

Empowering Our People

The NEC Group, to make additional progress with our global business, has established new practices under an “NEC Group Human Rights Policy” as we strive to further respect human rights. We actively promote women’s success in the workplace, and are strengthening the training of employees who can excel in a global environment. In addition, we conduct research into employee awareness both domestically and overseas to promote quality workplaces, and strive to acquire official certification regarding safety and health.

Formulating the “NEC Group Human Rights Policy”

As a global company, NEC supports the following codes of conduct and guidelines advocated by the United Nations, the International Labor Organization (ILO), the European Commission, and other organizations.

- The International Bill of Human Rights (United Nations)
- The ILO Declaration on Fundamental Principles and Rights at Work
- The United Nations Global Compact
- Guiding Principles on Business and Human Rights (UNGPR) (United Nations)
- The ICT Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights (European Commission)

In 2004, NEC added an item expressing respect for human rights to its “NEC Group Charter of Corporate Behavior” and in April 2015 newly formulated the NEC Group Human Rights Policy as a commitment to stakeholders. This policy states that NEC shall engage in dialog and discussion with stakeholders to develop and implement due diligence on human rights. It also requires that a similar respect for human rights be shown not only by NEC Group employees, but also by business partners in the value chain and by other associates.

Promoting Women’s Success in the Workplace

NEC appointed and promoted personnel irrespective of gender even before the enactment of the Equal Employment Opportunity Law in 1985.

NEC’s recruitment of new graduates in recent years has seen the ratio of women among them grow to around 20% to 25%. In addition, the percentage of the total number of managers who are women exceeds 5%. In addition, there are 96 management-class female employees who are ranked in the position of department manager or higher, including division leaders and branch managers. The percentage of such women is 3.8%. (The figures are as of April 2015.) In addition, NEC is actively engaged in creating workplaces where women can succeed in line with the action plan below, which is outlined in the Japan Business Federation (Keidanren) Action Plan on Women’s Active Participation in the Workforce.

Voluntary Action Plan on Promotion of Women to Managerial and Board Positions

- ▶ Achieve a percentage of women ranked department manager or higher of 5% by April 2018
- ▶ Raise career awareness and form networks of young and mid-career employees using female managers, mainly those ranked as relatively high business unit managers
- ▶ Strengthen the support of employees aiming to be working parents
- ▶ Promote innovative working styles by utilizing ICT and with a focus on diversity

In line with this action plan, in fiscal 2015 NEC implemented the following policies and events aimed at providing women with career support and raising employee awareness.

● Business unit manager interviews about employing women at the position of department manager

NEC conducted interviews to gain opinions and proposals regarding matters that included the career experience needed for such employment, fields in which success can be expected, and reviews of the working styles

of employees who have restrictions on working hours, including shorter working hours while raising children.

● An interactive event for young and mid-career female employees

In December 2014, NEC held a diversity promotion event called “Think About Your Career, Your Dreams.” This was an interactive event for female employees held by SELENE (short for “Scarlet Elegance in NEC”), a volunteer group of NEC female managers.

The event had two main aims. One was to make women realize there are many options for their career plans, life plans, and work styles. The other was to enable the participants to meet many different people from within the Company. About 80 young and mid-career female employees took part.

● Seminar on support for returning to work while raising children

In February 2015, NEC held a seminar on support for returning to the workplace for employees who were on leave to raise children. It was attended by about 50 employees on such leave. Participants learned about the current state of the Company, systems supporting working parents, and self-management techniques. They also worked in groups to positively reflect on returning to the workplace.

● Career development events for female sales staff

Since fiscal 2013, networking events such as national women’s sales staff events and women’s leadership training have been held across the Company for the purpose of training female sales staff. These events are not limited to employees, but also involve exchanges with salespeople from different sectors, helping broaden perspectives through networking with people from other companies.



Making Global Professionals More Visible and Training Them

To further support our global growth from the personnel side, in fiscal 2011, the NEC Group began building a framework for training professionals capable of succeeding in a global organization.

NEC created a global-standard framework on human resources and skills to provide a common global scale for gauging the capabilities of human resources. Based on this, NEC developed a Web-based SaaS-style management tool for human resources and skills to improve the visibility of the skills of professionals at overseas subsidiaries. Moreover, in fiscal 2015, NEC carried out skills surveys at overseas subsidiaries that have yet to introduce such management tools. We were able to

visualize the skills of about 80% of the service personnel, systems engineers, and software developers.

For employees at overseas subsidiaries who are expected to become leaders to drive global business, we are implementing global leader training. Through this training, we will help them share what the NEC Group aims to be and expand personal business networks by gathering leadership candidates from various regions.



Employee Surveys: One NEC Survey and Engagement Survey

The NEC Group conducts One NEC Surveys each year for all employees of Group affiliates in Japan to better understand employees’ opinions and thoughts about the Company, workplaces, and jobs. In addition, since fiscal 2012, NEC has carried out Engagement Surveys for employees of overseas Group companies every other year. The results of both surveys are utilized to determine the direction of human resources initiatives and measures to develop organizations.

One NEC Survey (Japan)

In fiscal 2015, this survey was conducted at NEC Corporation and 33 NEC Group companies in Japan. The purposes were to identify the factors that motivate each employee to perform better and improve customer satisfaction. Responses were obtained from 48,857 employees, making the response rate about 84%. More than 70% of the respondents expressed positive opinions about their high degree of trust in their co-workers, their desire to contribute to customers, and their loyalty to NEC. However, only from 40% to 50% of the employees

had positive opinions about career opportunities, evaluation systems, and work processes. Based on these results, NEC will further enhance and promote career opportunities to provide employees better future prospects and a greater sense of growth.

Engagement Survey (Overseas Subsidiaries)

In fiscal 2015, this survey was conducted at overseas subsidiaries in 30 countries managed by the Global Business Unit. It was in seven languages. Responses were obtained from 7,900 employees and the response rate was 77%. More than 60% of the respondents expressed positive opinions regarding teamwork and customer-oriented work execution. In contrast, the positive response rates for career opportunities, evaluation systems, and work environments were about 35%. This tendency is similar to the responses of employees in Japan. Based on these trends, NEC will collaborate with each region to develop the organization further.

Tackling Health and Safety

A fundamental NEC principle is that “NEC will maintain and enhance comfortable and supportive workplaces to ensure the health and safety of all people working at its business sites.” Based on that, NEC provides various occupational health and safety and health enhancement activities company-wide, taking into account the characteristics of each company and workplace.

Adoption and Functioning of the NEC Group’s Occupational Health and Safety Management Regulations

NEC established a company-wide Occupational Health & Safety Policy in 2010. It was used to regulate specific actions in individual situations. In 2012, the NEC Group’s Occupational Health and Safety Management Regulations were established as part of efforts to enhance the quality of the activities.

Efforts to Acquire OHSAS 18001 Certification

The NEC Group has been working since fiscal 2011 to obtain OHSAS 18001 certification by fiscal 2015 for occupational health and safety, taking into account the characteristics of each company and workplace. Certification has already been obtained for 11 NEC Group companies thought to be likely to have health and safety risks, including the NEC Kansai Building, sales bases, and production lines. Looking forward, we are moving ahead with OHSAS certification or implementation of a similar program for other NEC Group companies.



OHSAS certificate