

# Human Rights and Diversity

The NEC Group Human Rights Policy was formulated based on the International Bill of Human Rights and the Guiding Principles on Business and Human Rights (UNGP). NEC strives to respect human rights, including those of women, the disabled, and the LGBT\* community, in all of its corporate activities. NEC also views the cultivation of an environment and culture that enable diverse human resources to bring out the most of their ability to be an important management strategy. The company therefore focuses on efforts to promote diversity, such as achieving work-life balance with different working styles.

## Participation in the World Assembly for Women in Tokyo (WAW! 2015)

Nobuhiro Endo (then president of NEC) attended a high-level roundtable of the international World Assembly for Women in Tokyo (WAW! 2015), a symposium held by the Ministry of Foreign Affairs in August 2015. He discussed work-life management with foreign heads of state, executives of global IT companies, and other attendees.

As part of those discussions, Mr. Endo explained the importance of a system that enables a diverse range of people, not only women, to make choices themselves in order to make work something of value. He also explained that, to create systems that enhance diversity, NEC promotes the shortening of work hours, simplification of work processes, and sharing of information. This enables a working environment in which employees can substitute for each other at any time.

Also as a result of those discussions, a proposal called Designing New and Flexible Working Styles Utilizing Information and Communications Technology (ICT) was included in the WAW! 2015 report. It was also registered as a United Nations document.



Mr. Endo (then president) explaining NEC's efforts

## Reforming Working Styles and Achieving Work-Life Balance

At NEC, labor and management cooperate to implement flexible working styles, prevent overwork, and promote time off from work.

The status of these efforts is confirmed by labor-management committees in each business unit and office to shorten work hours and ensure employee health while also promoting time off from work. In addition, to respond to changes in the business environment and the diversifying needs of employees, we have expanded the range of employees allowed to work from home and to "bring your own device" (BYOD). This has not only contributed to creating a better work-life balance for employees, it has also led to increases in worker productivity.

The rate of taking paid leave at NEC Corporation\* for this fiscal year was 67.9%, which was slightly less than the previous year (68.4%). The average monthly overtime remained the same as last year at 17.4 hours.



Labor-management discussions on work-style reforms

\* NEC Corporation only

## Assisting the Self-Empowerment of NEC Group Employees with a Hearing Disability

From this fiscal year, bi-monthly study sessions for expanding knowledge about NEC have been held for NEC Group employees with a hearing disability. This effort was started based on the comment of an employee who was in charge of guiding a customer with a hearing disability similar to his own at the annual C&C User Forum & iEXPO held by NEC. That employee said "I would like to expand my knowledge about my company's business on a regular basis rather than just before an event, but I do not have many opportunities to do so."

These study sessions were held four times this fiscal year for a total of 200 participants. The sessions focused on important themes for expanding knowledge about the NEC Group, such as barrier-free efforts at NEC, brand strategy, how to read management indices, and NEC products and solutions.

The content of the sessions' lectures is communicated via sign language. And information accessibility is also guaranteed using ICT, such as projecting a summary of the content on a screen and installing an audio induction loop (a device that makes it easier to hear with a hearing aid).

Enabling employees with a hearing disability to conduct discussions and give presentations also contributes to cross-department networking while providing an opportunity to expand knowledge and knowhow.

NEC will continue to promote the creation of a workplace that enables all employees to work actively. We will do this based on the idea that ICT includes technologies that aid communication and contribute to closing the information gap.



A summary of the lecture is projected on a display next to a sign-language interpreter

## NEC Group Efforts for LGBT\* Rights

The creation of new innovations requires a corporate culture that enables diverse human resources to fully utilize their individualities and personalities to propose diverse ideas and opinions. The NEC Group Human Rights Policy formulated in April 2015 explicitly prohibits discrimination and acts that impair individual dignity based on someone's sexual identity or sexual orientation in addition to race or creed. This declaration has been made for both inside and outside the company.

NEC is proceeding with the three efforts below after having had several discussions with ReBit, an NPO whose mission is to engage in education promotion projects that will allow LGBT children to become the adults they want to be. ReBit is also a supporting target in the NEC Social Entrepreneurship School, which assists the startups of young social entrepreneurs.

- (1) CSR Promotion and Social Contributions Office held an event for LGBT student job seekers. The goals of this event were to both create a corporate culture that allows diverse human resources to utilize their individualities and personalities to propose various ideas and to eliminate the unease felt by LGBT job seekers.
- (2) Human Resources Development Division held three LGBT study sessions (regarding basic understanding and discussions) featuring instructors from ReBit. Approximately 120 employees attended from the Human Resources Division, General Affairs Division, Human Rights Hotline Desk, and Health Care Division.
- (3) The Human Rights Hotline Desk established at each company in the NEC Group has been accepting queries regarding LGBT issues since April 2016.



Human Resources Development Division holding a study session about LGBT



Explanation about LGBT by ReBit representative Mr. Yakushi

\* LGBT is a collective term for sexual minorities and stands for lesbian, gay, bisexual, and transgender (the latter being people who identify with a gender identity that differs from the person's sex at birth).