

Employees' Health and Safety

We recognize a workplace environment that enables employees to work safely and actively, 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 Activity Policies in Japan

Nikon maintains the Nikon Group Health and Safety Activity Policies to ensure the health and safety of employees—who are the foundation of corporate activities—to remain a vibrant corporation where people can be committed to work with enthusiasm and vitality. We also share the activity policies with Group companies in Japan.

● Nikon Group Health and Safety Activity Policies for the Year Ended March 31, 2017

Target:

Promote work-life balance for each and every employee by carrying out rigorous health and safety risk management.

Four Policies:

- 1) Perform stress checks across the Nikon Group
- 2) Carry out health management with a focus on work-life balance
- 3) Rigorously manage risks associated with chemical substances
- 4) Carry out various health and safety activities

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 and the head of the human resource and general affairs departments. The presidents of major Group companies in Japan also participate as observers.

The committee also assesses and monitors the status of health and safety activities carried out at each business facility.

Raising Health and Safety Management Standards

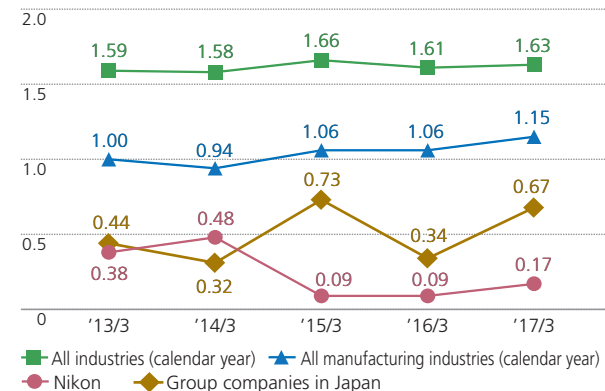
Nikon conducts risk assessments when introducing new facilities or changing work processes and provides health and safety training during orientations for new hires and managerial training. Also we carefully manage facilities and chemical substances according to a proprietary check method, ensuring we are able to mitigate elements of danger lurking in the workplace that cause occupational accidents.

These activities have helped the Nikon Group in Japan

achieve frequency rates*¹ and severity rates*² of occupational accidents far below the average for the entire Japanese manufacturing industry.

*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.
*² 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.

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



* 25 Group companies in Japan including non-consolidated companies until the year ended March 2015, 26 for the year ended March 2016 and 27 for the year ended March 2017.

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Severity Rates at Nikon and Group Companies in Japan

	'13/3	'14/3	'15/3	'16/3	'17/3
All industries in Japan	0.10	0.10	0.09	0.07	0.10
Manufacturing industry in Japan	0.10	0.10	0.09	0.06	0.07
Nikon	0.70	0.01	0.00	0.00	0.00
Group companies in Japan	0.01	0.00	0.01	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, 26 for the year ended March 2016 and 27 for the year ended March 2017.

Occupational Accidents Requiring Time Off by Region (1 or more days) (Year Ended March 31, 2017)

Region	Accidents requiring time off (person)	Lost days* (day)
Greater China	5	97
Korea	0	0
Asia/Oceania	0	0
Europe	6	81
Americas	3	146
Japan	9	108
Total	23	432

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

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

For employees that are assigned from Japan to Group companies outside Japan, we are expanding pre-departure training and also conducting a regular health checkup and applicable follow-up system during their assignment. We also provide 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. This includes taking measures to prevent the aggravation of their illness after their return, based on cooperation between their workplace, relevant health and safety departments, and HR departments. Through our response to the stress check system introduced in December 2015, we have strengthened our primary prevention efforts for mental illness using improved self-care offered online and health consultations provided by healthcare staff.