

Social

Core Principles of Our Sustainability “Respect human and labor rights”

The ORIX Group Sustainability Policy states “Respect human and labor rights” as one of our core principles that should be implemented in all aspects of our business.

Our Approach to Human Rights

We believe that corporate responsibility should be part of everything that ORIX does, and part of such corporate responsibility is the duty to integrate human rights considerations into business operations. We adopted the ORIX Human Rights Policy in September 2019. The policy details our commitment to respect basic human rights, including the human rights laid out in the Universal Declaration of Human Rights and the Guiding Principles for Business and Human Rights. The policy also intends to promote respect for human rights both within ORIX and vis-à-vis clients, as well as suppliers of ORIX.

▶▶▶ [ORIX Human Rights Policy](#)

Respect human and labor rights:

We uphold human and labor rights as defined in international standards such as the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to, the rights to freedom of association and collective bargaining and the elimination of all forms of compulsory and child labor.

Our Efforts to Achieve Respect for Human Rights

▶ Analysis and Assessment of Human Rights Risk

ORIX has worked with third-party experts to analyze the specific risk profiles of its various businesses in order to understand our overall human rights risk profile. Based on these analyses results, we have identified regions, business areas, and practices where human rights risks are particularly high. In addition, based on the ORIX Sustainable Investing and Lending Policy formulated in September 2019, we perform an ESG risk assessment of new investing and lending projects, including human rights risks such as forced labor, child labor, and matters in countries and regions with an elevated human rights risk. This ESG risk assessment also utilizes information from databases provided by third-party organizations. In light of the fact that more than a year and a half has passed since the application of the ORIX Group Sustainable Investing and Lending Policy began, we reexamined countries and regions with high human rights risks in August 2021. We will continue to periodically reexamine and conduct reviews as necessary. Through analysis and evaluation of human rights risks, we are proceeding to incorporate human rights considerations

into our business activities and are also making efforts to prevent human rights violations.

▶ Compliance Hotline for Consultation and Reporting on Human Rights Issues

ORIX accepts human rights consultations and reports through our internal and external whistleblower systems. The internal whistleblower system is available to ORIX Group employees and the external whistleblower system is available to our clients and suppliers. We accept consultations on human rights violations such as harassment and opinions on human rights considerations.

▶▶▶ [Internal Whistleblower System](#)

▶▶▶ [External Whistleblower System](#)

Our Response to the UK Modern Slavery Act 2015 (“MSA”)

ORIX Corporation is within the scope of the MSA as it conducts business in the United Kingdom in conjunction with its subsidiary, ORIX Corporation UK Limited. ORIX Corporation issues its Modern Slavery Act Statement annually pursuant to the MSA.

▶▶▶ [Response to the United Kingdom’s Modern Slavery Act 2015](#)

Personnel-related Information

▶ Employee Statistics

	March 31, 2017	March 31, 2018	March 31, 2019	March 31, 2020	March 31, 2021
Number of employees	34,835	31,890	32,411	31,233	33,153
By region					
Japan	26,553	24,077	24,639	23,458	25,718
Other*	8,282	7,813	7,772	7,775	7,435
By gender					
Male	23,731	20,443	20,491	19,630	20,876
Female	11,104	11,447	11,920	11,603	12,277

* Total of four segments (Aircraft and Ships, ORIX USA, ORIX Europe and Asia and Australia)

▶ Data Concerning Employees*¹ (As of March 31, 2021)

Average Age	ORIX Corporation	10 ORIX Group companies
Overall	43.8 years old	41.4 years old
Male	45.2 years old	43.3 years old
Female	41.9 years old	39.1 years old

Average Years of Service	ORIX Corporation	10 ORIX Group companies
Overall	17.3 years	13.2 years
Male	17.6 years	13.9 years
Female	17.0 years	12.4 years

Turnover Rate* ²	ORIX Corporation	10 ORIX Group companies
Overall	3.4%	4.6%
Male	2.5%	2.9%
Female	0.8%	1.6%

Annual Paid Leave Taken	ORIX Corporation	10 ORIX Group companies
Average days of paid leave taken	13.4 days	13.3 days
Average percentage of days taken out of days earned	71.4%	76.1%

Average Non-statutory Working Hours	ORIX Corporation	10 ORIX Group companies
Overall	6.0 hours per month	6.3 hours per month

*¹ Directors and Executive Officers are not included in the Data Concerning Employees

*² Turnover rate includes retirees and transferees within the Group

▶ Female Employees in Managerial Positions*

Ratio of Female Managers to Total Number of Managers

	March 31, 2011	March 31, 2021
ORIX Corporation	16.5% (208)	26.2% (474)
10 ORIX Group companies	12.3% (327)	23.5% (812)

Ratio of Female Employees to Total Newly Promoted Managers

	March 2021
ORIX Corporation	35.4%
10 ORIX Group companies	38.8%

* Managerial positions are section leaders and other positions with work and responsibilities equivalent to section leader or above, regardless of job title or subordinate staff (does not include entry-level managers)

▶ Use of Childbirth and Childcare-related Systems (As of March 31, 2021)

Working Mothers	ORIX Corporation	10 ORIX Group companies
Number of working mothers	723	1,800
Percentage of female employees who are working mothers* ¹	45.1%	38.0%

Female Employees Who Took Childcare Leave	ORIX Corporation	10 ORIX Group companies
Number of female employees who took childcare leave	94	193
Percentage of female employees who took childcare leave	100%	100%

Male Employees Who Took Special Childcare Paid Time Off* ²	ORIX Corporation	10 ORIX Group companies
Number of male employees who took special childcare paid time off* ³	45	110
Percentage of male employees who took special childcare paid time off	28.7%	38.2%

*¹ The ratio of working mothers to total number of female employees

*² Special childcare paid time off system gives special paid leave days to employees who are raising infants under 12 months who have not acquired childcare leave. This system was introduced with the purpose of creating a workplace where all employees can work comfortably. It aims to do this by expanding opportunities for male employees to participate in childcare and helping to raise awareness surrounding balance between work and family

*³ Number of employees whose spouse gave birth between April 2019 and March 2020 who took special childcare paid time off by the end of March 2021

▶ Number of New Employees (For March 2021)

	ORIX Corporation	10 ORIX Group companies
New employees total	127	605
Male new graduate recruits	35	117
Female new graduate recruits	33	136
Male mid-career recruits	47	236
Female mid-career recruits	12	116
Percentage of female recruits as part of overall new recruits	35%	42%
Percentage of mid-career recruits as part of overall new recruits	46%	58%

▶ External Evaluation and Awards



Note: ORIX Group companies refers to 10 companies: ORIX, ORIX Rentec, ORIX Auto, ORIX Credit, ORIX Real Estate, ORIX Computer Systems, ORIX Bank, ORIX Life Insurance, ORIX Eco Services and ORIX Asset Management & Loan Services. The total number of employees at these 10 companies as of March 31, 2021 was 10,363, which is 31% of all employees

For further details on Personnel-related Information and External Evaluation and Awards:

▶▶▶ [Personnel-related Information](#)

Social Contribution Initiatives

Initiatives to Benefit Children

- ORIX, the ORIX Miyauchi Foundation, and the ORIX Buffaloes donated vegetables such as spinach, crown daisy (otherwise known as chrysanthemum greens), and other vegetables grown on a farm operated by ORIX to 45 facilities as of June 2020. Such facilities include children's cafeterias and childcare facilities in Osaka Prefecture, which depend upon support for foodstuffs as a consequence of the effects of COVID-19. Donating excess vegetables resulting from production and shipment adjustments have also helped to reduce food loss.



Donating vegetables to the Children's Cafeteria



Dishes made from donated vegetables

- Yayoi offers an educational support program "Yayoi School" with the aim of helping participants gain practical, hands-on accounting skills. As of June 30, 2020, there are 239 schools—mainly commercial high schools—that use Yayoi School.

For other Social Contribution Initiatives:

▶ ▶ ▶ [Social Contribution Initiatives](#)

For Social Contribution Initiatives by the following organizations:

▶ ▶ ▶ [ORIX Miyauchi Foundation \(Japan\)](#)

▶ ▶ ▶ [Robeco Foundation \(Netherlands\)](#)

Environmental Conservation Initiatives

- ORIX Bank donates 30 JPY to tree planting for every customer that accepts paperless documentation, which will help contribute to the shift to paperless operation. ORIX Bank donated 392,160 JPY—equivalent to 78 seedlings—for 13,072 customers from January to June 2021 to revitalize the forest in Ashikawa, Fuefuki City in Yamanashi Prefecture.



Tree planting in Fuefuki City, Yamanashi Prefecture

- The Sumida Aquarium participated in the *Kaibori* held at the Mangeike Pond in Sumida Ward - an initiative to protect living things and improve the waterside environment. Making the most of knowledge gained from raising creatures in aquariums, the Sumida Aquarium engaged with local participants and worked to protect the environment by identifying and recording the names of rescued creatures.



Kaibori

Community Contribution Initiatives

- Daikyo Astage and Anabuki Community are being entrusted with the role of wire fraud damage prevention advisor by the Tokyo Metropolitan Police Department. As of the end of March 2021, roughly 3,000 management staff have completed a Wire Fraud Damage Prevention Advisor course, and staff regularly speak to residents directly to share information and carry out other forms of preventative action.



Advisory certificate award ceremony

- ORIX Australia Corporation Limited (OACL) supports the hunger relief organization Foodbank and the early-career cancer researchers funding organization Cure Cancer Australia. OACL also provides direct funding for early learning and youth employment opportunities through United Way—an international network that supports children and youth in the local community.



OACL staff United Way volunteers