportunity for employees to ask face-to-face questions with the management.

Periodic conferences are held among the ITOCHU LABOR UNION, management team, and Division Companies, facilitating free employee-employer discussions on management issues and problem areas found in each business segment.