

Labor Practices

Nikon seeks out talent that follows its company philosophy of "Trustworthiness and Creativity," and follows best practices for the Nikon Group in terms of skill development, human resource (HR) development, hiring and HR evaluations.

Activity Policies

- Competency
- FUTURE IN FOCUS

Relevant Priority Issues

- Respect for human rights and labor practices, and promotion of diverse employees

Human Resources Management System / Human Resources Development / Labor Relations

The Nikon Group recognizes HR management as a key measure for accomplishing its corporate management policy. We strive to provide a working environment that empowers the personal and professional growth of each and every employee.

Global Human Resources Policy FUTURE IN FOCUS

FUTURE IN FOCUS is the name given to the Nikon Group's HR policy for developing its talent globally. Our goal is to create a working environment where our diverse pool of employees can actively contribute in a broad range of fields within the Nikon Group, regardless of nationality, race or gender.

■ Competency-based Human Resources Evaluations

We are utilizing human resources across the Nikon Group by reflecting the mechanisms of HR development and evaluation in the HR policies of each Group company following the FUTURE IN FOCUS concept. As of the year ended March 31, 2017, this process has been completed at 37 companies of Nikon Group. Efforts will continue to be made to steadily roll out this process at the other Group companies that remain.

● The Three Pillars of FUTURE IN FOCUS

Competency

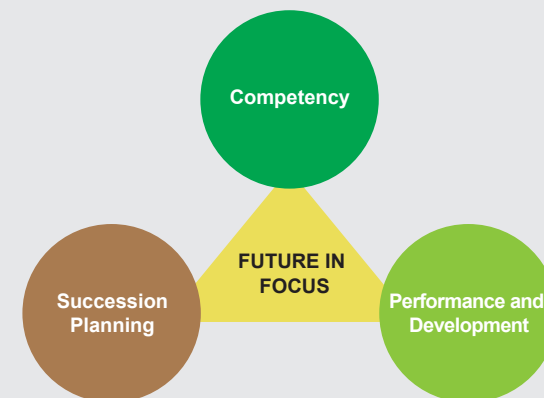
By clarifying the talent we require to realize our corporate philosophy and management targets using the term competency, we provide a sense of unity in our management policy and the actions of individual employees, enabling the entire company and Group to work as one toward fulfilling our targets.

Performance and Development

This is the name given to an evaluation system that combines target management and competency evaluations. This enables supervisors and their people to communicate actively and continuously with one another, supporting each and every employee to reach their goals and achieve professional growth.

Succession Planning

To ensure the sustained robust growth of the Nikon Group, we identify key positions for achieving management targets and continuously select, develop and appoint talent from Group companies to fill these positions, regardless of their nationality, race or gender.



Human Resources Management System

Each company of the Nikon Group has established its own HR management system to provide a work environment that enables each employee to get the most out of their skill set.

Nikon classifies its employees by four levels, Junior Staff, Mid-Level Staff, Senior Staff, and Professional/Management, according to their abilities and clearly states the respective responsibilities of each. We also have a dual-track system; namely, a professional track and a management track, where employees are given the opportunity to consider how they want to contribute to the company.

In addition, we are establishing frameworks that provide employees with the motivation to achieve their goals through various systems that evaluation of both performance and development.

■ Main Career Development Programs (Nikon)

Self Reporting System

Employees meet with their supervisors as necessary, while considering their future aspirations on an annual basis, to connect to their future career.

Career Counseling

We have established offices where employees can consult about improving their skills and advancing their careers if they so desire. These offices support employees to shape their careers by advice through counseling.

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)

This support system matches the desires and competency of employees with the HR needs of each department.

Human Resource Development

The Nikon Group clearly defines competency as a key trait of the people who will help it realize the corporate philosophy is "Trustworthiness and Creativity." Competency also forms a pillar of our Human Resources Development initiatives. Nikon offers a wide range of training and educational programs based on work duties, career trajectory, and company goals that are closely linked with the HR systems of other Group companies. In the year ended March 31, 2017, Nikon held a total of 244 training courses, which were attended by a total of 10,415 employees. On average, Nikon employees spent 1.56 days undergoing training during the year. 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 part in training courses offered by Nikon, while each Group company in Japan provides employees with its own human resource development and training programs.

■ Examples of Training Offered by Nikon

- Mandatory training for nominated individuals at certain career milestones, such as promotions or specified years of service
- Application-based training for improving skills and knowledge through independent initiative
- Targeted training for women, foreign nationals, and managerial candidates

Nikon Training System (Year Ended March 31, 2017)

	By job level	Career development	Targeted	Open recruitment
Professional/ Management	<ul style="list-style-type: none"> Training for select employees (MMC) Training for newly promoted employees 	<ul style="list-style-type: none"> 59 years old 55 years old 50 years old 	<ul style="list-style-type: none"> Training for evaluators (section managers) Training for evaluators (assistant managers) 	<ul style="list-style-type: none"> Business skills Technical skills OA skills
Senior Staff	<ul style="list-style-type: none"> Training for select employees (PMC) Training for newly promoted employees 	<ul style="list-style-type: none"> 40 years old 	<ul style="list-style-type: none"> Employees assigned overseas Pre-departure orientation training Language school Language learning English Japanese Women Self-fulfillment Mentor program 	
Mid-Level Staff	<ul style="list-style-type: none"> Training for newly promoted employees 	<ul style="list-style-type: none"> 4th year 3rd year 2nd year 1st year follow-up 	<ul style="list-style-type: none"> Manufacturing human resources Manufacturing training (new hires) Select development of manufacturing human resources 	<ul style="list-style-type: none"> Other E-learning Subsidies for correspondence education Support for business department training
Junior Staff	<ul style="list-style-type: none"> Training for new hires - New engineer training - New administrative staff training - Manufacturing technology training - Plant tours 	<ul style="list-style-type: none"> At time of hiring (regular hiring and mid-career hiring) 	<ul style="list-style-type: none"> OJT instructor Support 	<ul style="list-style-type: none"> Training by specialized departments

Labor Relations

Nikon supports the principles of the UN Global Compact and respects basic labor rights.

Nikon has two labor unions. The Nikon Labor Union (a member of the Japanese Association of Metal, Machinery, and Manufacturing Workers [JAM] mostly made up of employees of SMEs in the metal industry), and the Nikon Chapter of the All-Japan Metal and Information Machinery Workers Union (JMIU). As of the year ended March 31, 2017, the total number of labor union members stood at 4,524, consisting of 4,523 Nikon Labor Union members and 1 JMIU Nikon Chapter member. The company and unions discuss various issues related to the labor environment, hold joint study meetings, and exchange opinions as necessary.

At Group companies in Japan, Nikon Labor Union chapters and employee-elected representatives serve the same role. At Group companies outside Japan, issues are discussed either by the company's in-house union or through the consultation with an outside labor union to which employees belong. At companies where there is no labor union, we hold briefings for all employees, dialogue with employee groups, and face-to-face meetings with individual employees. As a result, currently, labor and management maintain generally good relations.

Whenever a substantial change is made to the job description of a Nikon Group employee, the matter is discussed with his or her union or employee representative in advance to obtain their approval, ensuring adequate time is taken to communicate the change to the employee.

Diverse, Thriving Employees

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

Respect for Diversity

The Nikon Group encourages diverse employees. We respect the diversity and human rights of our employees and provide fair treatment, with the goal of providing a workplace where our employees can thrive professionally as a team utilizing their individual skills and talents. Specifically, the Nikon Group treats all employees on an equal basis, regardless of race, beliefs, gender, educational background, nationality, religion, or age, respects their individuality and human rights, and provides them with workplaces where they can be highly motivated. 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. Currently, in Japan Nikon's Human Resources Department is heading up activities focused on such initiatives as women's empowerment and supporting persons with disabilities. In turn, the results of these activities are reported regularly to the CSR Committee. Our training programs for newly promoted managers (91 employees participated in the year ended March 31, 2017) include a session to review the diversity. Furthermore, we are implementing initiatives to deepen understanding of diversity. These include covering the need for work-style innovation to take diversity efforts, including women, to the next level as well as next generation education support policies, within information

on HR policies and work time management periodically communicated to managers.

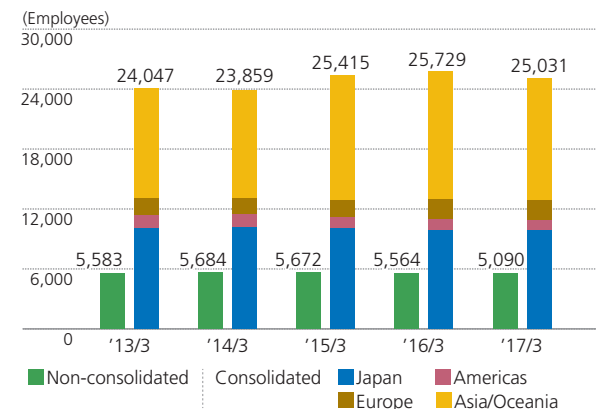
Numbers of New Hires

(Unit: persons)

		Year ended March 2017	Total
Nikon	Men	108	137
	Women	29	
Group companies in Japan	Men	73	90
	Women	17	
Group companies outside Japan	Men	302	513
	Women	211	

* Permanent employees and non-regular staff of the Nikon Group (consolidated).
 * Group companies outside Japan exclude Nikon (Thailand) Co., Ltd., Nikon Lao Co., Ltd., Nikon Imaging (China) Co., Ltd. and Hikari Glass (Changzhou) Optics Co., Ltd.

Changes in the Number of Employees by Region



* Consolidated figures include permanent and non-regular staff of the Nikon Group and director of Group companies. For regional percentages, employees of Nikon who are temporarily dispatched to Group companies are included in the region to which they are assigned, while employees dispatched to non-consolidated companies are not included. Employees of Nikon Metrology NV and its subsidiary group companies are included in the European figures.

Employee Composition

(Unit: persons)

		'13/3	'14/3	'15/3	'16/3	'17/3
By region	Total	24,047	23,859	25,415	25,729	25,031
	Japan	10,062	10,168	10,035	9,870	9,835
	Europe	1,687	1,695	1,626	2,011	2,040
	Americas	1,320	1,273	1,198	1,103	1,010
	Asia/Oceania	10,978	10,723	12,556	12,745	12,146

* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of Group companies. For regional percentages, employees of Nikon who are temporarily assigned to Group companies are included in the region to which they are assigned, while employees assigned to non-consolidated companies are not included. Employees of Nikon Metrology NV and its subsidiaries are included in the figures for Europe.

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Average Age

(Unit: years old)

		'13/3	'14/3	'15/3	'16/3	'17/3
Men	Nikon	44.4	44.7	44.3	45.5	45.9
	Group companies in Japan	41.8	42.4	42.9	43.4	42.4
	Group companies outside Japan	36.3	37.2	37.4	38.8	39.0
Women	Nikon	39.0	39.3	39.0	40.2	40.7
	Group companies in Japan	42.5	43.2	44.0	44.2	44.3
	Group companies outside Japan	31.8	32.6	32.0	32.6	33.9

* Permanent employees and non-regular staff of the Nikon Group (consolidated).

* Includes Nikon employees who are temporarily dispatched to affiliated companies.

Average Years of Service

(Unit: years)

		'13/3	'14/3	'15/3	'16/3	'17/3
Men	Nikon	19.9	20.1	20.3	20.5	20.8
	Group companies in Japan	15.2	15.5	15.9	16.4	16.0
	Group companies outside Japan	7.8	8.4	8.9	9.1	9.5
Women	Nikon	14.6	14.8	15.1	15.5	15.9
	Group companies in Japan	16.5	16.9	17.3	18.1	17.2
	Group companies outside Japan	6.1	7.1	6.9	7.7	8.7

* Permanent employees and non-regular staff of the Nikon Group (consolidated).

* Includes Nikon employees who are temporarily assigned to affiliated companies.

Turnover

(Unit: persons)

		'13/3		'14/3		'15/3		'16/3		'17/3	
		Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others
Nikon	Men	68	76	28	102	37	142	41	205	27	157
	Women	3	11	2	9	3	18	1	20	1	11
Group companies in Japan	Men	50	55	38	61	47	93	66	107	31	123
	Women	7	18	8	20	10	25	8	34	4	50
Group companies outside Japan	Men	25	182	11	221	26	304	14	320	39	465
	Women	8	93	13	131	14	192	13	220	5	261

* Permanent employees and non-regular staff of the Nikon Group (consolidated). Group companies outside Japan exclude Nikon (Thailand) Co., Ltd., Nikon Lao Co., Ltd., Nikon Imaging (China) Co., Ltd. and Hikari Glass (Changzhou) Optics Co., Ltd.

Women in the Workplace

The Nikon Group is working to promote the more active involvement of female employees in Japan while conducting the same hiring and treatment of employees regardless of gender. We reaffirmed the need to continue making improvements in terms of the low number of female employees and females in management positions, which we have been working on for some time, after analyzing the state of female employees at Nikon as a response to Act on Promotion of Women's Participation and Advancement in the Workplace enacted in April of 2016.

■ Increasing the Number of Female Employees

The ratio of female employees at Nikon as of the end of March 2017 was 11.0%. We have set a target to reach a ratio of 25% or more females during regular hiring between the year ended March 31, 2017 and the year ending March 31, 2020 to further increase the ratio of women working at Nikon. We participated in several joint job fairs for women and also held events such as informal gatherings with our female engineers aimed at increasing the percentage of female hires to reach the above target. Looking forward, we are actively expanding hiring activities such as enhancing employment events for female students studying the sciences, among other efforts.

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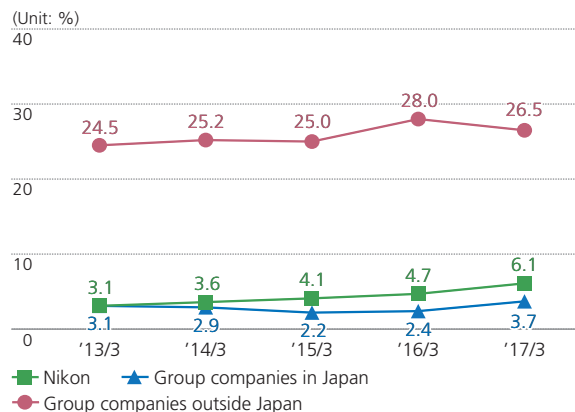
■ Increasing the Ratio of Females in Management Positions

We established the target to have 5% of all Nikon's management positions occupied by women by the end of March 2017, and actively supported both career development and the work-life balance of females in management positions.

As of the end of March 2017 Nikon's ratio stood at 6.1% compared to just 3.6% in the end of March 2014 when we set the target, indicating we cleared our target by a comfortable margin. Of this figure, the proportion of females in management positions at Nikon who are general manager and above is 2.1%, and 4.0% at Group companies in Japan, while 4.1% are section managers at Nikon, and 3.9% at Group companies in Japan.

In addition, we have set a new target to have 110 females in management positions by the end of March 2020, compared to 55 females in management positions as of the end of March 2015. We are focusing on ongoing career development support and building employee-friendly workplaces, such as expanding the mentoring system for the future.

Ratio of Females in Management Positions



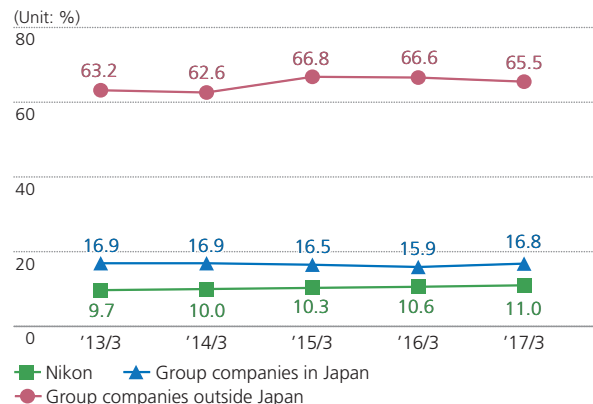
* Permanent employees and non-regular staff of the Nikon Group (consolidated). Those assigned to affiliates are counted as employees of the affiliates.
 * Management Position means section managers and higher.
 * The term "management position" includes managers not assigned to executive officer posts.

■ Career Development Support

Nikon has introduced a mentor program for promoting women's career development in the year ended March 31, 2016. In the year ended March 31, 2017, mentoring was provided for six months involving 40 people (20 mentor-mentee pairs), with executive officers and 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 year ended March 31, 2009.

Driven by the above efforts, in the year ended March 31, 2017, a total of four female employees were specially selected to take part in PMC training, which was first introduced in the year ended March 31, 2015 and targets managerial level employees. This year marked the second time it was held. It spans eight months and offers opportunities for cross-industry exchanges, provides knowledge and fosters the mindset required of leaders of the next generation.

Ratio of Female Employees



* Permanent employees and non-regular staff of the Nikon Group (consolidated). Those assigned to affiliates are counted as employees of the affiliates.



Self-fulfillment seminar

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Utilizing a Diverse Workforce

Nikon aims to achieve true globalization and workplace 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 can draw inspiration from each other and generate synergies.

■ Globally-minded Hiring

In the 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 Japanese and foreign national students studying abroad with a desire to work for Japanese companies after graduation. Nikon also hires new graduates in the fall (October), in addition to April. We are also actively working to hire international students attending university in Japan.

■ 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. In the year ended March 31, 2017, about 80% of retirees at Nikon were reemployed and are actively working within the Nikon Group.

A Life Plan Seminar is also held for employees who will reach mandatory retirement age in the following year. In the year ended March 31, 2017, about 82 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 54 employees worked for the company as of March 31, 2017. One of the company's principles is helping employees to become independent members of society.

In addition to parts processing, assembly, and packaging, Nikon Tsubasa employees mainly engage in document digitization, disassembly of cameras for recycling, erasing magnetic media, and inspection of finished glass products, fulfilling work orders from Nikon Group. The Nikon Group is now striving to give Nikon Tsubasa more work orders.

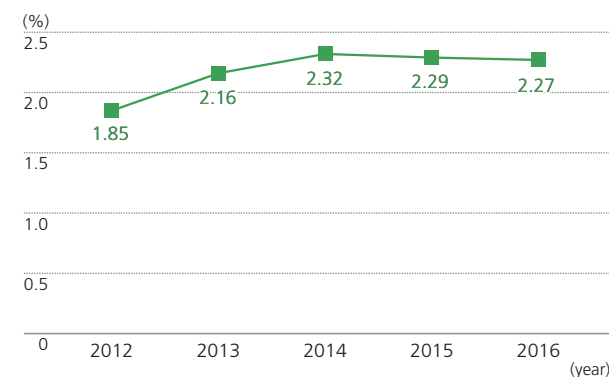
Japan has a legal requirement in terms of the percentage of employees with disabilities. Nikon, Nikon Tsubasa Inc., Nikon Systems Inc., and Nikon Business Service Co., Ltd. have obtained government approval to calculate the rate as a group, and have achieved the required standard. As for other Group companies in Japan, four of those subject to the Levy and Grant System for Employing Persons with Disabilities in 2016 fell below this standard. These Group companies will strive to meet the standard by employing more people with disabilities with the help of public and private employment agencies.

To gain greater public understanding about the work done by people with disabilities, Nikon Tsubasa accepts tours of its workplace. Many employees from the Nikon Group participated in these tours in addition to a total of 447 employees from 67 organizations, schools, and support institutions in the year ended March 31, 2017. Furthermore, Nikon Tsubasa supports the social inclusion and

work of people with disabilities by accepting 10 trainees from welfare facilities and schools for the disabled.

▶ [Nikon Tsubasa Inc. \(in Japanese\)](#)
<http://www.nikon-tsubasa.co.jp/>

Changes in Employment of People with Disabilities under Group Certification



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



A workplace at Nikon Tsubasa

Supporting Diverse Work Styles

The Nikon Group carefully manages the working hours of its employees and has a basic policy on work-life balance policy in place that calls for the creation of an environment for employees to make the most of their abilities and produce results as a team by developing systems and measures empowering them to work with greater peace of mind.

Supporting Work-Life Balance

Nikon helps employees balance care for children and other family members with their work through the use of a program that allows employees to take up to two years of childcare leave together with staggered working hours and reduced working hours as well as hourly leave. Zero male and eight female employees used staggered working hours, while seven male employees and 77 female employees took advantage of reduced working hours in the year ended March 31, 2017.

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*¹) for three consecutive years as of April 2015 as a result of our initiatives. Today, we are now working to obtain Platinum Kurumin certification, which is awarded to companies offering a higher degree of work-life balance programs.

In May 2016, we obtained Eruboshi*² (level 2) certification for our efforts in promoting the active involvement of women in the workplace. We are now advancing efforts to build an employee-friendly workplace from the perspective of the work-life balance.



*1 Kurumin
The nickname given to a certification mark awarded to companies and corporations under the Act on Advancement of Measures to Support Raising Next-Generation Children that meet certain criteria established by the Ministry of Health, Labor and Welfare certifies.



*2 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.

Column

Company Tours

Nikon introduced an event to tour the company for the children of our employees at our head office in August 2016. This event aimed to provide an opportunity to raise awareness about work-life balance by having the children of employees visit the workplace.

A total of 85 spouses and children participated to experience a workplace tour and workshops throughout this two-day event.



Company tour

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Number of Employees Taking Childcare Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon	Men	7	3	9	6	7
	Women	16	22	21	27	35
Group companies in Japan	Men	1	1	1	1	2
	Women	35	32	12	16	19

* Permanent employees and non-regular staff

* Percentage of employees returning to work after childcare leave (for the year ended March 31, 2017): at Nikon: 90% / Group companies in Japan: 100%

Number of Employees Taking Maternity Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon		16	23	13	32	32
Group companies in Japan		31	22	15	13	17

* Permanent employees and non-regular staff

Number of Employees Taking Family Care Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon	Men	1	2	2	0	3
	Women	0	0	1	1	2
Group companies in Japan	Men	0	0	0	2	0
	Women	1	2	1	0	0

* Permanent employees and non-regular staff

Working on Reducing Working Hours

The Nikon Group is working to reduce working hours. Toward this end, we have initiated various measures, including establishing plans for taking annual paid leave, the introduction of flextime, requiring preapproval for overtime work, and the implementation of a no overtime day. Moreover, Nikon has developed a number of measures to prevent adverse health effects caused by excessive overtime work. In addition to taking preventive measures, we established the Cooling System which is intended to prevent certain individuals from taking on an excessive overtime load. The system includes physical checkups for those who feel stress from overwork.

With regards to annual paid leave, we encourage the creation of plans for taking annual paid leave, and we push those employees and supervisors who had a low rate of using annual paid leave to take personal leave throughout the year.

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 as to promote a work-life balance and increase productivity through the focused and efficient execution of operations. Now, employees from any department who meet the requirements can take advantage of this system. As a result, while the system was only used by a total of six departments as of March 31, 2016, some 43 departments and 78 employees are used the system as of March 31, 2017.

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

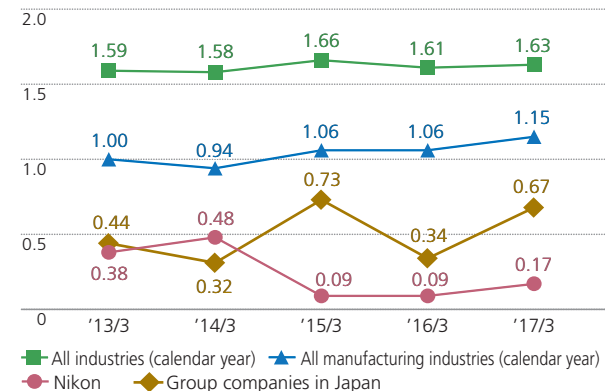
Nikon conducts risk assessments when introducing new facilities or changing work processes and provides health and safety training during orientations for new hires and managerial training. Also we carefully manage facilities and chemical substances according to a proprietary check method, ensuring we 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	16	155
Korea	0	0
Asia/Oceania	0	0
Europe	6	81
Americas	3	146
Japan	11	108
Total	36	490

* 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.