



In harmony with our employees

The YKK Group approach to employment, safety and health

At the YKK Group, we seek to be a company where individuals can work independently while sharing mutual respect as part of a strong cooperative organization. We also constantly strive to provide new value and contribute to customers and society. Furthermore, we are making efforts at every workplace to eliminate harmful substances and other sources of danger. By creating modern workplace environments where people can perform their jobs comfortably, we contribute to maintaining and promoting the mental and physical health of our employees.





Leadership training in North and Central America



Management candidate leader training



Promotion of disabled employment at YKK (U.S.A.) Inc.

Employee education

Since our foundation, we have respected the personal motivation of each employee and spurred employee maturation by actively entrusting important work to younger employees. Furthermore, we provide education to enhance a wide range of knowledge and skills, and to support and facilitate the growth of employees. We offer diverse and thorough education opportunities, including group training, e-learning and correspondence education, to all types of staff, from new company employees to management.

At our overseas companies, we are making efforts to educate overseas local staff further as we advance the localization of management.

Diversity and equal opportunity

At the YKK Group, we provide work opportunities and fair evaluations according to individual drive and ability, regardless of nationality, age or sex.

< Promotion of the roles of women >

We are making proactive efforts to achieve improvements to the working environment through organizational enhancements and by supporting the promotion of management candidates through leadership training and other measures. We have also increased the numbers of women promoted to positions of responsibility in the workplace, assigned to overseas postings, and given other lead roles. Furthermore, many company employees are using effective systems to support the balance of work and family that we have created.

< Reemployment policy for retirees >

In the 2005 fiscal year, we instituted a Post-Retirement Reemployment System. Through this system, we have increased the employment opportunities for former employees who have retired at the mandatory retirement age. In the 2005 fiscal year, we rehired 36 more such employees, bringing the total number to 51. These employees are continuing to use their knowledge and experience and to demonstrate their skills and abilities.

< Employment of the disabled >

In 1999, we established YKK Rokko Corporation, a special case subsidiary company. This printing business symbolizes the promotion of disabled employment throughout the entire group.

Creating an environment where it is easy to work

We have established a Secretariat for Comfortable Work Promotion that monitors the labor environment and provides counsel to employees, and otherwise works to improve the workplace environment. We also have counseling services handled by outside specialists to deal with issues such as health, personal concerns and sexual harassment.

Moreover, as a part of our legal compliance system, we have implemented the YKK Group Internal Reporting System. This system allows people to report group violations of laws and in-house rules anonymously. In addition, we have also established contacts outside the group where employees can report violations.

Comments from an employee who is using our parenting work system

I am working reduced hours using the parenting work system.

By reducing my working day by 2 hours, I have enough time for parenting, and am able to spend my days fully.

I have the understanding and support of my workplace, so I can work with peace of mind.



Group Management Center
Mariko Maeda



In harmony with our employees

With the goal of eliminating danger at the YKK Group, we are promoting the implementation of labor safety and health management systems and energy risk assessments to determine potential dangers and harms.

Safety and health education

Seeking to cultivate safe behavior by individual employees, we provide 19 educational courses on topics ranging from danger anticipation training, supervisor skills, energy risk assessment, and other ordinary training subjects to video display terminal operation, industrial robot operation and other specialized courses.

In the 2005 fiscal year, approximately 1,300 employees at our Kurobe workplace received training.

Furthermore, the YKK Group Safety and Health Council sponsored a safety lecture with the subject, "Assurance of safety is a condition for increasing productivity." From managers and workplace overseers to development and design staff, about 250 employees participated in this lecture.

Safety and health management system

We are implementing the best group labor safety and health management system that we can in order to improve employee safety and health and eliminate labor accidents.

By the end of 2007, we intend to implement it in every company of the YKK Group (all Japanese workplaces and related companies). The YKK Corporation Fastening Products Group at our Kurobe workplace received renewal inspections after the completion of three years since original acquisition of a Japan Industrial Safety and Health Association (JISHA) Occupational Safety and Health Management System (OSHMS) certification in May 2003.

On December 7, 2005, Taiwan's Executive Yuan Labor Affairs Council (equivalent to a ministry of labor) sponsored a National Safety and Health Management System course. YKK Taiwan Co., Ltd. gave a report about our experience promoting labor welfare with the title, "Implementation of an OSHMS (JISHA-certified system)."



Safety course



JISHA-compliant OSHMS certification ceremony



National Safety and Health Management System training meeting (Taiwan)

We recognize that employee health is an indispensable element for people to live fulfilling social and work lives, and we are providing health education with the goal of preventing lifestyle-related diseases, mental illnesses and other ailments, along with seeking a 100% rate of medical health checkups.

YKK Group measures against smoking

Smoking has a great impact on human health, with non-smokers endangered by passive smoking and smokers at risk of addiction to nicotine. Considering these facts, smoking is not simply a personal habit, it is a health risk. We consider measures to reduce smoking to be an important way to prevent lifestyle diseases. In order to spread knowledge of the dangers of smoking and passive smoking and the benefits of not smoking, on World No Tobacco Day, May 31, we display anti-smoking posters and have occupational health physicians and public health nurses hold courses on quitting smoking at YKK Group workplaces. In addition, we have established a 6-month "Challenge to Quit Smoking" program to further support employees who want to give up tobacco.



Course to quit smoking

Comments from employees who succeeded in the Challenge to Quit Smoking

I think that my senses of smell and taste have become more acute since I have gotten nicotine and tar out of my body. I have also stopped having migraine headaches, and I have become healthier in general. I think that the key to my success was that I was aware when I experienced symptoms from quitting smoking. At the most difficult times, I understood how much longer the symptoms would last, as well as what types of symptoms would follow, so I was able to endure it without feeling unsettled. Keeping a nonsmoking diary was difficult, but it allowed me to sustain my motivation and feel that the occupational health physicians and public health nurses were supporting my efforts, making me much more confident.

34 year-old male

I had been thinking that I needed to quit smoking eventually for my health, but I am really happy that I was able to do it so easily. I think that anyone can easily quit smoking by using nicotine patches. The key is to have confidence and do it!

56 year-old male

I have less phlegm than before. My family no longer complains about the smell of cigarettes during meals and in the bathroom. Even if I drink a little too much, I do not get hangovers as easily. I also don't get irritated when I run out of cigarettes. My car has become cleaner as I no longer burn seats with cigarettes and ashes do not blow around if I open the window when driving. I also catch fewer colds.

48 year-old male

One week after I quit smoking, I stopped coughing and having phlegm when I brushed my teeth. I felt my physical condition improve steadily. Before, I had hesitated to fly to Shanghai, China, but now I can travel anywhere.

55 year-old male