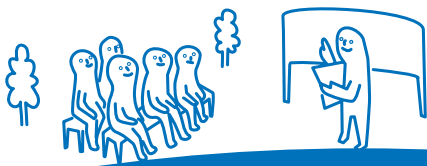




At YKK Shenzhen, we hold fire prevention exercises to raise awareness of safety issues.



The YKK Group approach to employment, safety and health

Following the human resources philosophy of “autonomy and symbiosis,” the YKK Group companies and our employees are united in seeking to raise corporate value. Every employee sets their own goals according to their individual roles and acts with responsibility.

In addition, we seek to create workplace environments that are easy to work in and meet the standards of the era by eliminating causes of danger and harm. We also strive to maintain and improve the physical and mental health of the people that work for us.

At the YKK Group, we have a personnel system and a personnel training program which are designed to bring out the full potential of each one of our employees in order to achieve our corporate goals.

A fair and straight-forward personnel system

There are many different roles within the companies of the YKK Group, and we believe that the corporate value is improved when each employee becomes a “pro” at his or her job. In order to fairly evaluate and deal with our employees, we divide the various roles that they play into four job categories within the personnel system according to the characteristics of their responsibilities. As a manufacturing company, by appropriately evaluating the expertise of our engineers and technicians who perform specialist work and the proficiency and skills of those in manufacturing and sales, we are able to increase the fairness and straight-forwardness of the system and raise the motivation of our employees.

[Job Categories]

Management	Produce results through management of the organization.
Experts	Produce results through the exercise of specialized knowledge and expertise and a high level of skills.
Specialists	Execute work with greater accuracy, speed and effectiveness to contribute to the achievement of organizational goals.
Managers	Create higher added value and contribute to the achievement of organizational goals.

A personnel training program that brings out the individual strengths of employees

At the YKK Group, we make an active effort to entrust our employees with important responsibilities from early on to cultivate a sense of challenge and encourage them to set high goals for themselves. We also place an emphasis on off-the-job training (OFF-JT) to bring out the individual strengths of our employees. Our “Value Creation School” is a one-year program designed to bring up the leaders who will take charge of the business in the future. Participants learn about the YKK approach to management and acquire the necessary knowledge and outlook. At the end of the program, they offer management proposals to the directors. The Leadership Training Program for women is designed to recruit women for management positions. After acquiring the necessary business knowledge, they present project plans to the directors. Up to this point, 48 women have participated in the program, and 10 of them have been assigned to management positions.



Women's Leadership Training Program

Creating an easy-to-work-in environment

■ Efforts to support the balancing of work and child-raising

At the YKK Group, we support employees who are raising children so that they can exercise their potential and pursue long-term career development at the same time. We put on parenting workshops and have implemented a childcare leave and benefit program to help both women and men take leave for raising their children. In fiscal 2007, 6 male and 262 female employees took time off work for childcare.

Our efforts in this area were recognized by the Ministry of Health, Labour and Welfare, from which we obtained the "Kurumin" Next Generation Certification Mark in May 2007.



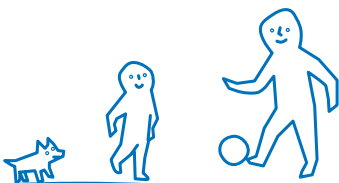
Parenting workshop for new moms and dads

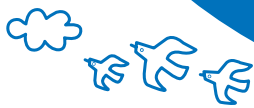


In recent years, the achievement of a balance between work and private life has become a major issue of concern. Family and childcare issues affect both men and women, and understanding in the workplace is essential. For that reason, the YKK AP Tohoku office has parenting workshops for pregnant women and men with expecting wives who are in positions of responsibility in the workplace. At the workshop, we provide explanations about the parental support program and the benefits available to employees on leave. It is also a place where employees can think about their plans for the future and share information with their peers.

■ Efforts to hire senior citizens

We have implemented a Post-Retirement Re-Employment Program to take advantage of the knowledge and experience of retirees. In fiscal 2008 we raised the age limit to 64. There are currently 314 people with us on this program.





At the YKK Group, we seek to create workplace environments that are easy to work in and meet the standards of the era by eliminating causes of danger and harm. We also strive to maintain and improve the physical and mental health of the people that work for us. All our employees are engaged in activities designed to bring that about.

■ Safety and health

With elimination of danger as our goal at the YKK Group, we are promoting the implementation of inspections to identify dangers and hazards and the incorporation of labor safety and health management systems.

At the same time, the three pillars of our safety and health efforts are making people educated in safety, making workplaces safe and making systems safe. Among these, we are focusing particularly on “making people educated in safety” through ordinary training programs such as danger prediction and energy risk assessment training, programs required by law such as foreperson training, and specialized training programs such as training for people who work extensively with video display terminals.

We are also concerned about decreased sensitivity to danger, so we have virtual training programs for the operation of machines like cranes and forklifts to increase both skills and sensitivity to the dangers involved in such work.



Virtual forklift training

■ Health maintenance and improvement

Our working environments are going through dramatic changes. Employment formats are becoming diverse with advances in production technologies and increasing internationalization, and the average age of employees is increasing year after year. As a result, the issues that need to be addressed as part of health management efforts are also becoming more diverse, including measures to combat lifestyle-related diseases, stress disorders and chronic fatigue and care for employees on overseas assignments.

Measures to prevent metabolic syndrome

Almost 20% of the employees at the Kurobe office are obese, having BMIs of 25 or more. Among male employees who are 40 years of age or older, the figure is closer to 30%. For this reason, the company physician, specialist staff, THP Committee and the YKK Health Insurance Cooperative are collaborating in health workshops and disease prevention campaigns. They have slowly been achieving results in the form of improved health among employees.



“Anti-Metabolic Syndrome School” weight loss program



YKK HONG KONG LTD.

We participated in the charity walk for the commemoration of the completion of the Hong Kong-Shenzhen Western Corridor to promote the health of our employees.



YKK PORTUGAL-ACESSORIOS PARA VESTUÁRIO, LDA.
We constructed an outdoor smoking room and prohibited smoking within the plant building.