



[Employees]

Providing a comfortable working environment where human rights are respected and high safety and health standards are maintained

Wuxi Murata leads other foreign-affiliated companies in the new industrial city by practicing ES, helping its employees improve themselves and developing a new community.

Wuxi Murata Electronics Co., Ltd. is located in Wuxi, on the south bank of the Yangtze River, a city that has been rapidly industrialized in recent years. The Murata subsidiary has a prominent presence in Wuxi New District, an area in the city where many foreign-affiliated companies now operate. The local government and community regard the company highly for its promotion of compliance, respect for human rights, and active contribution to welfare. The many awards it has received so far include "Best Foreign-affiliated Company," "New Company with Business Integrity," "Company Excelling in Labor-management Relationships," and "Best Corporate Volunteer." All these achievements have been made possible by the Murata management philosophy, which focuses on customer and employee satisfaction. At Wuxi Murata, the employees' union, known as "Gonghui," and the management maintain good communication for continual improvement of safety and health within the working environment. An example is an initiative to reduce the burden on operators to help them maintain good health, both physically and psychologically. Another program, focusing on learning and career

improvement, helps employees develop the skills to identify and solve problems on their own. Developing communicative skills of managers, shop floor staff, and group and subgroup leaders is particularly important in ensuring a comfortable working environment. Even outside working hours, the company provides as many occasions as possible for employees to interact casually with one another. Such events include birthday lunches, cultural festivals, and athletic meets. Many of the working population in this fast growing industrial city come from rural provinces throughout the country. Quite a few of these workers suffer from loneliness. The company's commitment to employee satisfaction plays an active part in forming a new community in the city. The pursuit of employee satisfaction not only brightens up the workplace, but also leads to improved product quality, which in turn leads to customer satisfaction. We are keenly aware that different sites in the global Murata Group and customers around the globe have their eyes on Wuxi Murata. With this awareness, we strive to continue making our working environment even better.

Photo, from left to right
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