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CSR Priority Issues

The Nikon Group establishes annual targets and implements initiatives after identifying and assessing the priority issues of its CSR.

CSR Materiality Analysis

The Nikon Group analyzed its value chain in terms of social issues and mapped the resulting materiality. As a result, the CSR Committee finalized priority issues that the Nikon Group must focus its efforts on. Following these matters, departments in charge establish their own annual targets and promote activities.

Given changes in business environment, during the year ended March 31, 2016 we implemented activities to review our priority issues thus far. As a result, we became aware of the importance of linking these priority issues with our medium-term management plan. However, we decided to terminate our current medium-term management plan during the year ended March 31, 2017. Nikon is now examining how to best link its next medium-term management plan with its priority issues.

References used in preparing the CSR materiality map

- Value chain analysis
- Materiality Principle of the GRI Guidelines
- 7 core subjects of ISO 26000
- Materiality required by external rating agencies for ESG investments
- Materiality cited by leading companies and industry, etc.

● CSR Priority Issues (Year Ending March 31, 2018)

Promotion of information security

Implementation of compliance activities

Ensure product quality and safety

Expansion and promotion of environmental management

Respect for human rights and labor practices, and promotion of diversity in the employees

Promotion of CSR activities in the supply chain

Promotion of community contribution activities

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Results for the Year Ended March 31, 2017 [Summary]

Self-evaluation ○ : Achieved △ : Measures started but not yet achieved

Priority issues	Targets	Results	Self-evaluation	Corresponding page
Development of a CSR infrastructure	- The awareness level of the CSR newsletter among Nikon Group employees: over 70% both inside and outside Japan	- The survey of Nikon Group employees conducted in the year ended March 31, 2017 found that more than 80% responded they had read the CSR newsletter	○	P9
Expansion and promotion of environmental management	* For environment-related results, please refer to the Environmental Action Plan Results for the Year Ended March 31, 2017 [Summary].			P22
Implementation of compliance activities	- Introduce anti-bribery education at Nikon Group while starting the operation of anti-bribery guidelines	- Began operation of anti-bribery guidelines in all regions. And provided anti-bribery education to all targeted employees including Nikon's executive officers and also provided similar education to around 81 Group companies worldwide	○	P88
	- Establish and penetrate competition law training globally	- Provided competition law training at 34 Group companies outside Japan across all business lines. And providing training on the Anti-Monopoly Act at Nikon and 15 Group companies in Japan	○	P88
Respect for human rights and labor practices, and promotion of diversity in the employees	- Achieve 5% female ratio in management positions (by March 31, 2017) - Attain a 25% or higher female ratio in regular recruitment at Nikon (employment activities in the year ending March 31, 2017)	- The female ratio in management positions stood at 5.7% as of March 31, 2017, which is approximately 2.1 percentage points higher than the 3.6% at the time the target was first established - The female ratio hired in regular recruitment during the year ended March 31, 2017 was 29% (regular recruitment for 2017)	○	P59
Promotion of community contribution activities	- Encourage the employees to participate in community contribution activities and set employee participation as KPI	- Launched intranet site introducing volunteer activities and reported information regularly bimonthly - Established KPI of increasing the ratio of participation in community contribution activities compared to the trailing three year average that will take effect in the year ending March 31, 2018	○	P70
	- Promote the implementation of self-evaluations to encourage activities following the community contribution activities' policy Target: Implementation ratio 90%	- Implementation ratio of self-evaluations: 73.6%	△	P70
Promotion of CSR activities in the supply chain	[Green procurement] - A total of 375 certified partners	- Total number of partners certified to date: 407 companies	○	P47
	[CSR procurement] - Support corrective action of risk-having companies - Conduct CSR survey (200 companies) to select risk-having companies and take corrective measures (auditing three companies/improvement plans for 13 companies)	- Completed corrective measures from CSR survey conducted in the year ended March 31, 2016 (total of 13 companies) - Conducted CSR survey during the year ended March 31, 2017 (214 companies) and completed audits of three companies and requested improvement plans from 13 companies	○	P68
	[Dealing with the issue of conflict minerals] - Formulation of internal regulations in-line with OECD Guidance	- Created regulations and procedures and began using these at each business division	○	P69

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Targets for the Year Ending March 31, 2018 [Summary]

Priority issues	Targets
Development of a CSR infrastructure	- Review management and measures for improving ESG performance and increase rating in main external ESG evaluations
Implementation of compliance activities	- Evaluate risks globally taking into account business fields, business formats and regional risks and then conduct anti-bribery training for business divisions found to have high potential risks - Continue to provide the education globally once a year and establish competition law training in Nikon Group
Promotion of information security	- Request in writing that outsourcing partners handling important information of the Nikon Group secure information security
Ensure product quality and safety	- Number of serious product accidents* ¹ related to safety: 0
Expansion and promotion of environmental management	* For environment-related targets, please refer to the Environmental Action Plan Target for the Year Ending March 31, 2018 [Summary].
Respect for human rights and labor practices, and promotion of diversity in the employees	- Increase to the female ratio in management positions at Nikon to 7% of the total by March 31, 2020* ² - Ensure the female ratio hired in regular recruitment during the year ending March 31, 2018 is at least 25% (regular recruitment for 2018)
Promotion of CSR activities in the supply chain	[Green procurement] * ³ - Total number of certified environmental partners: 415 companies
	[CSR procurement] - Assist suppliers requested to take corrective action following the CSR survey in the year ended March 31, 2017 - Review and make improvements to all processes of surveys and assessments about CSR risk
	[Conflict minerals] - Expand scope of surveys
Promotion of community contribution activities	- Increase the ratio of participation in community contribution activities compared to the trailing three year average
	- Implementation ratio of self-evaluations to encourage activities following the community contribution activity plan: 90%

*¹ Serious product accidents related to safety: pursuant to the definition of serious product accident stipulated in the Consumer Product Safety Act.

*² 5.4% at the time the target was set on March 31, 2017

*³ Activities related to green procurement are found in items for realizing a healthy and environmentally-safe society under environmental management.