

Sustainability Promotion System

Implementation Framework

System and Framework

The Nikon Group had previously established a CSR Committee, but in April 2022, this committee was renamed the Sustainability Committee.

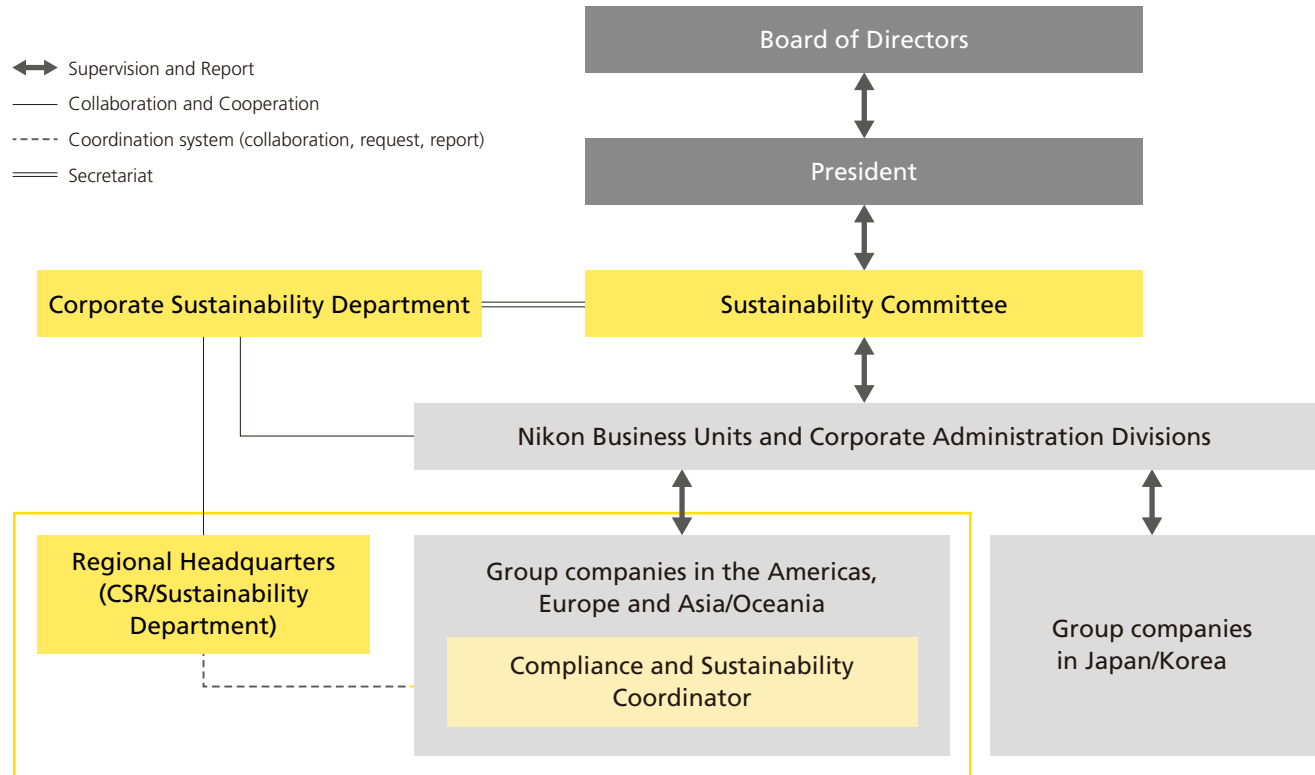
The Sustainability Committee deliberates on overall management and decision-making related to sustainability activities, including identifying materialities, setting targets for materiality issues, checking the progress of each measure, evaluating performance, and directing improvements. In principle, committee meetings are held twice a year. At the same time, lectures by experts and discussions are held to enhance each committee member's knowledge of global social issues and trends.

In the fiscal year ended March 2022, in addition to regular committee meetings, an extraordinary committee meeting was held to clarify that the committee will work in accordance with the Sustainability Policy decided by the Board of Directors, and to review the composition and roles of committee members to ensure that decisions are known and thoroughly communicated throughout the Group. The committee also discussed the appropriateness of each organization's sustainability goals for the fiscal year ending March 2023.

The Sustainability Committee is chaired by the president, vice-chaired by the responsible officer of the Corporate Sustainability Department, and the members are comprised of members of the Executive Committee and all general managers responsible as heads of the business units and divisions, with related department managers participating as observers. The deliberations are reported to the Board of Directors, which manages and supervises the appropriateness and effectiveness of activities as well as associated risks.

The Environmental Subcommittee and the Supply Chain Subcommittee have been established under the Sustainability Committee.

● Sustainability Promotion System (As of April 1, 2022)



Promotion System at Group Companies Outside Japan

The Nikon Group has established a sustainability department at each regional headquarters, in order to advance uniform and consistent sustainability initiatives across the Group companies while taking into account the characteristics of each region where they are located, including culture, customs, language, etc.

We divide the geographic areas where we operate into four regions (excluding Japan), and the sustainability departments of Nikon and of each regional headquarters puts in place systems for the promotion of sustainability within their jurisdiction. In the fiscal year ended March 2022, as part of the review of our global governance structure, we abolished the CSR Committees that had been established in each region and decided that each company will promote sustainability in tandem with its business, with the CSR/sustainability departments at each regional headquarters supporting those activities. Furthermore, a Compliance and Sustainability Coordinator is appointed at each company to ensure collaboration.

In addition, a Sustainability Global Communication Meeting is held once a year, with participants representing the CSR/sustainability department at each regional headquarters. At this meeting, information regarding social trends in each region, progress made in sustainability activities, and issues that need to be addressed, is shared and discussed.

Activities Aimed at Raising Employees' Sustainability Awareness

Activities and Results

The Nikon Group publishes a quarterly newsletter in 14 languages covering activities related to the SDGs and sustainability-related news within and outside the Group, with the aim of raising sustainability awareness among employees. In addition, a sustainability page has been established on our Group portal site (Japanese), with new content posted every two weeks regarding sustainability awareness-raising and the current status of related Group activities. In the fiscal year ended March 2022, we disseminated information on various themes, including the environment, human rights, diversity and inclusion, compliance, and corporate citizenship activities, to raise awareness and encourage employee participation in activities.

In addition, Nikon held a talk event for employees in Japan using a web conferencing system. To create an opportunity for people to casually talk and think about sustainability, the event was held during lunch time and covered topics such as food loss and SDGs in the workplace. We also created sugoroku so that employees could have fun while learning about Nikon's SDGs, and used them in training for new hires.



Nikon's SDG sugoroku

Participation in International Initiatives

Activities and Results

The Nikon Group aims to enhance the optimization and effectiveness of its activities by working together with various groups through involvement in international initiatives.

Participation in Environmental Initiatives (→ P53)

Joining the UN Global Compact

Nikon became a signatory to the UN Global Compact (UNGC) in 2007. We respect the ten principles covering the four areas of human rights, labor, environment and anti-corruption. Through the UNGC, the Nikon Group acquires a global perspective on social challenges as well as gaining opportunities to share information with other companies and build a network with experts.



● Main Achievements for the Fiscal Year Ended March 2022 in Relation to the Ten Principles of the UN Global Compact

	Principle	Policy	Jurisdiction	Achievements
Human rights/ Labor	1·2/3·4·5·6	Nikon Human Rights Policy	CSR Committee*	We provided e-learning on human rights for all Nikon Group employees in Japan. In addition, a handbook for inclusive communication was created to deepen consideration of human rights in advertising and promotions.
		Nikon CSR Procurement Standards	Supply Chain Subcommittee	Conduct CSR assessment, audits, and corrective actions once every three years for procurement partners that are selected based on risk assessment from various perspectives. In the current fiscal year, of the total 211 companies that were subject to the CSR assessment in the fiscal year ended March 2021, we implemented corrective actions for 13 procurement partners that did not meet the management standards but had not yet implemented corrective actions.
		Responsible Minerals Sourcing Policy		In addition to conducting a 3TG survey of all business unit products, we also conducted a cobalt survey of some products using the extended mineral reporting template EMRT, newly issued by RMI in the fall of 2021. Responsible Mineral Sourcing Report and RMAP conformant smelter list.
Environment	7·8·9	Nikon Long-Term Environmental Vision	Environmental Subcommittee	Environmental Action Plan, an annual target, was established to achieve Nikon Medium-Term Environmental Goals. Deployment throughout the Group of Environmental management systems and implementation of initiatives.
		Nikon Green Procurement Standards	Supply Chain Subcommittee	From the fiscal year ended March 2021, we have conducted simultaneous environmental management system surveys of 799 procurement partners determined to be handling goods with a risk of containing prohibited chemical substances. The 65 procurement partners that the survey identified as having issues were asked to correct them, and all corrective actions were completed. In addition to this, assessments for environmental management systems evaluations and environmental partner certifications were conducted.
Anticorruption	10	Nikon Anti-Bribery Policy	Compliance Committee	Confirmation of the operation of anti-bribery guidelines using a self-inspection sheet. We conducted anti-bribery training in the Americas and Republic of Korea.

* This name was correct as of the fiscal year ended March 2022. Effective April 2022, the CSR Committee was renamed the Sustainability Committee.

Initiatives for RBA

With the aim of enhancing sustainability both within the Nikon Group and in the supply chain, Nikon joined the Responsible Business Alliance (RBA)* in May 2018. The RBA has established the RBA Code of Conduct to ensure that working environments remain safe and workers are treated with respect and dignity, while also setting standards for the fulfillment of environmental and ethical responsibilities within the supply chains of all member companies. In the fiscal year ended March 2022, in order to further disseminate the RBA Code of Conduct throughout the Group, we appointed RBA Promotion Leaders from the head office divisions to be in charge of group-wide promotion in the four categories of labor, occupational health and safety, environment, and ethics, and established a system for working with the Corporate Sustainability Department. In addition, Nikon is implementing measures to foster compliance with the RBA Code of Conduct throughout the supply chain: for example, by asking procurement partners to implement the RBA self-assessment and make effective use of relevant educational materials.

* The Responsible Business Alliance (RBA) is an international industry coalition dedicated to corporate social responsibility in global supply chains (labor, occupational health and safety, environment and ethics). Initially, the RBA was founded primarily by three leading U.S. electronics companies; its membership has since expanded to include firms in the automotive, retail and toy manufacturing sectors, among others.

Promoting CSR Procurement (➡ P95)