

Fostering Talent

The YKK Group pursues arrangements and creates environments to give each and every employee a role commensurate with his or her abilities and motivation, in which he or she can display his or her talents to the full, irrespective of age, gender, educational background or nationality. This is done in accordance with our Personnel Principle of independence and coexistence.

Forest Management

"YKK is a Forest Organization."

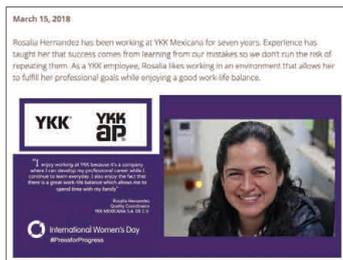
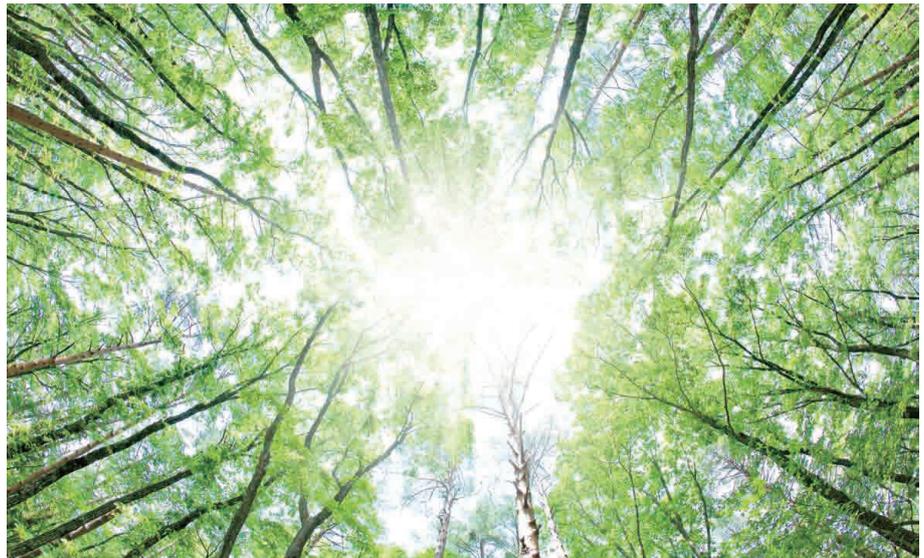
These are the words of our founder, Tadao Yoshida.

In a forest, some trees are old and venerable, rich with experience and knowledge, while some trees are young, scarcely more than saplings.

Our organization aims to be like a forest, with each individual growing onward and upward in their own unique way.

Forest Management enables everyone to exercise his or her own strengths with individuality and to work skillfully without needing to be directed by others, all the while moving forward together.

While we are all employees, we are also all managers.



WEB Refer to the following website concerning our initiatives for International Women's Day in North and Central America:
<http://connect.ykknorthamerica.com/ykk/international-women-s-day-series-2018>

Diversity Initiatives

In accordance with Forest Management, YKK made the fostering of diversity an important issue for management starting in 2013. Attention is directed not only at outward differences, such as gender, nationality or the existence of any disability, but inward differences, such as values and experience. We strive to enhance the performance of the organization by making full use of the individuality of each employee. We are actively pursuing initiatives to enable a diversity of human resources to shine, such as proactively recruiting female

engineers, providing career development support for female employees, recruiting foreign national technical personnel, and improving the workplace environment.



YKK was selected for the Ministry of Economy, Trade and Industry's list of 100 firms recognized as fostering diversity in FY2017 (Japan).

Relaying Skills and Technologies

The YKK Group has an integrated production system for in-house development and production, encompassing everything from materials to manufacturing equipment and products. Automation is being pursued in the manufacturing of machine components and in mold machining, and we are also looking to boost our technical prowess in robotics. It is important, however, to nurture engineers and technicians who can understand and put into practice the underlying principles of processing and assembly.

The Machinery & Engineering Group established its Gino Dojo (processing and assembly skills training center) in FY2009 to nurture fundamental knowledge and skills for processing and assembly, and is tackling *monozukuri* training. This center provides individual training by highly experienced and skilled instructors, mainly for new employees and young engineers and technicians. We continue to pass on the rich store of skills that have accumulated since our foundation.



Teaching at the Gino Dojo

Health Initiatives

YKK and YKK AP regard the health of their employees as a management issue. A Health Declaration was established so as to convey more clearly to people both inside and outside YKK and YKK AP the initiatives being taken for the management of employees' health in connection with the ability of employees to exercise their responsibilities. Greater efforts are being made to foster health.

Health Declaration

YKK Corporation and YKK AP Inc. aspire to become a company where all employees are able to work with pride and pleasure. We believe that a prerequisite for achieving this goal is for all our employees and their family members to maintain and improve their mental and physical health, which will enable every employee to demonstrate their unique qualities and capabilities to the maximum and to propel our company's growth and contribute to society. Based on this concept, our company, Health Insurance Society, employees and their families are united in their endeavors for health promotion.

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 Please refer to the following website for more details concerning health management at the YKK Group:
http://www.ykk.com/english/corporate/csr/h_labor.html

Recognized in the Certified Health and Productivity Management Organization Recognition Program

YKK has been recognized as a company that is practicing particularly good health management under the Certified Health and Productivity Management Organization Recognition Program, which was drawn up by the Ministry of Economy, Trade and Industry and is run by the organization known as Nippon Kenko Kaigi (Japan Health Conference). We were recognized in the large enterprise category (Japan).



2018

健康経営優良法人
Health and productivity
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