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Employees' Health and Safety

We recognize a labor environment that enables employees to work safely and vigorously, both physically and mentally, leads to the improvement of workplace vitality and productivity. Based on this idea, we are working on strict safety management and health-promotion activities.

Health and Safety Management System

Nikon maintains the Nikon Group Health and Safety Goal to secure the health and safety of each employee—who are the foundation of all its corporate activities—after labor and management conferences, to remain a vibrant corporation where people can be committed to work with enthusiasm and vitality. We are also sharing information with Group companies in Japan.

In addition, we have established the Central Health and Safety Committee, which is a committee made up of directors, senior operating officers, and the head of the human resource and general affairs departments in addition to having a statutory health and safety committee. This committee is held once a year to investigate and deliberate on matters related to health and safety policies and on the basic measures taken to maintain and promote employee health in each Group company in Japan. The members of the committee are composed of nine company representatives and twelve employee representatives to encourage the incorporation of employees' opinions into measures implemented by the company. Sendai Nikon Corporation (Japan), Nikon (Thailand) Co., Ltd., and Nikon Imaging (China) Co., Ltd. have acquired the OHSAS 18001 certification, the international standard for occupational health and safety management systems, in December 2001, September 2010, and January 2013, respectively.

Health and Safety of the Nikon Group for the Year Ended March 31, 2016

Targets:

Aim for a Healthy Company able to nurture both the individual and company through health management activities!

The Four Policies:

- Fulfill obligations of health and safety considerations
- Specific Expansion of Health Management Activities
- Enhance training programs
- Establish a system for group-wide cooperation

Raising Health and Safety Management Standards

We have established a safety management standard taking into account legal compliance, essential safety of equipment, and consistent company-wide risk levels to create a new risk assessment while conducting safety education focusing on management auditors to reduce potential risk factors in the workplace such as equipment, chemical, and human error. At Group companies in Japan, training is provided for Health and Safety Managers and Persons in charge of health and safety, in addition to policies and measures related to health and safety are steadily implemented through the Personnel and Administrative Affairs Meeting.

In Japan since the year ended March 31, 2014, we have been sharing a database of information about labor accidents posted on the intranet across Nikon Group to prevent the re-occurrence of similar incidents. This helped Nikon Corporation and Group companies in Japan (including non-consolidated companies) achieve frequency rates* and severity rates* of lost time accidents far below the average for the Japanese manufacturing industry.

Group companies outside Japan are also implementing health and safety measures, including workplace safety assessments and audits. The Nikon Group as a whole, nevertheless, has to work toward measures for its overall health and safety management standards in accordance with an increase in the number of Group companies outside Japan. We are examining response measures to more specifically identify challenges and be in-line with laws by aggregating accidents requiring time off in operations of a day or more by region at overseas Group Companies.

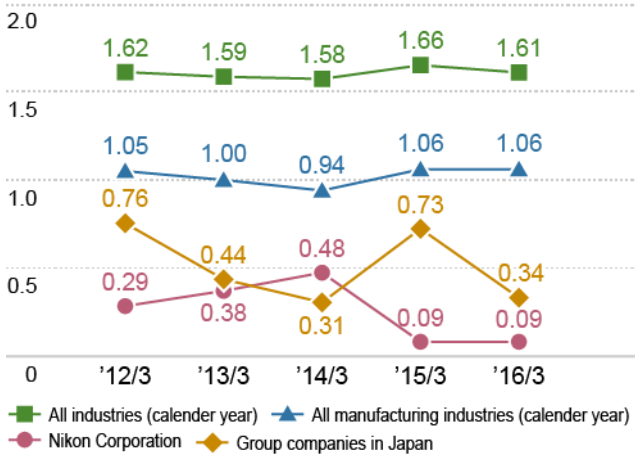
* Frequency rate

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

* Severity rate

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

Frequency Rates of Lost Time Accidents at Nikon Corporation and Group Companies in Japan



* 25 Group companies in Japan including non-consolidated companies until the year ended March 2015, and 26 for the year ended March 2016.

Severity Rates at Nikon Corporation and Group Companies in Japan

	'12/3	'13/3	'14/3	'15/3	'16/3
All industries in Japan (calendar year)	0.11	0.10	0.10	0.09	0.07
Manufacturing industry in Japan (calendar year)	0.08	0.10	0.10	0.09	0.06
Nikon Corporation	0.00	0.70	0.01	0.00	0.00
Group companies in Japan	0.01	0.01	0.00	0.01	0.01

* 0.00 indicates a rate of less than 0.005.

* 25 Group companies in Japan including non-consolidated companies until the year ended March 2015, and 26 for the year ended March 2016.

Transition of Accidents Requiring Time Off in Operations by Region (1 or more days)

Region	Accidents requiring time off (person)	Lost days* (day)
Greater China	12	171
Korea	1	2
Asia/Oceania	2	3
Europe	3	45
Americas	0	0
Japan	5	66
Total	23	287

* Lost days: Number of days multiplying 300/365 to number of days leave in past

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

For employees that are transferring from Japan to Group companies outside Japan, we are enhancing the training given prior to their departure and also improving the regular health checkup and follow-up system applicable to them while they are stationed outside Japan. We also give support to these employees in response to local medical risks through coordination with international medical assistance services and other measures.

Mental Health Care

Nikon also offers support to those returning to work after taking leave for mental health reasons, including implementing measures to prevent the aggravation of their illness after their return, based on cooperation between their workplaces, relevant health and safety sections, and human resource departments.

In the year ended March 31, 2016, we began to create in house processes as response to the stress check system that was introduced by Ministry of Health, Labour and Welfare in December 2015 and started preparations toward implementation for the fall of 2016.

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System to Support the Return of Employees Who Took Leave due to Illness

Nikon Corporation strives to enhance a system to support the smooth return of employees who have taken leave due to illness. Under this system, if the employee applies for shorter hours and the company approves the application, he/she will be allowed to work shorter hours or on fewer days for up to three months after returning to work.

Under the same system, the industrial doctor, nurse, staff from the HR department, and employee's manager will cooperate to support the employee's return to work, including making a support plan and interviewing the employee on a regular basis.