

Priority Issue 9 Promoting the Success of Diverse Employees



Reason for Priority

As we develop our business globally, we have employees with a variety of social backgrounds and values around the world. We are required to recognize the diversity of each and every employee and provide an attractive workplace where they can all thrive professionally in order to grow sustainably and to secure outstanding human resources.

Commitment

Creating a corporate culture that can continue to drive the creation of new value while reinforcing, manufacturing capabilities is necessary for Nikon to achieve our Medium-Term Management Plan and make it into the foundation for sustainable growth. Toward this end, it is important to create an attractive environment that embraces diversity while enabling employees to reach their full potential. We believe that this represents one of Nikon Group's most important social responsibilities. Specifically, we engage in fair evaluations and treatment that emphasize performance regardless of age or gender, and we provide support for employees to consider their careers independently and develop their skills. Also, we strive to manage employee health and safety rigorously for a greater sense of security. Moreover, we believe that utilizing women in the workplace in Japan is an important issue to address. We will continue to establish a workplace environment where women working at the Nikon Group can play an active role.

Takumi Odajima

Senior Vice President and Director, General Manager of Human Resources & Administration Division

What We Intend to Achieve in 3 to 5 Years	Targets for the Fiscal Year Ended March 31, 2019	Results	Scope
Making diversity and inclusion a core pillar of human resource development	Achieve a female ratio of management positions of 5% by March 31, 2023 ¹	Achieved a female ratio of management positions of 5.1% as of February 2, 2019	Nikon
	Attain a 25% or higher female ratio in regular recruitment at Nikon	Attained a 23% female ratio in regular recruitment at Nikon	Nikon
	Formulate activity plans to increase the percentage of employees with disabilities at each Nikon Group in Japan to at least 2.3% of by June 1, 2021, and implement the first phase of this plan	After formulating activity plans to promote employment of employees with disabilities, promoted the first-year activity plan and attained percentage of employees with disabilities of at least 2.3% at nine Nikon Group companies in Japan	Nikon Group in Japan
Productivity enhancement and work-life balance improvement through measures including support for diverse working styles	Increase the percentage of employee taking at least 14 days of annual paid leave to at least 70%	Attained a 72.5% of employees taking annual paid leave, 14.5 days on average	Nikon
	Reduce the number of employees working excessive overtime ² 60 hours or more per month (on a monthly average basis)- to "0"	Reduced the number of employees working excessive overtime 60 hours or more per month (on a monthly average basis)- to 0	Nikon
Promotion of health and safety	Reduce occupational accidents in all the Nikon Group in Japan attributed/related to work ³ to less than 40	There were 38 occupational accidents in the Nikon Group in Japan attributed /related to work	Nikon Group in Japan

¹ The numerical targets were adjusted in order to revise the definition of "management positions" accompanying the revision of the HR management system that was implemented in April 2018.

² Overtime is defined as the number of hours obtained by deducting the statutory working hours per month (i.e. 40 hours × the number of days in the month ÷ 7) from the total number of hours worked per month (including work performed on weekends and public holidays etc., but excluding annual paid leave, absence without leave, and compensatory days off).

³ Excluding traffic accidents while traveling on business, and excluding accidents involving falls etc. where the accident was mainly due to individual carelessness.

Fair Treatment and HR Development

The Nikon Group conducts fair evaluations following the philosophy of pay for performance and we promote HR development by supporting employees in their independent career and skills development efforts, regardless of age or gender.

Basic Philosophy on HR Management System

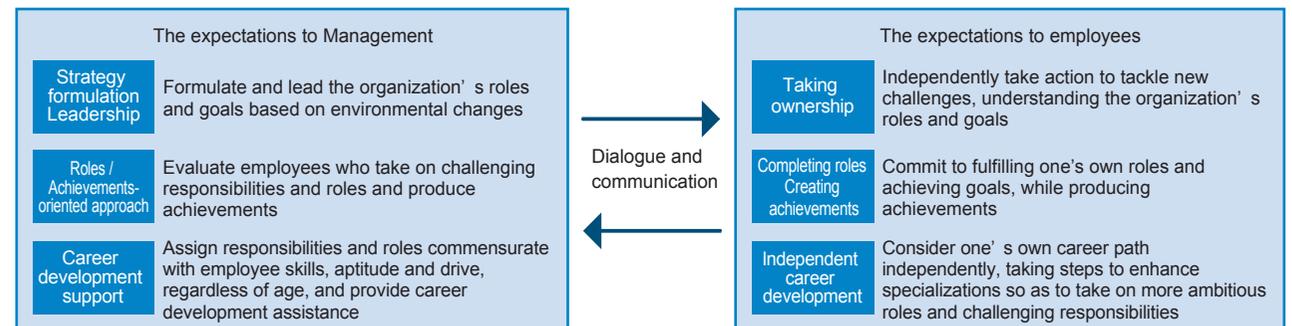
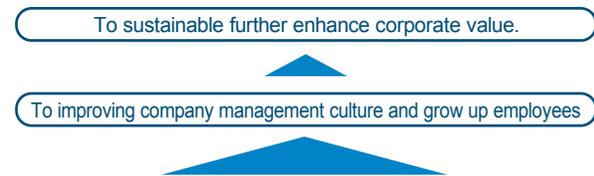
The Nikon Group values dialogue and communication. Our basic policy is to develop a working environment where employees can contribute their drive and skills to the fullest. Based on this policy, HR management systems are in place at each individual Nikon Group company. The Nikon Group conducts fair evaluations with emphasis on performance, irrespective of both age and gender, and encourages employees to fulfill their responsibilities and roles and produce achievements. Employees are placed in jobs and roles based on their aptitude, skills and drive, and we support them to develop their own careers and work on skills development.

Nikon's HR Management System

Nikon is also in the process of a restructuring plan aimed at improving its profitability and transforming its management culture. As part of this, we fundamentally reviewed our HR management system and transitioned to a new system in April 2018 that focuses more on job accountability and achievements. Following the transition to a new HR management system,

we ensure that managers are able to properly evaluate the responsibilities and roles of the employees they are in charge of and to fully explain the results of these evaluations. Furthermore, performance evaluations are determined based mainly on target achievements, while HR departments monitor the status of interviews for setting targets and performance evaluation interviews. In addition, we have newly introduced multifaceted evaluations where the management actions and skills of managers are fed back from those around them, in an effort to enhance management capabilities.

Purpose of Nikon's New HR Management System



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Nikon's Main Systems for Career Development

Profile System

The profile system provides employees with the chance every year to look back on their duties and personal growth and think about their future career vision taking into account the company's expectations. Employees are interviewed by their supervisor to brainstorm ways to develop their individual career.

Career Counseling

We have established offices where employees can consult about improving their skills and advancing their careers if they so desire.

Open Recruitment System

The open recruitment system enables employees to apply for open recruitment when a new employee is required by a department, such as when launching new projects or expanding businesses.

Career Matching Support System (FA System)

The career matching support system allows employees actively seeking to develop their career to request a transfer once a year to seek out new challenging opportunities inside the company.

Human Resource Development

At the Nikon Group, we offer training and educational programs linked with the HR systems of Group companies. Nikon provides training and educational programs to support employees looking to enhance their own employability.

In addition, we are working to strengthen management, including by providing training for employees newly promoted to manager to foster better understanding of their new roles. Furthermore, we provide training for select employees with the purpose of systematically developing management resources and developing the future leaders of the company at an early stage in their career.

In the fiscal year ended March 31, 2019, we held feedback training based on the results of multifaceted evaluations newly introduced this year as part of our efforts to enhance management capabilities. A total of 435 managers participated. During this training, participants analyzed their own evaluation and incorporated what they learned into an action plan that will be used for future management. Moreover, we take inventory of skills and careers in implementing career development training in preparation for each employee's future at appropriate ages to promote the autonomy and independence.

In the fiscal year ended in March 31, 2019, we conducted training on the themes of "personal growth" and "career within an organization" for employees of age 35 in addition to existing career development training targeting employees of age 50.

In the fiscal year ended in March 31, 2020, we will further expand the target age group to include career development training for employees of age 45 in support of their careers. As training and education geared toward those above and other employees, Nikon held a total of 257 training courses organized by departments specializing in education, which were attended by a total of 4,667 employees.

In the fiscal year ended March 31, 2019, on average, Nikon employees spent 2.3 days undergoing training. Training participants are given a questionnaire on their training course to complete, which is then used to assess training curriculum and make continual improvements. Employees of the Group companies in Japan can also take a part in training courses offered by Nikon.

Developing High Level Manufacturing Capacity

The Nikon Group provides various training in promoting advanced manufacturing capabilities, including specialized technical training by field for new hires, as well as employee training based on job duties and experience.

Nikon has been providing training on a long-term basis including technical training for new hires to acquire basic monodzukuri (manufacturing) skills as well as basic training to cultivate design developers who will acquire the know-how encompassing all processes including an upstream process to a downstream process for monodzukuri.

Moreover, mid-level designers receive practical training on processing to acquire general knowledge on manufacturing, which aims to promote advancement in skills.

Furthermore, Nikon has also been offering training for cultivating optical designers in maintaining and advancing opto-electronics technologies, one of its core technologies. The training entails both fundamental knowledge of theories as well as sharing of the company's specific technology and skills.

In the fiscal year ended March 31, 2019, quality management training was revamped to become more targeted including separate sessions for upper management, management and newer employees, in order to promote problem solving skills.

In the fiscal year ending March 31 2020, the training program targeting young technicians will be restructured to further advance design and the basics of production technology capabilities.

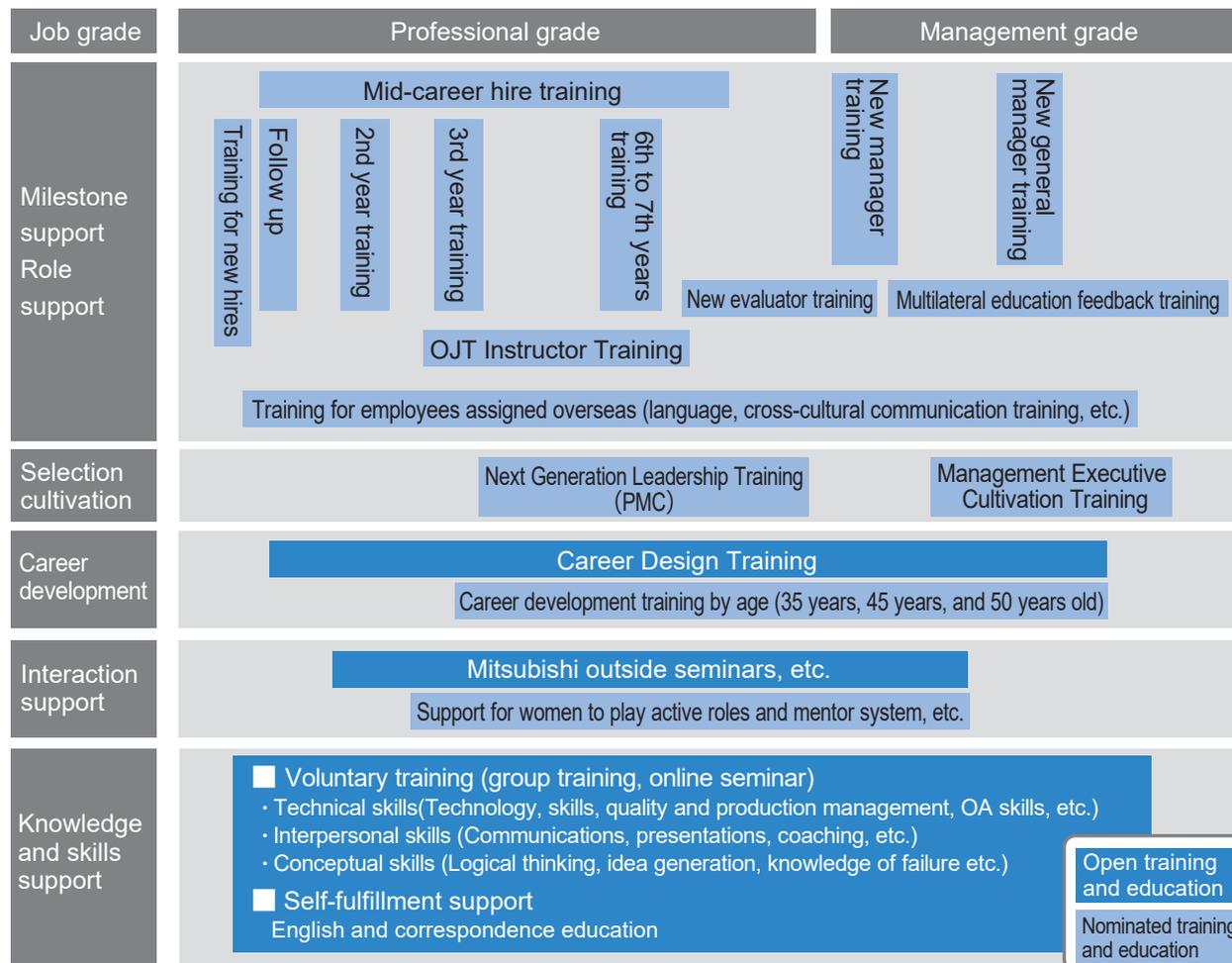
Examples of Training Offered by Nikon

- Selection training aimed at cultivating the next generation of leaders and management personnel
- Training to foster understanding about new roles, such as when employees are newly promoted to management positions, including division head or section head
- HR training and education carried out systematically for several years from the first year of joining the company
- Career development training at certain milestones
- Targeted training for women and managerial candidates
- Application-based training for improving skills and knowledge through independent initiative
- Support for employees wanting to improve their English proficiency

Annual Number of Training Days Per Employee (Fiscal Year Ended March 31, 2019) (Unit: days)

		Number of training days on average
Nikon	Managers	1.7
	Non-managers	2.3
	Men	2.1
	Women	3.0

Education and Training Structure Diagram



* Education and training structure implemented by the specialized education department of Nikon, which excludes education and training provided independently by different business departments.

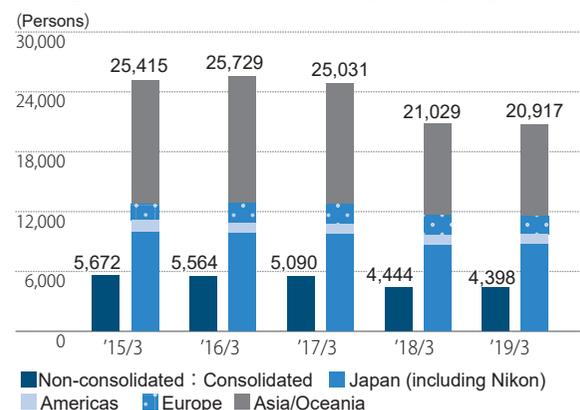
Promoting the Success of Diverse Employees

The Nikon Group respects the diversity and human rights of employees that come from various backgrounds. We actively strive to build an environment allowing success by maximizing the skills of each and every employee.

Respect for Diversity

The Nikon Group takes rigorous steps to respect the diverse and human rights of employees, and provides fair treatment. Our goal is to provide a workplace where our employees can thrive professionally as a team utilizing their individual skills and talents. Specifically, we respect the individuality and human rights of our people and provide them with workplaces where they can be highly motivated, regardless of race, beliefs, gender, educational background, nationality, religion, or age. In addition, our approach emphasizes diversity in our corporate culture by positioning the ability to accept diversity as one of the competencies of the Nikon Group. Human Resources Department at Nikon in Japan takes on women's empowerment and supporting persons with disabilities as priority issues.

Changes in the Number of Employees by Region



* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of Group companies. For regional figures, employees of Nikon who are seconded to the affiliates are counted as those of the affiliates. Employees of Nikon Metrology NV and its subsidiary group companies are included in the European figures.

Women in the Workplace

The Nikon Group conducts the same hiring and treatment of employees regardless of gender. In recent years, we are working to promote the more active involvement of female employees in Japan. Specifically, this involves our response to the Act on Promotion of Women's Participation and Advancement in the Workplace enacted in April of 2016. In terms of the low number of female employees and females in management positions, we have established an action plan, along with detailed numerical targets, and are now making efforts to achieve the targets set forth therein. In May 2016, we obtained Eruboshi* (level 2) certification for our efforts in promoting the active involvement of women in the workplace.



* Eruboshi
The nickname given to a certification mark established under the Act on Promotion of Women's Participation and Advancement in the Workplace that is awarded to companies and corporations with an excellent track record in women's empowerment by the Minister of Health, Labor and Welfare. There are three levels of certification based on the number of items cleared.

Increasing the Number of Female Employees

The ratio of female employees at Nikon as of the end of March 2019 was 13%. We have set a target to reach a ratio of 25% or more females during regular hiring to further increase the ratio of women working at Nikon. We have participated in several joint job fairs for women and also held events such as informal gatherings with our female engineers aimed at the above target.

The ratio of females hired during regular hiring reach 23% in the fiscal year ended March 31, 2019, falling just short of the target. In the fiscal year ending March 31, 2020, we intend to carry out more proactive efforts in hiring so that we can achieve the target of at least 25%.

Increasing the Ratio of Females in Management Positions

Nikon has established the target to have 5% of Nikon's management positions occupied by women by the end of March 2023. We are actively supporting both career development and work-life balance aimed at reaching this target.

Following changes in our HR management system in April 2018, we revised the definition of manager and as a result we achieved the 5% target in February 2019 well ahead of the plan. As of March 31, 2019, the ratio of Nikon's management positions occupied by women stood at 5.1% (30 persons). Of these 4.1% represented women in general manager or higher ranking positions (1.3% at Group companies Japan). The ratio of women in manager positions was 5.3% (4.4% at Group companies Japan). Furthermore, we established a new target to increase the number of management positions occupied by women by 20% compared to March 31, 2019 before the end of March 2022.

We are focusing on ongoing career development support and building employee-friendly workplaces.

Ratio of Female Employees

(Unit:%)

		'15/3	'16/3	'17/3	'18/3	'19/3
Women	Nikon	10.3	10.6	11.0	11.5	13.2
	Group companies in Japan	16.5	15.9	16.8	15.5	13.5
	Group companies in Europe	66.8	66.6	65.5	24.2	24.7
	Group companies in the Americas				29.2	25.5
	Group companies in Asia/Oceania				72.5	71.7
Nikon Group		—	—	—	40.5	41.0

* Permanent employees and non-regular staff of the Nikon Group (consolidated). From the fiscal year ended March 31, 2015 to 2018, employees who were seconded to affiliates are counted as those of their original companies. In the fiscal year ended March 31, 2019, employees seconded to affiliates are counted as those of the affiliates.

Ratio of Females in Management Positions

(Unit:%)

		'15/3	'16/3	'17/3	'18/3	'19/3
Women	Nikon	4.1	4.7	5.7	5.8	5.1
	Group companies in Japan	2.2	2.4	3.7	2.5	3.3
	Group companies in Europe	25.0	28.0	26.5	21.6	20.1
	Group companies in the Americas				31.4	21.9
	Group companies in Asia/Oceania				29.8	21.4
Nikon Group		—	—	—	13.1	12.1

* Permanent employees and non-regular staff of the Nikon Group (consolidated). From the fiscal year ended March 31, 2015 to 2018, employees who were seconded to affiliates are counted as those of their original companies. In the fiscal year ended March 31, 2019, employees seconded to affiliates are counted as those of the affiliates.

* The fiscal year ended March 31, 2018 and 2019, the Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

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Career Development Support

Nikon has introduced a mentor program for promoting women's career development. In the fiscal year ended March 31, 2019, mentoring was provided for six months involving 20 people (10 mentor-mentee pairs), with managers serving as mentors. In addition, we have continued to offer self-fulfillment seminars to help female employees develop their skills and build networks since the fiscal year ended March 31, 2009. In the fiscal year ended March 31, 2019, 16 female employees from the Nikon Group participated.



Self-fulfillment seminar

Utilizing a Diverse Workforce

Nikon aims to achieve true globalization and work place diversity as a way to further enhance corporate value. We actively pursue diversity in our recruitment activities in order to continue to provide all employees with a workplace where individuals with different values and experiences can draw inspiration from each other and generate synergies, regardless of gender, nationality, religion or age.

Globally-minded Hiring

In the fiscal year ended March 31, 2012, Nikon took part for the first time in an employment forum for international students held in Boston, United States, to recruit foreign national students studying abroad with a desire to work for Japanese companies after graduation. At this forum, we recruit Japanese nationals and foreign national students studying abroad.

In the fiscal year ended March 31, 2019, we also participated in an employment forum held in San Francisco in the United States.

Nikon also hires new graduates in the fall (October), in addition to April, for a flexible approach to hiring in line with employment systems in Japan and overseas. Through these initiatives, Nikon is aiming to provide a work environment that embraces and stimulates people of diverse backgrounds.

Reemployment System for Retirees

The Nikon Group in Japan provides employment opportunities to employees who have reached the mandatory retirement age of 60, if they so desire. Nikon reemploys all workers of mandatory retirement age who so request it and satisfy the requirements.

In the fiscal year ended March 31, 2019, we reemployed about 90% of all workers of mandatory retirement age, and these employees are now playing an active role within the Nikon Group.

A Life Plan Seminar for post-retirement living is also held for employees who will reach mandatory retirement age in the following year. In the fiscal year ended March 31, 2019, 126 employees attended this seminar.

Supporting People with Disabilities

The Nikon Group is working to establish an environment that enables each and every employee to make the most of his or her individuality and abilities regardless of any disability.

As an initiative to achieve this, in the year 2000 we established Nikon Tsubasa Inc., a special subsidiary of Nikon. Supported by experienced staff and instructors, a total of 37 employees, including 35 intellectually disabled people, worked for the company as of March 31, 2019.

Nikon Tsubasa Inc. is contracted to perform work from other Nikon Group companies. This work includes such tasks as processing, assembling, and packaging components, and disassembling cameras for recycling.

Nikon Tsubasa Inc. accepts tours from companies, schools and support organizations with the goal of fostering understanding about the work of people with disabilities.

A total of 432 people from 87 organizations took part in the fiscal year ended March 31, 2019. Furthermore, Nikon Tsubasa supports the social inclusion and work of people with disabilities by accepting 12 trainees from welfare facilities and schools for the disabled.

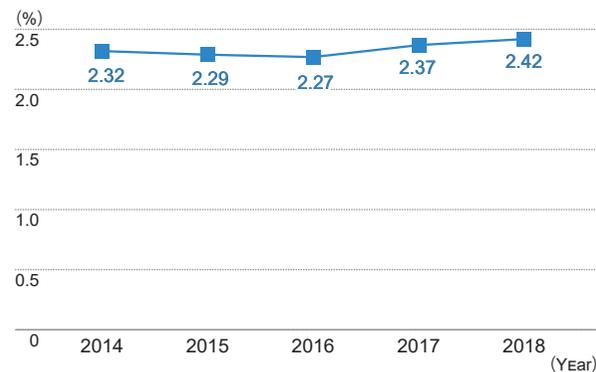
The statutory employment rate of people with disabilities was met after the four companies of Nikon, Nikon Tsubasa Inc., Nikon Systems, and Nikon Business Service received group certification.

Going forward, the Nikon Group will work to increase contract work given to Nikon Tsubasa in an effort to support the employment and social participation of people with disabilities.

[▶ Nikon Tsubasa Inc.](#)

<http://www.nikon-tsubasa.co.jp/> (in Japanese)

Changes in Employment of People with Disabilities under Group Certification



* The rates are as of June 1 of each year.

Column

We Are Carrying Out Initiatives to Promoting the Hiring and Providing Career Support for People with Disabilities

We host meetings for promoting the hiring of people with disabilities twice a year in order to implement initiatives for promoting the hiring and providing career support for people with disabilities across the entire Nikon Group in Japan. Persons in charge of and responsible for HR at the Nikon Group in Japan take part in these meetings to share best practices concerning the employment of people with disabilities and to discuss ways of raising awareness inside the company. In this manner, each company is working together to maintain and improve the employment rate of people with disabilities. In December 2018, we invited human rights educator, Ms. Sayoko Nakano, to speak at the meeting. Her talk focused on the theme of eliminating barriers in people's minds, and served as an opportunity for participants to think about reasonable accommodations for people with disabilities based on the example of the awareness-raising certification marks. Participant feedback included comments such as "The talk was easy to understand and put into practice for anyone. I was able to broaden my understanding of people with disabilities." Nikon has established a target to increase the employment rate of people with disabilities to at least 2.3% of the total workforce at every Nikon Group company by June 2021. In the fiscal year ended March 31, 2019, we compiled a three-year plan on the employment of people with disabilities based on the issues faced by each company and implemented the first year action plan. As of March 31, 2019, nine Nikon Group companies in Japan had an employment rate of people with disabilities of greater than 2.3%.



Meeting for promoting the hiring of people with disabilities

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Supporting Diverse Work Styles

The Nikon Group is working to raise the efficiencies of work styles with the goal of increasing labor productivity and securing a diverse workforce.

Our goal is for employees to achieve work-life balance while also having a high degree of motivation at work.

Working on Reducing Working Hours

The Nikon Group is working to reduce working hours. In the fiscal year ended March 31, 2019, Nikon carried out a number of initiatives after establishing the specific targets of reducing the number of employees who work excessive overtime of more than 60 hours per month to zero and ensuring at least 70% of annual paid leave days are taken by employees. As a result, we were able to achieve both targets. The ratio of annual paid leave days taken by employees was 72.5%. The main measures implemented by Nikon are as follows.

Countermeasures against Long Working Hours

- Cooling System which intended to prevent certain individuals from taking on excessive overtime work
- Thoroughly implemented health exams covering excessive overtime work
- Held interviews with workplaces that have long working hours and provided instructions for improvement

Encouragement to Take Annual Paid Leave

- Established the company-wide annual paid leave
- Established days encouraged for taking annual paid leave (days in between holidays)
- Established system for systematically taking five days of annual paid leave
- Pushed supervisors and employees who take few days of annual paid leave to take annual paid leave

Other Initiatives to Reduce Working Hours

- Introduced flextime work
- Required applying in advance for overtime
- Established no overtime day

Telecommuting

Nikon has established a telecommuting system. Originally, this system was reserved for only certain departments, but from April 2016 the scope of eligible employees was expanded so that employees from any department who meet the requirements can take advantage of this system. We eased procedural requirements for to enable employees to use the system more flexibly; for example, employees can now telecommute in half-day increments. In the fiscal year ended March 31, 2019, we held a trial involving all employees at certain administrative departments where we checked issues and effects of the system. As a result, some 166 departments and 434 employees used the system as of March 31, 2019. This is 4 times the number of users from the previous fiscal year. Nikon is working to improve productivity and promote work-life balance through the more concentrated and efficient execution of operations.

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Supporting Balance Care for Children and Other Family Members

Nikon helps employees balance care for children and other family members with their work. This is made possible through childcare leave up to the second birthday of children, staggered working hours for childcare or family care leave, reduced working hours, flextime with the possibility for reduced working hours as well as hourly leave.

Also, Nikon introduced an entry system to provide opportunities to rejoin the company for former employees with specialized skills or extensive work experience who left the company for child care, family care, a spouse's job transfer or other unavoidable reasons. We have obtained the Next-Generation Childcare Support Certification Mark (Kurumin mark for childcare support) for three consecutive terms in 2008, 2011 and 2015. In June 2018, we obtained the Platinum Kurumin mark*.



* Platinum Kurumin

This certification by the Minister of Health, Labour, and Welfare recognizes companies that have introduced a higher level of work-life balance assistance measures, from among those companies receiving the Kurumin mark after establishing an action plan pursuant to the Act on Advancement of Measures to Support Raising Next Generation Children.

Number of Employees Taking Children Leave

(Unit: Persons)

		'15/3	'16/3	'17/3	'18/3	'19/3
Nikon	Men	9	6	7	11	28
	Women	21	27	35	24	30
Group companies in Japan	Men	1	1	2	2	7
	Women	12	16	19	21	18

* Permanent employees and non-regular staff

Number of Employees Taking Family Care Leave

(Unit: Persons)

		'15/3	'16/3	'17/3	'18/3	'19/3
Nikon	Men	2	0	3	2	0
	Women	1	1	2	1	0
Group companies in Japan	Men	0	2	0	2	2
	Women	1	0	0	1	3

* Permanent employees and non-regular staff

Employees' Health and Safety

The Nikon Group recognizes a workplace environment that enables employees to work safely and actively, both physically and mentally, leads to the improvement of workplace vitality and productivity as well as personal life. Based on this idea, we are working on strict safety management and health maintaining and improving activities.

Health and Safety Activity Policies in Japan

The Nikon Group has established “the Nikon Group Health and Safety Activity Policies.” These policies are used to ensure the health and safety of employees—who are the foundation of corporate activities—and to promote improved productivity and work-life balance.

Nikon Group Health and Safety Activity Policies for the Fiscal Year Ended March 31, 2019 (in Japan)

Target:

Promote “work-style reform,” steadily implement basic health and safety activities, and promote comfortable and healthy workplaces that serve as a foundation for improved productivity

Three Policies:

- 1) Maintain and improve health and promote health management measures in work-style reform to improve employees' mental and physical health
- 2) Establish and implement management standards for chemical substances and role out the chemical substances management system across the entire company
- 3) Identify the risk of labor injuries using cross-functional audit activities and take thorough steps to prevent reoccurrence

Health and Safety Management System

The Nikon Group Health and Safety Activity Policies are established by the Central Health and Safety Committee. This committee is different from the mandatory Health and Safety Committee. It is made up of representatives from both labor and management and chaired by a director and senior vice president. The presidents of major Group companies in Japan also participate as observers. The Central Health and Safety Committee assesses and monitors regular health exams, stress checks, and occupational accidents at the Nikon Group in Japan. Based on this, it also incorporates measures to be implemented in the future into the Nikon Group Health and Safety Activity Policies for the subsequent fiscal year. Sendai Nikon Corporation acquired OHSAS 18001 certification for its occupational health and safety management system in December 2001, followed by Nikon (Thailand) Co., Ltd. in September 2010.

Raising Health and Safety Management Standards

Nikon provides health and safety training for new hires and foremen. Also, we provide health and safety training at Group companies in Japan that had a large number of occupational accidents in the previous fiscal year.

Starting in the fiscal year ended March 31, 2019, we launched activities with the goal to reduce occupational accidents at the Nikon Group in Japan attributed/related to work* to less than 40 and carried out activities.

In the fiscal year ended March 31, 2019, the above occupational accidents totaled 38, reaching this goal. We will continue working on identifying accident risks and implementing countermeasures given that the frequency rate remains high due to a higher number of lost time accidents, including serious injuries.

As for occupational accidents at the Nikon Group outside Japan, we monitor the situation at each company by conducting a survey at the end of every fiscal year. We also strive to share information with and raise awareness at the Group companies.

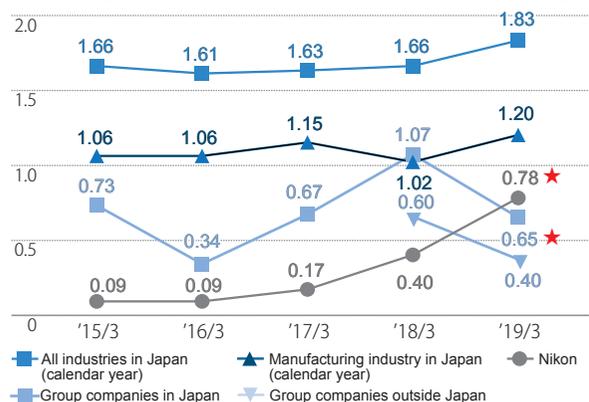
* Excluding traffic accidents while traveling on business, and excluding accidents involving falls etc. where the accident was mainly due to individual carelessness.

Occupational Accidents Attributed/Related to Work at Nikon Group in Japan (Unit: cases)

the Fiscal Year Ended March 31, 2017	39
the Fiscal Year Ended March 31, 2018	33
the Fiscal Year Ended March 31, 2019	38

* Targets for the fiscal year ended March 31, 2019: less than 40.

Frequency Rates of Lost Time Accidents (1 or More Days)*1



*1 Frequency rate

The number of deaths and injuries resulting from occupational accidents per million hours worked, which is used as an index for the frequency of occupational accidents.

* Group companies in Japan include non-consolidated group companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party.

Frequency Rate of Occupational Illnesses (Fiscal Year Ended March 31, 2019)★

	Frequency Rate of Illnesses
Nikon	0.00
Group companies in Japan	0.07

* Group companies in Japan include non-consolidated group companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party.

Severity Rate of Lost Time Accidents (1 or More Days)*1

	'15/3	'16/3	'17/3	'18/3	'19/3
All industries in Japan	0.09	0.07	0.10	0.09	0.09
Manufacturing industry in Japan	0.09	0.06	0.07	0.08	0.10
Nikon★	0.00	0.00	0.00	0.01	0.02
Group companies in Japan★	0.01	0.01	0.01	0.01	0.02
Group companies in Europe	—	—	—	0.06	0.03
Group companies in the Americas	—	—	—	0.00	0.00
Group companies in Asia/Oceania	—	—	—	0.01	0.00

*1 Severity rate

The number of work days lost per 1,000 hours worked, which is used as an index for the severity of occupational accidents.

* 0.00 indicates a rate of less than 0.005.

* Group companies in Japan include non-consolidated companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party (fiscal year ended March 31, 2019).

Types of Occupational Accident and Diseases, Injuries at Nikon Group in Japan (Fiscal Year Ended March 31, 2019) (Unit:persons)

Types	Number of injuries
Bruise	16
Cut wound	14
Broken bone	8
Burn	5
Back pain	3
Other injuries	11

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Supporting the Health of Employees Assigned from Japan to Group Companies outside Japan

Nikon is working to enhance health support for employees that are assigned from Japan to Group companies outside Japan. Specifically, we are expanding pre-departure training and conducting a health checkup during assignments. Also we provide support to these employees in response to local medical risks through coordination with international medical assistance services and other measures.

Mental Health Care

As part of its response to legally mandated employee stress check system, Nikon places emphasis on questions pertaining not only to employee comfort, but also motivation. We compile and analyze findings for each workplace, making improvements in working environment. As a result, in recognition of these initiatives, Nikon received certification as a Health and Productivity Management Organization 2019 (White 500) in February 2019. We also conduct health promotion events with the aim of helping employees to maintain and improve their health.



*Health and Productivity Management Organization 2019 (White 500)
The Certified Health and Productivity Management Organization Recognition Program is jointly run by the Nippon Kenko Kaigi; and the Ministry of Economy, Trade and Industry, which promotes "Health and Productivity Management". This system endeavors to highlight outstanding enterprises engaged strategically in efforts to advance health management in terms of productivity management.