

# 社員とともに

Together with Our Employees

## 社員の成長を促す環境づくりを通じて、 社会の持続可能な発展を担う人材の育成をめざす

Ryosan works diligently to nurture human resources who are capable of generating ongoing and sustainable societal development by fostering an ideal workplace environment conducive to employee growth

リョーサンは、社員の多様性を尊重するとともに、社員が仕事を通じて、人びとの期待に応えうる人材となるよう成長することが重要であると認識しています。社員に対しては、RS(リョーサンスピリット)21\*に定義した経営理念・行動原則や使命を共有し、前向きに仕事に取り組むことを求めています。また、人権を尊重する組織風土を醸成し、働きやすく快適な職場づくりに努めています。雇用や処遇については、学歴・年齢・性別などによらない採用を行っています。さらに、ビジネスのグローバル化に伴い、広く海外での人材の採用も行っています。



\*RS21は当社の創業以来培われた価値観を体系的に著したものです。企業としての行動・活動を定義付け、方向付けるものとして全社員に配布し、定期的に研修を行っています。

Note: Ryosan Spirit 21 is a cumulative expression of the Company's credo that has been nurtured since its foundation. Providing the basis for Ryosan's code of behavior, its activities and direction, RS21 is distributed to each and every employee and supported by periodic education and training.

In addition to respecting employee diversity, Ryosan recognizes the critical need to promote human resource development and growth. It remains our goal to nurture personnel, who through the conduct of their everyday activities fulfill the expectations of the general populace. Bound together by the Ryosan Spirit 21\* project, which defines a common philosophy, set of action principles and an overarching mission, Ryosan calls on its employees to engage in workplace activities in a positive and forward-looking manner. Moreover, the Company strives to foster an organizational culture that pays a deep respect to human rights while at the same time establishing an equitable and ideal workplace environment. In our hiring and remuneration policies, we take great pains not to discriminate on the basis of educational background, age or gender. Furthermore, we recruit overseas personnel in tune with the continuing globalization of business.

### Initiatives to Promote Safety

Ryosan is endeavoring to establish a workplace environment in which all of its employees can engage in business activities in safety and with peace of mind. At the same time focusing on employee well-being, the Company is advancing wide-ranging initiatives aimed at promoting improved health. Taking into consideration the unique features and characteristics of each individual office and workplace, we strive to promote occupational health and safety education and training while raising employee awareness toward health management and hygiene. To this end, the Company's initiatives extend beyond its in-house workforce. Ryosan therefore engages in educational activities that encompass outsourcers and business partners. As a result of these measures, we encountered no incidents or occupational injuries in fiscal 2009 that led to the stoppage of operations or days lost.

### 安全への取り組み

リョーサンは全ての社員が安心して安全に働ける職場風土づくりを進めるとともに、社員の健康については、さまざまな健康増進の施策を推進しています。事業所の特性にあわせ、安全衛生教育・訓練を進めるとともに、健康管理や安全に対する意識を高めるため、当社社員だけでなく、委託先にいたるまで啓蒙活動を行っています。その結果、2009年度は就労中の休業を伴う事故の発生はありませんでした。

### Column

#### 人材育成

Human Resource Development

リョーサンは、さまざまな研修を通じて、社員の成長をサポートしています。語学研修については、国内での研修にとどまらず、海外留学も実施しグローバルに通用する人材の育成をめざしています。人材育成は企業の成長に貢献する経営戦略であり、高い教育レベルの実現へ向け、努力しています。

Ryosan strives to support employee growth by implementing a wide variety of training initiatives. In its efforts to nurture human resources who are capable of excelling on the world stage, the Company not only provides language training in Japan, but also promotes study abroad. Human resource development is recognized as a key management strategy that contributes to corporate growth. In this regard, we are endeavoring to realize higher levels of training and education.



本社での研修  
Training at Head Office