

Field (Categories according to ISO26000 core subjects)	Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)				
				Fiscal 2017	Fiscal 2016	Fiscal 2015		
Human rights and labor practices	Employment and employment-related	Employee information*1	Number of employees	Persons	15,677	15,403	15,318	
			Male	Persons	13,159	13,007	12,979	
			Male ratio	%	83.9	84.4	84.7	
			Female	Persons	2,518	2,396	2,339	
			Female ratio	%	16.1	15.6	15.3	
			Number of new employees	Persons	1,106	854	947	
			Male	Persons	861	715	798	
			Male ratio	%	77.8%	83.7%	84.3%	
			Female	Persons	245	139	149	
			Female ratio	%	22.2%	16.3%	15.7%	
			Number of resigned employees	Persons	794	766	804	
			Male	Persons	683	691	703	
			Male ratio	%	86.0%	90.2%	87.4%	
			Female	Persons	111	75	101	
			Female ratio	%	14.0%	9.8%	12.6%	
		Turnover ratio ²	%	5.2%	5.0%	5.3%		
		Male	%	5.3%	5.3%	5.5%		
		Female	%	4.6%	3.2%	4.4%		
		Average age of employees	Years	42.6	42.4	42.1		
		Male	Years	43.6	43.4	43.1		
		Female	Years	37.2	37.1	36.6		
		Average length of service	Years	16.1	15.9	15.6		
		Male	Years	17.0	16.7	16.4		
		Female	Years	11.8	11.8	11.3		
		Management composition ²		Number of managers	Persons	5,071	4,973	4,888
				Male	Persons	4,661	4,583	4,534
				Male ratio (overall)	%	91.9	92.2	92.8

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				Fiscal 2017	Fiscal 2016	Fiscal 2015		
		Female	Persons	410	390	354		
		Female ratio (overall)	%	8.1	7.8	7.2		
		Female ratio (other than security services field)	%	11.0	10.7	9.9		
		Employment of persons with disabilities ^{*3}	Employment ratio of persons with disabilities	%	2.09	1.96	2.02	
		Employee education	Employee training hours	Hours	203,699	183,971	186,783	
		Employee satisfaction survey	Response rate for employee satisfaction survey	%	83.5	81.4		
	Work-life balance	Childcare leave	Number of employees taking childcare leave	Persons	137	126	143	
			Male	Persons	10	4	3	
			Female	Persons	127	122	140	
			Number of employees returning after childcare leave	Persons	124	118	121	
			Male	Persons	8	3	5	
			Female	Persons	116	115	116	
			Retention rate after 12 months	%	-	96.6%	95.9%	
			Family care leave	Number of employees taking family care leave	Persons	6	5	6
				Male	Persons	1	2	4
		Female		Persons	5	3	2	
		Paid leave	Paid leave usage rate	%	49.7	47.9	45.3	
		Working hours	Average overtime hours (monthly)	Hours	25.1	26.1	27.0	
		Occupational health and safety	Industrial accidents	Frequency rate of industrial accidents	-	1.87	1.02	1.26
				Number of employees participating in training for prevention of industrial accidents	Persons	2,015	1,824	2,136
		Participation in the community and community development	Community activities *4	Cost of social contribution activities	Millions of yen	1,583.13	1,177.85	705.22

*1: Figures are for the final day of each fiscal year

*2: Employees retired during each fiscal year (including retirement upon reaching mandatory retirement age) / Number of employees at the end of the previous fiscal year

*3: Figures are current as of June 1 of the following fiscal year

*4: Total for SECOM Group