CELEBRATING ACHIEVEMENT

SOCIAL

DEVELOPMENT AND RECOGNITION

Employee Engagement

Canon Australia's annual Employee Engagement Survey was conducted in October 2008, with significant improvements reflective of the greater support employee's felt for the organisation's goals and objectives following last year's transformation. The Canon Finance Australia (CFA) division recorded the greatest improvement, with the support of the employee engagement committee, which was developed to take initiatives in improving engagement scores.

Actions plans are currently in place to address the areas of greatest concern raised in the employee survey, such as needing policy improvement, retaining talent within Canon and maintaining customers. Employees recognised Canon's focus on workplace health, safety and security and identifying the effective processes in place for consultation and resolution.

The relaunch of Canon Australia's employee reward and recognition program has improved the ease and incentives for employees to nominate high-performing colleagues through the i-Celebrate Award system, for awards such as the Annual San-ji Spirit Award trip to Hayman Island. Other key initiatives such as flexible workplace arrangements and women's interest programs are currently being trialled and implemented.

Health and Safety

CHESS, Canon's new health environment and safety management system, was launched in December 2008. The new system allows all staff to report HSE hazards and incidents online - quickly and easily. It also provides a much better method than our previous paper system for tracking actions taken to address reported hazards and incidents, giving us confidence of an effective and timely response.

Together with the dedication and enthusiasm of our Branch Health Safety and Environment Committees, CHESS has already led to a significant increase in the number of hazards and incidents reported in 2008 compared to 2007. This can be seen in the data, which shows an increase in reporting of both hazards and incidents across most States and for all types of reports. Although there has been an increase in the number of injuries reported in 2008, there has only been one additional lost time injury. This means that more minor injuries are being reported, which improves understanding of the hazards in the workplace and opportunities to address them.

SOCIAL PERFORMANCE DATA						
	2008			2007		
	CA/CFA	CNZ [2]	CISRA	CA/CFA	CNZ	CISRA
Total number of permanent employees [1]	1021	259	288	1153	262	296
Total number of employees who left	207	45	43	280	Not reported	45
Employee turnover rate	20.3%	17.4%	14.9%	24.3%	Not reported	15.2%
Total number of injuries resulting in lost time	17	4	3 [3]	32	5	4
Percentage of total workforce represented in formal joint management - worker health and safety committees that help monitor and advise on occupational health and safety programs	100%	95%	100%	100%	92%	100%
Operations identified as having significant risk for incidences of forced or compulsory labour	0	1	0	0	-	0
Total number of incidences of non-compliance with regulations and voluntary codes concerning products and service information and labelling by type of outcome	0	0	0	0	-	0
Incidences of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services	0	0	0	0	-	0

CA=Canon Australia. CFA=Canon Finance Australia. CNZ=Canon New Zealand.

Canon New Zealand data does not include Lamberts.

This data excludes contractors, casuals and fixed term contractors.

[1] In 2008, CA/CFA had 162 contractors, casuals and fixed term contractors. CiSRA had 19 and CAN data was not reported.

[2] Only the total number of permanent employees where verified for CNZ.

[3] This calculation includes lost time injuries that did not result in a compensation claim

*The relaunch of Canon Australia's employee reward and recognition
program has improved the ease and incentives for employees to nominate
high-performing colleagues through the i-Celebrate Award system.*

Reports by Type YTD

Legend: ■ Dec 07 ■ Dec 08
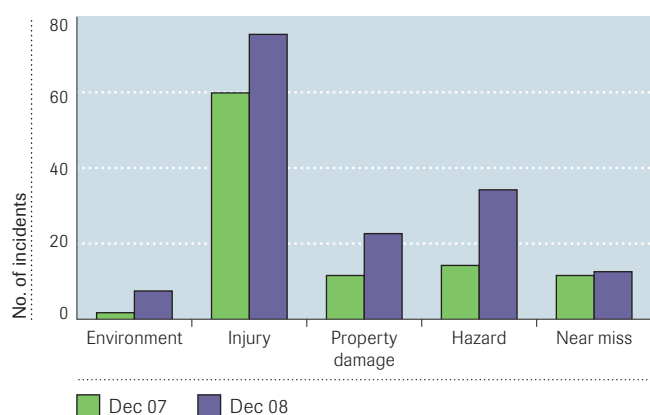
Incidents YTD by state (excluding Hazards)

Legend: ■ Dec 07 ■ Dec 08
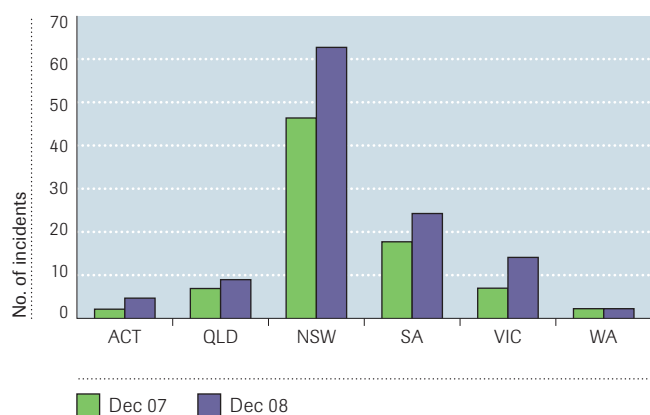
Supporting the Community

Putting the *kyosei* philosophy into practice, Canon Oceania pursues a diverse community support program that is relevant to each field of business and, where possible, allows employee involvement. Among them, Canon supports activities that benefit charities, community groups as well as individuals:

SELPHY Giggle Squad

Throughout November and December 2008, Canon Australia supported leading children's charity, Camp Quality, with the SELPHY Giggle Squad. Featuring a team of roving entertainers, the group toured local shopping centres and parks in Sydney, Melbourne, and Brisbane raising money through laughter.

Supporting the motto 'laugher is the best medicine', the squad encouraged people to laugh into a specially made Giggle-o-Meter. For every giggle contributed, Canon donated $1 to Camp Quality – raising $10,000 for sick children and their families.

Salvation Army Christmas Gift Appeal

Each festive season, Canon Australia employees generously donate gifts to families in need via the Salvation Army Christmas Appeal. In 2008, hundreds of toys and hamper items were collected and distributed to local charity collection centres – including Oakleigh, VIC, and Campsie, NSW.

Barnardos Australia

On December 17, 2008, a group of thirteen Canon Australia employees volunteered to spruce up Barnardo's Kingston House in Sydney, NSW – a charity-based accommodation facility for young people. Armed with brushes, tins of paint and a passionate attitude, the crew spent many hours revitalising the exterior of the old brick building – just in time for Christmas.

SELPHY Giggle Squad

SOCIAL

2008 Environmental Grants

The winners of the 2008 Canon Australia and New Zealand Environmental Grants were proudly announced to the public in October. The successful applicants were:

Australia

- Northern Rivers Wildlife Carers (NSW)
- Wesley E-Recycling (NSW)
- Dolphin Research Institute (VIC)
- Goolwa to Wellington Local Action Planning Board (SA)
- Albany Senior High School (WA)

Now in its third year, the grants assist groups working on environmental projects throughout Australia by providing $5,000 worth of Canon products to each recipient.

The scope of the 2008 grant-winning projects include rescuing, recording and rehabilitating injured native wildlife; diverting e-waste from landfill while supporting people with disabilities; ensuring the well-being of dolphins and their marine habitat; monitoring wetlands, re-vegetation of bushland and conducting grazing trials; and monitoring fish populations.

New Zealand

- Department of Conservation, Wellington;
- Hamilton Zoo;
- Falcon for Grapes Program, Canterbury;

Each group received Canon products to the value of $5000 to assist with their projects: the study of humpback whales in New Zealand waters;the relocation of threatened falcons in the Wairau Valley; and observation work on native Hochstetter frogs.

Canon New Zealand's Big Pink Pic

Canon New Zealand supported Breast Cancer Awareness Month on October 11, 2008, with the Big Pink Pic. Nearly a thousand people posed for a photo opportunity in Auckland Domain, forming the shape of a huge pink Breast Cancer Ribbon. Photographer Norrie Montgomery was hoisted 50 feet in the air to take the spectacular shot.

Canon continued to capture the memory on the ground with a photo booth, where participants made a gold coin donation to have their photo taken and printed using Canon gear. All funds raised were donated to the New Zealand Breast Cancer Foundation.

Canon E-Day

On October 4, 2008, Canon New Zealand supported the environment with their E-Day event. Employees volunteered to assist with the collection of E-waste items at 23 local collection points throughout Auckland. All up, more than 926 tonnes of e-waste were diverted from local landfill.

For further information on Canon Australia's involvement in the community please see the Canon website www.canon.com.au

Albany Senior High School (WA)

Canon New Zealand's Big Pink Pic