

For immediate release

Fuji Xerox Revamps its Work System to Provide More Value to Customers and Improve Productivity

TOKYO, October 1, 2014 – Fuji Xerox Co., Ltd. in Japan will be revamping its work system from today in order to marshal its full capabilities of providing value to customers and further improve productivity. At the same time, the Company will address the onset of Japan’s aging society and declining birthrate by creating an environment in which both men and women can continually play active roles and balance their childcare/nursing care needs with work.

[Overview of the new work system]

Revamping the existing flexible-time policy and introducing a “cooperative time system”

Fuji Xerox aims to increase productivity throughout the company and its subsidiaries by having all employees—sales, development, headquarters staff and others— work the same hours and uniting more as a team, regardless of job type or responsibility.

1. Setting a uniform core time for the entire company (9:00 – 15:00)
 - However, core time will be reduced to 10:30 – 15:00 for employees raising children (through sixth grade) or providing nursing care for family member(s).
2. Prohibiting working overtime after 20:00 as a general rule, and shifting to morning work

Introducing remote working system to the sales divisions

The Company will provide a working environment where sales representatives will be able to work and communicate with anyone at anytime and anywhere to enhance customer contact as well as support value creation.

Introducing work-at-home program for employees raising children or providing nursing care

To enable employees to work at home with more flexibility, the working hours for those employees who utilize the work-at-home system will be based on a flex-time system without core working hours.

Fuji Xerox is transforming how its employees work, based on three perspectives—changing mindsets and corporate culture, reforming business processes, and renovating its work system. In implementing these reforms, the Company seeks to reinforce its corporate structure while becoming a company that restricts long working hours. Fuji Xerox also aims to become a company that enables a diverse staff of men and women healthy both in mind and body to work with vigor and enthusiasm, exercise their individual skills to the fullest, and play active roles in their work.

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