

Social

Human resources and hiring

Related data/YKK alone

	Unit	End of FY2017	End of FY2018	End of FY2019	End of FY2020	End of FY2021	
Number of employees (consolidated)	people	45,618	46,167	46,261	44,510	44,410	
Number of employees (YKK Corporation)	people	4,149	4,733	4,823	4,849	4,454	
Gender	Male	people	2,843	3,153	3,240	3,280	2,960
	Female	people	1,306	1,580	1,583	1,569	1,494
Gender %	Male	%	69	67	67	68	66
	Female	%	31	33	33	32	34
Age	10s - 20s	people	1,019	1,132	1,194	1,196	1,062
	30s	people	966	1,084	1,075	1,107	1,008
	40s	people	830	1,049	1,088	1,085	1,005
	50s	people	954	1,022	970	936	892
	60s or older	people	380	446	496	525	487
Average age	years old	41.8	41.8	41.7	41.7	42.0	
Gender	Male	years old	42.1	42.2	42.4	42.5	42.1
	Female	years old	39.9	40.3	40.6	40.8	41.8
Average length of service	years	18.8	18.6	18.3	18.3	18.5	
No. of new hires	people	234	220	224	181	93	
Turnover	people	174	183	153	175	170	

COLUMN

Abolition of the Mandatory Retirement Age



In April 2021, we abolished the mandatory retirement age at operating companies in Japan. This makes it possible for individuals to work regardless of their age as long as they are able to fulfill the role required by the company. Employees decide themselves when they will retire. Each individual determines the ideal nature of his or her own life and work, and puts achievement of those goals into action.

The company will achieve a truly “fair” personnel system based on roles that are not restricted by age, gender, or nationality. The pursuit of employee autonomy and the fairness sought by the company generates a synergetic effect, and is aimed at a higher level of revitalization.

Human Asset Development

Basic Philosophy

On the foundation of the Personnel Principle "Independence and Coexistence," we want every employee to take the initiative to learn, work with others and improve through friendly rivalry, and proactively take on the challenge of achieving their individual goals, and grow through the experience. In addition to encouraging each employee to engage in self-improvement and giving them support in that effort, the company will create opportunities for employees to utilize their strengths and gain experience, and connect those efforts to the growth of both the employee and the company.

FY2021 Initiatives

We implement a hybrid type of tiered training, next-generation leader training, coaching and facilitation training, etc., that is a combination of self-study, online training, and group training geared toward the contents and aims of the training, and accelerate the utilization of online and self-study tools. In addition to having sufficient effect in classes taught by lecturers and in group work, online training has the advantage of not requiring travel time, and although it is necessary to take time differences into consideration, we were able to conduct training from Japan for employees on overseas assignment. On the other hand, there are issues related to deep exchange of opinions between participants and the personal connections it creates, and in the future, we will conduct the training in a way that is more effective based on the contents of the training.

Related data/YKK alone

	Unit	End of FY2017	End of FY2018	End of FY2019	End of FY2020	End of FY2021
Training cost per person	Yen	47,998	54,839	59,317	25,690	30,553
People who took OFF-JT training*	people	3,088	2,665	2,442	1,436	1,636
People who took distance learning	people	615	593	656	829	705
Percentage of employees undergoing periodic reviews related to work performance and career development	%	100	100	100	100	100

* Training hosted by the Human Resources Department

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Aiming for the growth of the company and employees through support for employees' career formation



FY2020 Career Training

YKK hosts Career Training for all employees at each "milestone" age as support for employees to walk through their careers according to their own thinking. While reflecting on their own careers up to that point, employees gain a new awareness of changes in the environments inside and outside the company, and think about how they want to work while placing importance on their own strengths and values in the future, while taking into consideration the things that each generation faces.

<Contents of the training (Example)>

- Reflect on work, and take the initiative to think about its significance, your motivation, and your relationship with people around you
- Self-understanding, reexamining turning points
- Understanding past/future environments
- Money, life plan
- Clarify the ideal self and create an action plan

Our aim is to enable employees and the company to grow together by building a foundation for the formation of careers by each employee in preparation for the future and striving for self-fulfillment.

Diversity & Inclusion

Basic Philosophy

Diverse human assets work at YKK, which has been expanding globally, with each exhibiting their respective strengths regardless of their age, gender, or nationality. As the stage following the mobilization of highly diverse human assets, at YKK we are aiming to achieve diversity and inclusion in which our human assets function organically to strengthen business competitiveness.

FY2021 Initiatives

We are working on designing a fair system that is accepting of various working styles, to make it possible for diverse human assets to fully utilize their abilities and form their long-term careers. The COVID-19 pandemic brought significant changes and diversity to working styles, such as promotion of implementation of working at home, staggered work schedules, and flex time work. In light of this, we are working not only to establish a working environment in which employees can continue working while balancing childcare/nursing care and their jobs, but also to create a mechanism for YKK to be a company at which each employee can enjoy work and feel motivated.

Related data/YKK (in Japan)

	Unit	End of FY2017	End of FY2018	End of FY2019	End of FY2020	End of FY2021
Average working hours	hours	1,955	1,952	1,894	1,650	1,842
Paid vacation utilization rate	%	78.0	79.5	85.9	77.7	83.7
Childcare system users	people	125	153	188	175	187
Nursing care system users	people	6	5	11	6	8
Flex time system users	people	382	377	340	548	698
Female management	people	38	47	51	53	54
Female management rate	%	5.2	5.7	5.9	6.1	7.0
Employment rate of people with disabilities YKK Corporation	%	2.12	2.15	2.24	2.30	2.49
Employment rate of people with disabilities YKK Group	%	2.40	2.40	2.45	2.50	2.52

Points of focus

Promotion of the active participation of diverse human assets

In order to achieve “creativity to realize a sustainable society,” the most important point of the Sixth Mid-term Management Plan, we have added “diverse human assets” that transcend age, gender, and citizenship, etc., including abolition of the mandatory retirement age, to the four strengths of “product appeal & proposal capability” and “technology & manufacturing capability.”

We define “diverse human assets” as “employees who can contribute to the company using their individual experiences and knowledge.” YKK will find the optimal ways to hire, develop, and utilize such individuals, and will strive to establish an environment in which they can work without reserve. As a company-wide management strategy, YKK launched a Diverse Human Resources Promotion Committee, with the President serving as chair of the committee in FY2021, and has established a system for dynamic and effective examination of matters aimed at resolving issues, in order to evolve and accelerate active participation of diverse human assets.

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Promotion of hiring of people with disabilities – Special-purpose subsidiary YKK Rokko Corporation –



Exterior of YKK Rokko Corporation

YKK Rokko Corporation is the YKK Group's special-purpose subsidiary that was founded in 1998. Beginning from printing business, the company subsequently expanded, with site business, zipper and window sample production, and other YKK Group business as its core. The company employs people with a variety of disabilities.

We strive to create a place in which individuals with severe disabilities can also work without worry, and to establish a thoroughly barrier-free environment, and otherwise aim to expand our range of business. In addition, we visit regional facilities for people with disabilities and conduct interviews, and share information on the facility via our website, etc., and are proactively interacting with the community.

Promotion of initiatives to support development of the next generation



Acquiring Platinum Kurumin Certification in 2018

The YKK Group supports the active participation of women, while at the same time supporting efforts to make it possible for people with restrictions to continue working as well, by enabling each employee to independently manage life and work and seek fulfillment in both. We are proactively establishing various types of system, including childcare leave, staggered work hours after returning to work after childcare leave, and short-time work and child nursing care leave, regardless of gender. Such efforts to support the development of the next generation were recognized and YKK acquired Platinum Kurumin Certification in 2018.



Tampopo Child Center: Providing an environment for children to grow in a healthy manner

In addition, YKK Real Estate, a Group company located in Toyama Prefecture's Kurobe City, YKK's technological headquarters, is building a Passive Town*, and in 2016, YKK Real Estate opened Tampopo Child Center, YKK's first in-house childcare facility. It has been operated to support the early return to the workplace of employees who have given birth and support working styles that do not view raising children as a handicap. Tampopo Child Center was relocated to Passive Town Block 4, and newly opened in March 2022, with the aim of ensuring safety when children are dropped off or picked up, further enhancing the environment suited to care in which children interact with nature, and responding to the trend toward increase of people wanting to be admitted, etc. In the future as well, we will strive to increase convenience further, and support employees' ease of work.

* Passive Town is an initiative to propose low-energy community-building and home-building that is suited to a sustainable society through passive design that utilizes Kurobe's natural energy sources to the fullest rather than relying excessively on energy consumption.

Industrial Health and Safety

Basic Philosophy

In 1994, the YKK Group formulated the YKK Group Health and Safety Declaration as the universal policy that indicates the direction each company should move in its efforts. We implement a variety of health and safety activities aimed at the formation of a workplace where people can work in safety and without worry, by getting each employee to align himself or herself with the stipulations of the Declaration, have strong self-awareness regarding health and safety, and take health and safety into consideration.

FY2021 Initiatives

Presidents and plant managers conducted top management inspection tours of each YKK Group company from the perspective of "making safety the top priority," in an effort to improve the awareness of each employee regarding safety. In addition, we visit each workplace and conduct safety workshops. We are also working to raise the overall level of health and safety knowledge by meeting face-to-face, engaging in dialogue, and communicating the importance of safety.

The YKK Group has started operation of an overseas version of the Workplace Injury Information Management System in addition to the domestic version, in order to gather information on all workplace injuries occurring in the YKK Group and reduce the risk that an industrial accident will occur.

Creation and operation of the occupational health and safety management system

YKK has created an occupational health and safety management system at all of its production sites in Japan and overseas, and is striving to adhere to the stipulations of the relevant laws, regulations, and restrictions, etc., related to occupational health and safety, and to prevent industrial accidents.

Fire/disaster prevention measures

YKK has thoroughly implemented fire/disaster prevention measures and is addressing the matter with human life as the top priority.

YKK 6th Mid-term Health and Safety Policy

Safety above all

YKK places the highest priority on safety to improve the health and safety of its employees. We will promote the creation of a safe and secure work environment and good health by ensuring that everyone has a strong awareness of health and safety and that all employees participate in health and safety activities.

Guidelines for Action

- Create a safe and secure work environment
We will identify potential risks and strengthen risk reduction measures.
- Raise awareness of safety
We will enhance each employee's awareness of safety and improve the capabilities of workplace managers.
- Maintain and improve safety management level
We will establish occupational health & safety management system and promote ISO45001.
- Promote corporate efforts for disaster prevention
We will strengthen fire prevention and disaster prevention system to eradicate fire breakouts.

April 1, 2021
Hiroaki Otani
President
YKK Corporation

2022 YKK Health and Safety Objectives

Safety above all else, Zero occupational accidents and fire breakouts

1 Create a safe and secure work environment

- Compliance with health and safety related laws and regulations, as well as YKK Health and Safety Standard and other regulations
- Eradicate accidents caused by production equipment
 - Implement risk assessment
 - Execute engineering measures such as interlocks, review and establish work standards
 - Establish a system for conducting safety inspections to external manufactured equipment

2 Raise awareness of safety

- Conduct safety patrols by TOP management (twice a year)
- Improve knowledge and management capabilities of safety personnel and workplace managers (Establishment of a hierarchical education system)
- Reinforce hazard experience education (25% implementation in Japan, spread in overseas)

3 Maintain and improve safety management level

- Strengthen the management of poisonous and deleterious substances
- Speed up prompt report of accidents and ensure to implement recurrence prevention measures
- Promote occupational health and safety management system

4 Promote corporate efforts for disaster prevention

- Ensure to spread the measures to prevent fire breakouts
- Enhance the system to respond quickly and smoothly

Industrial injury statistics *Fastening business and other businesses related to business operations

Industrial injury statistics		FY2017	FY2018	FY2019	FY2020	FY2021
Domestic	Frequency rate (1 day or more of absence from work)* (Permanent employees)	0.64	0.83	0.38	0.22	0.00
	* Frequency rate: Metric to show the frequency of industrial injuries	$\frac{\text{Number of employees on leave due to industrial injuries}}{\text{Total actual working hours}} \times 1,000,000$				
Overseas	Injuries and deaths per 1,000 (1 day or more of absence from work) * Permanent employees and dispatched workers	1.8	2.1	1.7	1.7	2.0
	* Injuries and deaths per 1,000: Percentage of industrial injuries and deaths per 1,000 workers per year	$\frac{\text{Number of employees on leave due to industrial injuries per year}}{\text{Average number of employees per year}} \times 1,000$				

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Implementation of hazard experience training



Experience being caught in gears

Using the actual machines, etc., we provide this training to encourage employees to get an intuitive understanding through the basic human functions of seeing, hearing, and feeling, and to get an increased ability to recognize (sensitivity to hazards). At business sites in Japan and overseas, we have set up machines to experience being caught in gears, caught in a press, caught in rollers, etc., and are promoting education in which participants can experience directly a variety of hazards that lurk in the workplace.

Implementation of disaster-preparedness drills in collaboration with the community



Rescuing an injured person with a stretcher

Each year since 1991, the Kurobe Manufacturing Center has conducted general disaster-preparedness drills with the local community. The 31st time was in FY2021. The scenario was that there had been an earthquake, and training included guidance for evacuating the research building, confirmation of safety, prevention of wastewater that had leaked from spreading, rescuing people who had been injured in the fire, and other training conducted in partnership with the local fire department. The local government, fire department, and police participated in the drills as well, so in addition to confirming how to collaborate in the event of an actual disaster, we obtained input from various areas as we worked to improve our fire/disaster prevention skills.

In the future as well, we will strive to improve our fire/disaster prevention skills and control the occurrence of fires and disasters so that members of the community around the plant can have peace of mind.

Employee Health

Basic Philosophy

YKK believes that the health of its employees is one of the company's important assets, and supports all employees in being able to continue working with a healthy mind and body. We strive to unite with our employees to promote good health, such as reducing lifestyle-related diseases and mental health issues.

FY2021 Initiatives

In FY2021, we worked on five priority measures. (1) In regard to reduction of lifestyle-related diseases, we implemented initiatives to achieve a specific health checkup implementation rate of 90%, and a specific health guidance implementation rate of 50%. In addition, we conducted a smoking cessation campaign and internal no-smoking days, etc., aimed at reducing the smoking rate to 20%. (2) In regard to preventing psychological disorders, we conducted training meetings, interviews with individuals who were identified as having a high stress level in the stress check, and activities to improve the workplace environment. (3) The company collaborated with health management centers to promote support for balancing the treatment of illness and work. (4) In order to strengthen the health management system, we created a system that enables all employees to receive services from the healthcare staff. (5) We implemented measures to increase the participation rate in the Health Promotion Campaign in an aim to raise awareness of exercise habits. These initiatives resulted in being named a 2022 Certified Health & Productivity Management Outstanding Organization.

Related data YKK Corporation and affiliated companies in Japan

	Unit	FY2017	FY2018	FY2019	FY2020	FY2021
Percentage of people taking the stress check	%	98.8	99.0	99.7	98.9	98.5
Percentage of people who exercise regularly (Exercise for 30 minutes or more a day for once or more a week)	%	41.6	41.4	42.6	47.1	46.9
Percentage of people with metabolic syndrome	%	13.4	13.9	14.9	16.2	—
Percentage of people targeted for special health guidance	%	18.3	17.8	18.5	19.4	—
Percentage of smokers	%	22.6	23.0	22.2	21.3	20.7
Long-term leave days (leave of absence)	days	8,347	9,308	9,008	8,397	9,821

* Numbers for FY2021 are still being aggregated.

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Implementation of Health Promotion Campaign 2021



Campaign brochure

We conduct a "Health Promotion Campaign" aimed at making improvements to individual lifestyles. Individuals select courses related to diet, exercise, and daily living to implement and work on the challenge for two months.

We have declared the launch of the "New Health Promotion Campaign" beginning in FY2021, making it possible for employees to select even more health improvement courses to address problematic aspects of their increasingly diverse lifestyles.

Participation rate

FY2017	FY2018	FY2019	FY2020	FY2021
28.3%	41.3%	52.8%	68.0%	60.5%

Implementation of a smoking cessation campaign

YKK's target is for 20% or less of all employees to be smokers. The President has issued a message to encourage the entire company to unite in order to achieve the goal. In addition, as part of the initiative, the company will move forward with prohibiting smoking indoors by the end of FY2022, and on company grounds by the end of FY2024. Further, we worked on various measures, and conducted the smoking cessation campaign twice in FY2021, and the company-wide no-smoking day six times. We also provide support to individuals who take on the "Smoking Cessation Challenge" to quit smoking.

- FY2021 smoking cessation campaign period May 24 - June 30, 2021; December 20, 2021 - January 31, 2022
- FY2021 company-wide no-smoking day May 31, July 21, September 22, November 19, January 21, March 22

Human Rights

Basic Philosophy

The YKK Group adopted a Human Rights Policy Statement and conducts business activities that respect human rights.

YKK Group Human Rights Policy Statement

1 Equal opportunity and prohibition of discrimination

Based on the concept of "fairness," the YKK Group respects the human rights, individuality and personal character of its stakeholders in all countries and regions of operation. YKK does not condone discrimination, harassment or other acts that disregard human rights. YKK promotes fair business activities by prohibiting the violation of human rights and by taking appropriate action should an infringement occur.

2 Respect for basic labor rights

The YKK Group respects basic labor rights in all countries and regions of operation, including freedom of association and the right to collective bargaining.

3 Respect for employment practices in countries and regions of operation

The YKK Group respects the laws, regulations and employment practices of all countries and regions of operation. It also prohibits the use of child labor and forced labor.

FY2021 Initiatives

In FY2021, we performed YGCC selfchecks at all applicable locations. To reduce the risk of human rights violations on an ongoing basis, for each audit item we anticipated and correlated possible violation risks regardless of severity. Although there have been no incidents of human rights violations, as a result of the audits, we are now working in some countries to amend working hours that comply with domestic laws but deviate from international standards. For suppliers, as well as confirming that suppliers comply with basic trading principles in accordance with OECD guidelines, we carry out regular status checks and evaluations via CSR questionnaire surveys.

Going forward, we will continue to identify and evaluate human rights risks through YGCC implementation, promote the building of relief systems, and work to transition to structures that conform to UNGP* and due diligence laws that will be enacted in the future in Europe.

* United Nations Guiding Principles on Business and Human Rights

Related data

	Unit	FY2017	FY2018	FY2019	FY2020	FY2021
YGCC third-party audits performed	cases	9	16	13	6* ¹	9* ¹
People receiving harassment training/compliance training (Total number of people)* ²	people	197	172	598	183	89
Whistleblowing cases reported* ³	cases	24	25	31	20	16

*¹ Only performed at the bare minimum required number of companies due to the impact of the COVID-19 pandemic in FY2020 and FY2021. From FY2022, third-party audits will resume as circumstances allow.

*² Target companies: YKK Corporation, YSF, BSI, domestic affiliated companies.

*³ Total cases for domestic YKK Corporation, affiliated companies, employees on overseas assignment (YKK Corporation). Excluding AP.

Supply Chain Management

Basic Philosophy

The YKK Group adopted the following Procurement Policy so that it can fulfill its social responsibilities throughout the supply chain.

YKK Group Procurement Policy

Ever since YKK’s founding, we have based our business activities on the conviction, under the Cycle of Goodness® YKK Philosophy, that an enterprise is an important member of society, that it must thereby coexist with other elements of society, and the value of its existence will be recognized by the benefits it shares with society. The belief behind this is that no one prospers without rendering benefit to others. We carry out business activities with the aim of bringing mutual prosperity, and our intent is that innovative ideas and inventions will result in business expansion for the YKK Group, which in turn would bring prosperity to customers and business partners, and thus benefit all society. This is none other than our execution of corporate social responsibility.

FY2021 Initiatives

We undertake CSR procurement in the Fastening Business so that we can fulfill our social responsibilities throughout the entire supply chain. In all processes, from raw materials to finished products, we take measures to procure materials that do not contain hazardous substances and to procure goods that were produced through appropriate manufacturing processes and labor environments. We continuously administer CSR procurement questionnaires to determine the CSR conditions of suppliers and provide feedback on the evaluation results. We also make visits and conduct interviews to encourage suppliers to make improvements. Further, recognizing that our partnerships with our trading partners are important, and so that we may promote mutual understanding with them, the YKK Group has specified our requests as “Basic Principles of Procurement”. We ask for their understanding and assent, and we hope that they will join us in the fulfillment of our responsibilities to society.

* See here for details regarding the Basic Principles of Procurement.
https://www.ykk.co.jp/english/corporate/csr/fair_operating_supply.html



COLUMN

Initiatives related to conflict minerals

To accommodate the U.S. Dodd-Frank Act, we have confirmed each year since FY2013 that we do not purchase conflict minerals (tin, tantalum, tungsten, gold) from the Democratic Republic of the Congo and neighboring countries. Further, cobalt, regarding which there are concerns about child labor, etc., during mining, was newly added as a target of investigation in FY2021, and has been confirmed globally, and we have confirmed that the YKK Group does not purchase any of them.

Quality

Basic Philosophy

In order to provide new value for the needs of customers and society, we are fastidious about quality in the entire process, from development to manufacturing, sale, and after-service. In the fastening business, including overseas, we have acquired ISO 9001 certification, continued to improve our quality management system, and established global quality standards, and provide our customers with products that all meet the same standard of quality.

FY2021 Initiatives

In FY2021, under the 6th Mid-term Quality Policy, we focused on providing safe and worry-free services, contributing to a sustainable society by reducing the environmental impact/burden of chemical substances, and achieving the highest quality at the lowest cost through promotion of quality cost management. We have promoted activities to prevent the occurrence and recurrence of quality issues, revised the YKK Restricted Substance List (YKK RSL), and worked to utilize resources effectively by ensuring that the materials used in manufacturing are appropriate.

YKK 6th Mid-term Quality Policy

Under our 6th Mid-term Management Vision, "Technology-Oriented Value Creation," YKK will continue to focus on quality in order to meet diverse customer needs and acquiring customers, providing safe, reliable, better products and services at a lower cost and greater speed, more sustainably.

Guidelines for Action

- We will provide safe and reliable products and services that sincerely satisfy our customers in all processes from research and development to manufacturing, sales, and after-sales service, by being sensitive to the voices of our customers and the needs of society.
- We will contribute to the realization of a sustainable society by minimizing the impact and load on the environment in order to leave a rich life for future generations.
- We will promote quality cost management and make fundamental improvements and upgrades to address quality issues through technology to achieve "the highest quality at the lowest cost."

Apr 1st, 2021
Hiroaki Otani
 President, YKK Corporation

Status of acquisition of quality-related certification

Certifications	Overview
ISO9001 / ISO14001 / ISO45001 	YKK has acquired ISO 9001, ISO 14001, and ISO 45001 certification at many of its business sites.
OEKO-TEX® STANDARD 100 	OEKO-TEX® is a certification system that verifies that textiles are safe and do not contain substances that are harmful to the body, based on the results of analytical testing. Certification is the world's top level of "evidence that textile products are safe and can be used without worry." As of the end of March 2021, 38 YKK business sites had acquired STANDARD 100 by OEKO-TEX® Product Class I certification. In 2017, YKK received the Grand Prize, the highest award, at the JAPAN OEKO-TEX® AWARD 2017 ceremony. * OEKO-TEX is a registered trademark of ÖTI-Institut für Ökologie, Technik und Innovation GmbH.
bluesign® system 	The bluesign® system is certification of products that have gone through a sustainable supply chain in the textiles industry from the perspectives of the environment, labor, and consumers. As of the end of March 2022, six sites around the world have become bluesign® system partners. See the YKK Digital Showroom (https://ykkdigitalshowroom.com/jp/b1f/eco-friendly_products/bluesign_approved/) for details on products that have received bluesign® certification (zippers, vinyl parts). * bluesign is a registered trademark of bluesign technologies.

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Revision of YKK RSL

Operating companies that manufacture fastening products strengthened management of changes to each of the development, purchasing, and manufacturing processes in accordance with the FY2020 version of the YKK Restricted Substance List (RSL), which is a list of in-house standards that were established based on industry standards related to chemical substance management. In addition, we have finished informing all suppliers and have gotten responses regarding the status of compliance from 1,204 companies. We are continuing to conduct the investigation.

Further, we revised the YKK RSL to the FY2022 edition, and updated it to include additions to REACH SVHC, CA Prop 65, and other laws and regulations, as well as revisions to laws, regulations, and restrictions. We always keep the YKK RSL updated with the latest information, and respond to changes to the needs of customers and society.

The first firewall test site in Japan by CPSC



Kurobe Manufacturing Center Quality Control/ Assurance Department

The Test Analysis Group of the Quality Control/Assurance Department was certified by the Japan Accreditation Board (JAB) as a test site for analysis of trace amounts of lead and phthalates contained in copper alloy, zinc alloy, resin, and coating film, in accordance with the international standard ISO/IEC 17025. After obtaining these certifications, in 2011, the U.S. Consumer Product Safety Commission (CPSC) certified registration as a firewall laboratory for analysis of lead and phthalates in products, the first in Japan. The YKK Group is working to strengthen its chemical substance management structure for fastening products as a test site that is trusted internationally, through its materials and products analysis work.

Quality inspections at overseas production sites



A scene of remote quality inspection
(An inspection at P.T. YKK Zipper Indonesia is pictured here.)

The Head Office Quality Control Department conducts quality inspections at each site in order to monitor the quality control system at fastening business production sites deployed around the world. As the movement of people was restricted by the spread of COVID-19, we switched from face-to-face inspections to remote inspections, and created a monitoring system that continued it to each production site. In FY2021, we conducted inspections at YKK Taiwan Co., Ltd. and YKK Snap Fasteners (Wuxi) Co., Ltd., and are striving to maintain and manage appropriate production activities.