



Zipping around the globe

YKK GROUP
Social and Environmental Report 2009

Seeking harmonization between abundant and healthy
lives for all humankind and the environment



[YKK Corporation]

■ Established	January 1, 1934
■ Capital	11,992,400,500 yen
■ Employees	3,400 as of the end of December 2008
■ Manufactured Products	Fastening products, precision machinery, equipment and molds
■ Head Office	1, Kandaizumi-cho, Chiyoda-ku, Tokyo, 101-8642, Japan Tel: +81-3-3864-2000
■ Plants	Kurobe Plant, Kurobe Makino Plant

[YKK AP Inc.]

■ Established	July 22, 1957
■ Capital	10,000,000,000 yen
■ Employees	13,100 as of the end of December 2008
■ Manufactured Products	Architectural products
■ Head Office	1, Kandaizumi-cho, Chiyoda-ku, Tokyo, 101-8642, Japan Tel: +81-3-3864-2200
■ Plants	Tohoku Plant, Kurobe Plant, Namerikawa Plant, Shikoku Plant, Kyushu Plant

[YKK Group]

■ Group Companies	117 companies in 70 countries/ regions In Japan 23 Overseas 94 (265 overseas bases of operations)
■ Employees	40,000 (19,000 in Japan and 21,000 overseas) * as of the end of December 2008



■ Fastening Product Group

In addition to zippers, for which YKK holds the top market share in the world, the Fastening Product Group provides a variety of fastening products, including snaps, buttons, fabric fasteners and plastic fasteners. They are used not only in clothing but also in a wide range of other products as well, from shoes and bedding to medical goods, industrial materials and other new applications.

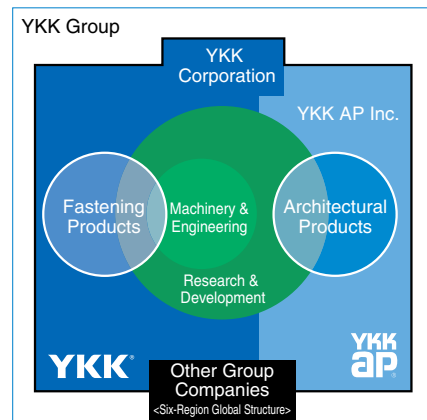
■ Machinery and Engineering Group

At the core of the YKK Group's production technology and R&D activities, the Machinery and Engineering Group puts together the technology and expertise the YKK Group has developed over the years to provide group plants around the globe with original production machinery, systems, molds and other necessary technologies. As a technical group that creates new value, it supports the integrated production system of the YKK Group so that it can provide customers with the best products and guarantee top quality.



■ Architectural Product Group

YKK AP is responsible for the architectural products of the YKK Group. The primary objective of its business activities is to enhance architectural value through the provision of various components for diverse and distinct buildings. It is engaged in various efforts to contribute to the development of more comfortable homes and towns by constantly studying and reflecting on the things that can be achieved with windows and doors. Rigorous product development based on a balance between environmental friendliness and comfort along with a unique integrated production system ensures top quality.



Editorial policy for this financial year

Since we wish to have as many people as possible read this report and learn about the YKK Group, we are publishing both a printed brochure edition with our fundamental ideas and a web edition that presents more detailed information.

The URL for the web edition is:
<http://www.ykk.com/english/corporate/eco/report/2009/index.html>

We have also adopted a color universal design approach from the readers' perspective in consideration of the various ways different people see color in order to ensure to the greatest possible extent that the information is clearly presented to everyone.

This brochure was produced exclusively with materials that can be used to make recycled paper. When finished with it, please give it to a used paper recycler.

Extent of coverage

YKK Group
(YKK Corporation, YKK AP Inc., main overseas production sites, etc.)

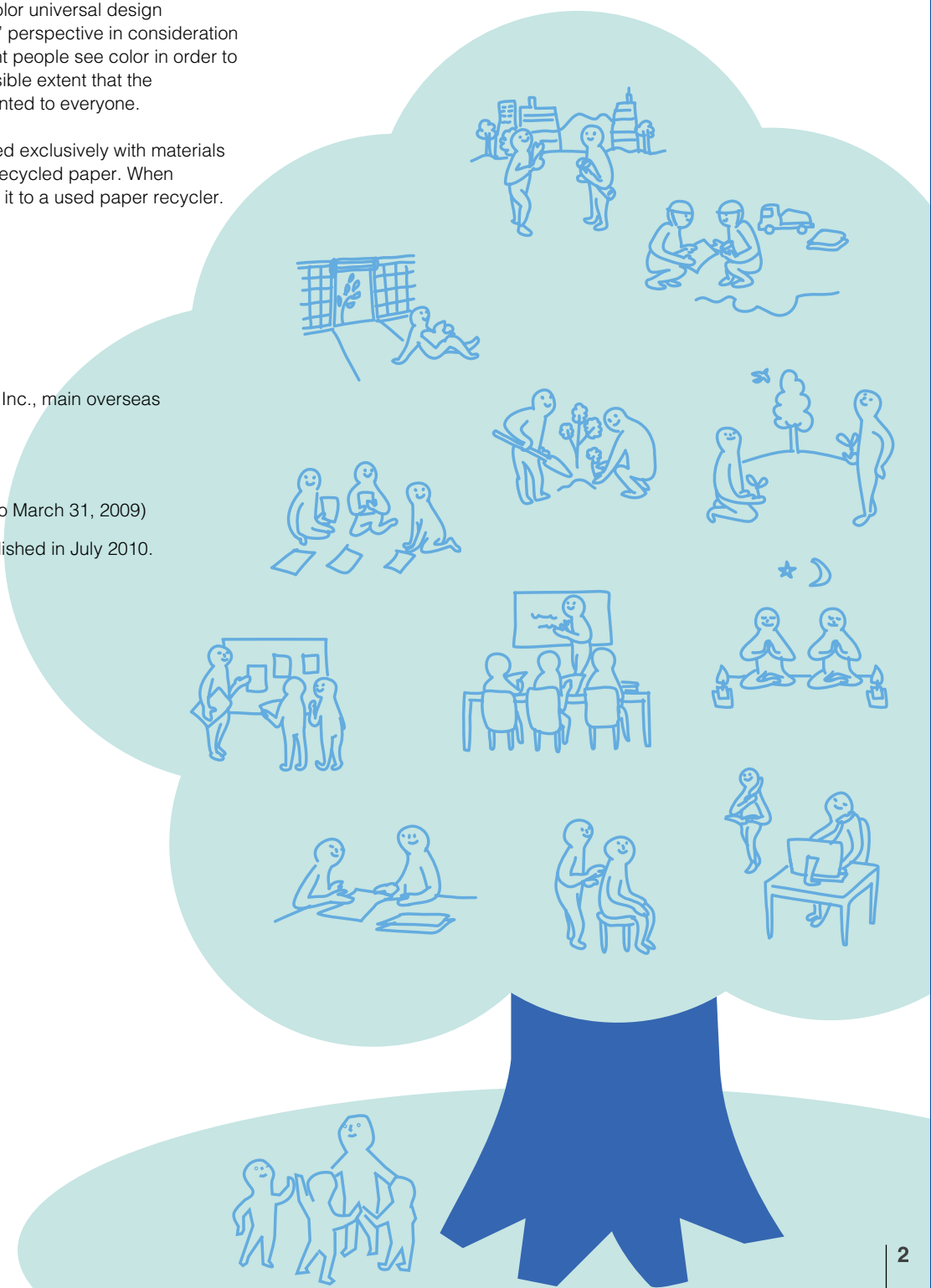
Period covered

Fiscal 2008 (April 1, 2008 to March 31, 2009)

The next report will be published in July 2010.

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At the roots of YKK Group business activities

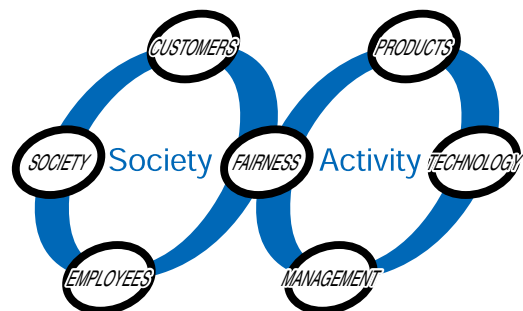
The YKK Philosophy “Cycle of Goodness”

**No one prospers unless
he renders benefit to others.**

An enterprise is an important member of society, and as such, it must coexist with the other elements of society. Its value will be recognized by the benefits it shares with society. Tadao Yoshida, YKK’s founder, carefully considered this need for mutual prosperity as he planned his business endeavors. He determined that contributions to society could best be achieved by the continual creation of value through innovative ideas and inventions. The resulting business expansion would bring prosperity to consumers and trading partners, thus benefiting all society. Tadao Yoshida called this the “Cycle of Goodness,” and he made this idea his fundamental philosophy of business. We retain this concept as the ongoing business philosophy of YKK.

YKK Group management principle

“YKK seeks corporate value of higher significance”



Seeking corporate value of higher significance,
YKK will pursue innovative quality in the following seven areas.

As the YKK Group, we conduct business activities in about 70 countries and regions around the world, including Japan, with fastening and architectural products as our two core business fields.

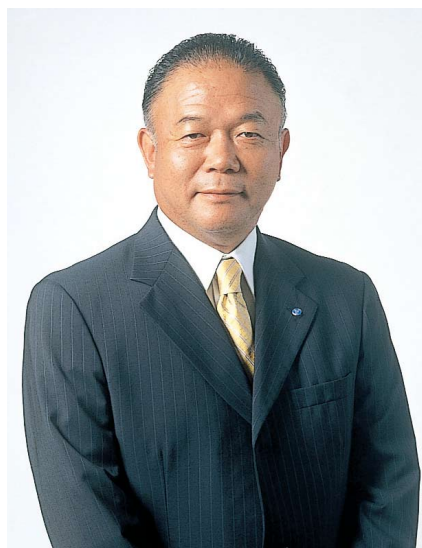
We make fairness the fundamental standard for all YKK Group business activities, and our companies seek to delight our customers, earn the high regard of society and make our employees happy and proud.

As we approach the centennial anniversary of our establishment, in order to realize these goals and to assure the further growth and development of the YKK Group, we are working, in particular, to raise the level of our business value and enhance our brand value.

The YKK Group seeks to be a corporation that is recognized as “a company that can be trusted,” “a truly international company” and “a company with technology for the creation of new value.” We will continue to pursue our business activities with these goals. For this reason, as we strengthen our corporate governance systems, we intend to enhance our legal compliance efforts and work to fulfill the responsibilities of a good corporate citizen.



Tadahiro Yoshida
President & CEO
YKK Corporation
July 2009



A corporation that is embraced by individuals, communities and society as a whole

As a manufacturing company

The global effects of environmental problems such as global warming, hazardous chemicals and the loss of biodiversity have become an issue of great concern in recent years.

The YKK Group understands that our impact on the environment in all the countries and regions where we conduct business activities is anything but small and, therefore, considers management of environmental problems one of our most important tasks. Since establishing the YKK Group Environmental Charter in 1994, the entire group has been making every effort to protect the environment.

We have continued to step up those efforts every year starting with legal compliance and the establishment of a system of implementation and including measures designed to conserve energy and recycle resources.

In the months and years ahead we will further utilize our technological strengths and promote environmental policies on an ongoing basis in every area of our business activities, including the development of eco-products, the implementation of measures to reduce CO₂ emissions and the effective use of resources.

On the milestone of our 75th anniversary

The spread of globalization has brought great economic benefits to people around the world, but at the same time, it has created income gaps through fierce global competition and resulted in severe environmental destruction.

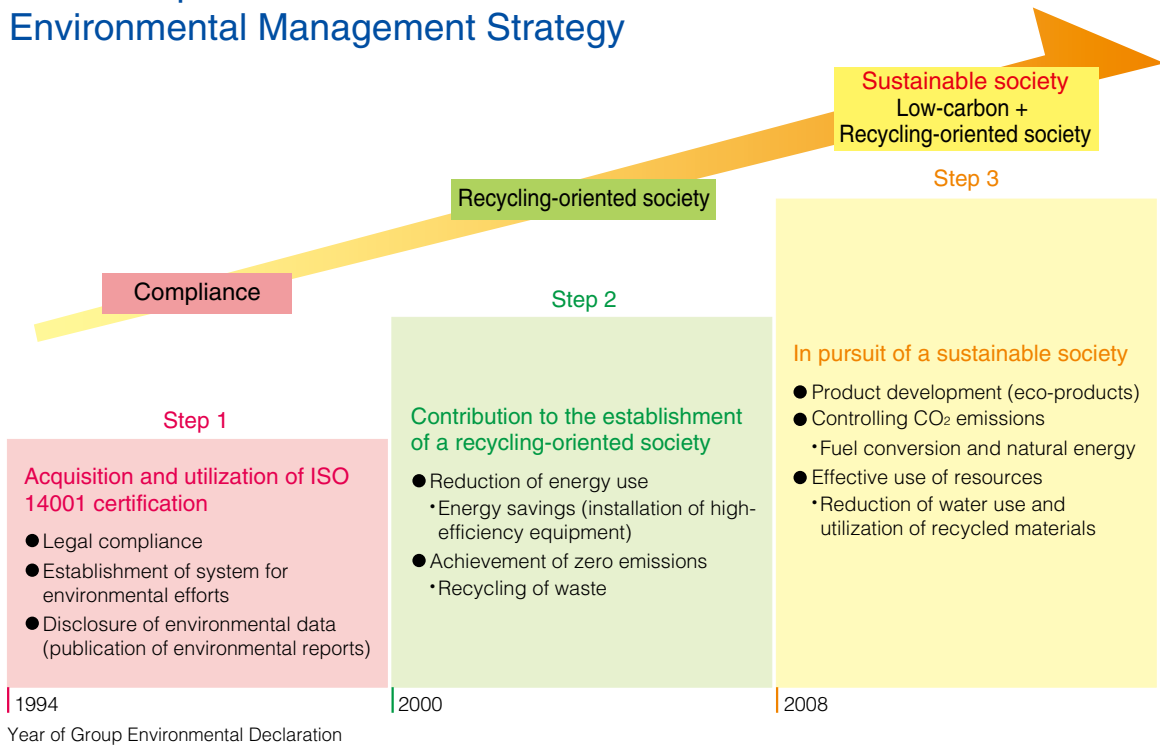
In the midst of these circumstances, the YKK Group is celebrating our 75th anniversary and will continue, as we have to this day, to think about our customers, the local communities and our employees. We will engage in highly transparent operations based on harmony with the environment in accordance with the YKK philosophy of a "Cycle of Goodness." This holds true not only in Japan but also in every country and region in which we have established operations. In this way, we will preserve the YKK image and carry it from the past into the present and future.



Kiyoshi Takeshima

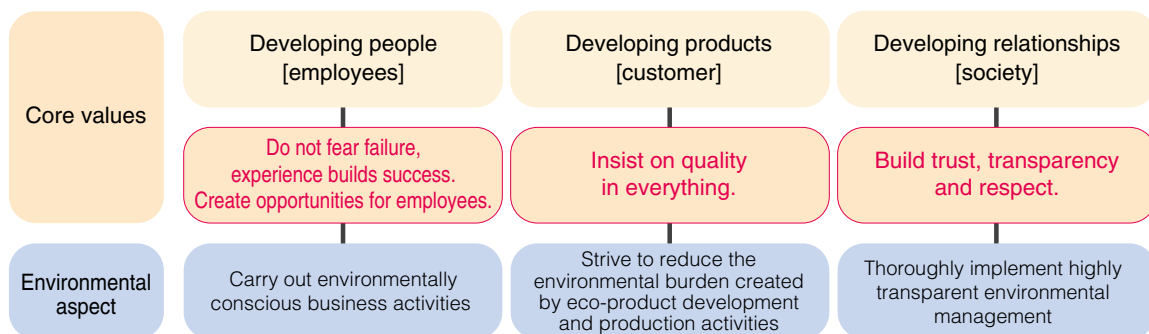
Chairman of YKK Group Environmental Policy Committee
Representative Director and Vice Chairman of YKK Corporation

YKK Group Medium-Term Environmental Management Strategy



YKK Core Values

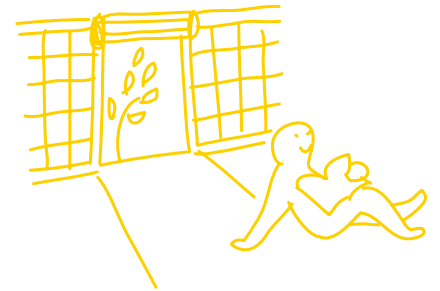
The YKK Group has established three core values by which to bring benefit to our valued employees and customers as well as society at large. Each of our employees holds these values dear and puts them into practice every day for our stakeholders.



The YKK Group utilizes various approaches to contribute to the prevention of global warming.

Contributing to the prevention of global warming through products

We propose ideas for comfortable, healthy lifestyles and living environments that take advantage of the blessings of nature.



Innovations that incorporate wind and solar energy are a perfect fit for life in Japan.

Cool in the summer and warm in the winter...
The weather in Japan being hot and humid, homes that skillfully incorporate the blessings of nature, such as refreshing breezes, bright sunlight and vibrant green plants, are a part of the national tradition. These innovations are still utilized in modern living environments and are an expression of the subtle sense of beauty peculiar to Japan.



Innovations incorporating wind

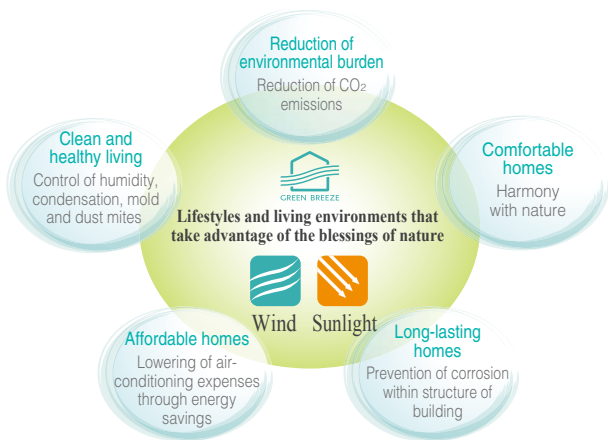
Traditional wooden houses in Japan are replete with wisdom on how to incorporate natural energy. For example, the long, narrow earth-floored area that provides access from the front of the house to the rear of the plot serves to draw in natural breezes, and the skylight above the stove lets the smoke out and brings light to the whole room. The small gardens around Japanese homes are also designed in such a way as to improve lighting and ventilation.



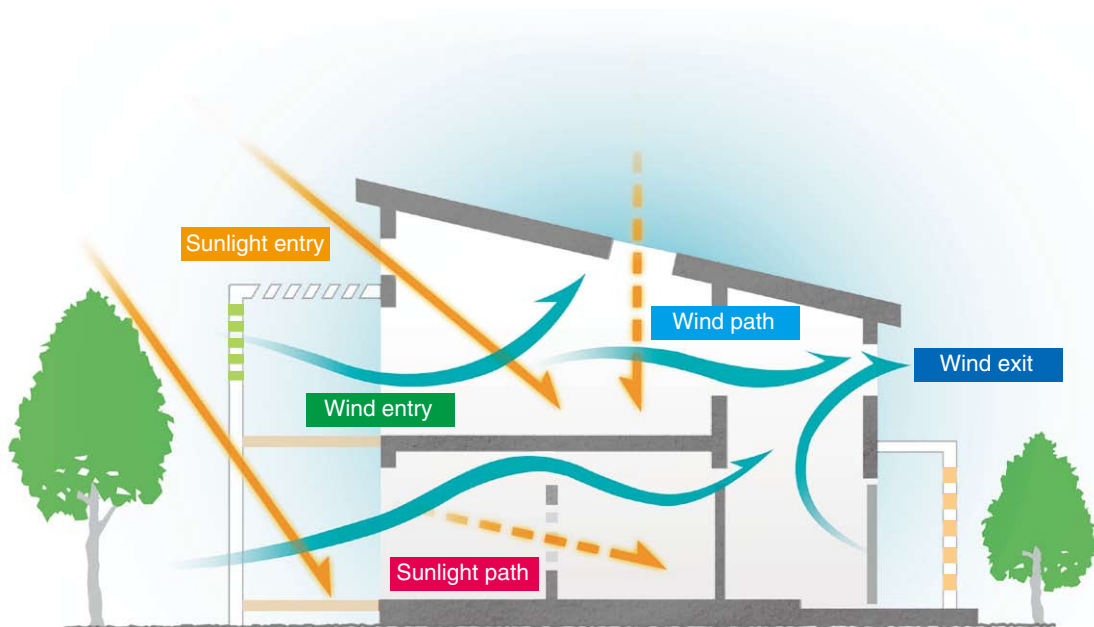
Incorporating sunlight

Bamboo blinds block out sunlight but allow the wind to pass through. While obstructing direct sunlight and keeping people from seeing inside during the summer, they allow cool wind and pleasant light into the room through the spaces between the bamboo stems.





During the hot and humid days of summer, cool breezes pass through the house, and green trees provide shade. In the winter, sunlight fills the house and provides warmth. “Green Breeze” incorporates natural energy to provide a healthy and comfortable living environment and reduce the environmental burden at the same time.



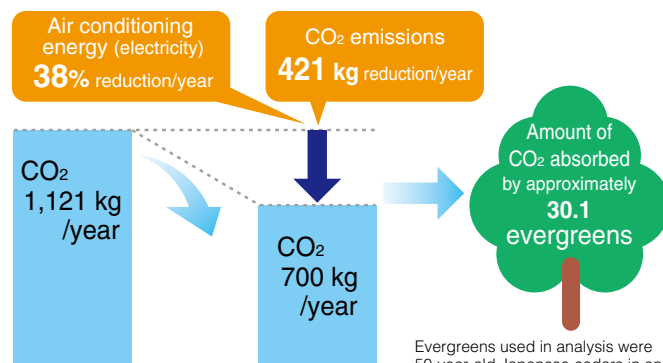
Energy savings from the use of natural breezes

Houses that actively utilize natural ventilation require less energy for air conditioning and are friendly on both the environment and the household budget.

Energy used for air conditioning is reduced by about 38% annually per household and results in a reduction in CO₂ emissions of about 421 kg.

- Location: Tokyo
- Description of house: Two-story wooden house with floor area of 182.8 m²
- Period of air conditioning use: April 25 – October 24
- Windows: Sliding windows on 1st floor closed at night (9 p.m. – 6 a.m.)

© Annual energy savings per household



* Based on results of internal analysis (Numbers will vary depending on type of air conditioner and lifestyle.)

Evergreens used in analysis were 50-year-old Japanese cedars in an artificial forest. Calculations based on yield table from prefectural government of Gifu.

* Source: “Green Absorption Source Measures for Prevention of Global Warming” issued by the Forestry Agency and the Ministry of the Environment of Japan

Contributing to the prevention of global warming through aggressive energy saving measures



We are promoting energy savings within our business activities based on the following three points:

- (1) Eliminate wasteful energy consumption
- (2) Implement thorough energy management
- (3) Plan, propose and promote to invest in improved equipment and facilities



Install a limited number of small, high-efficiency multi-tubular once-through boilers



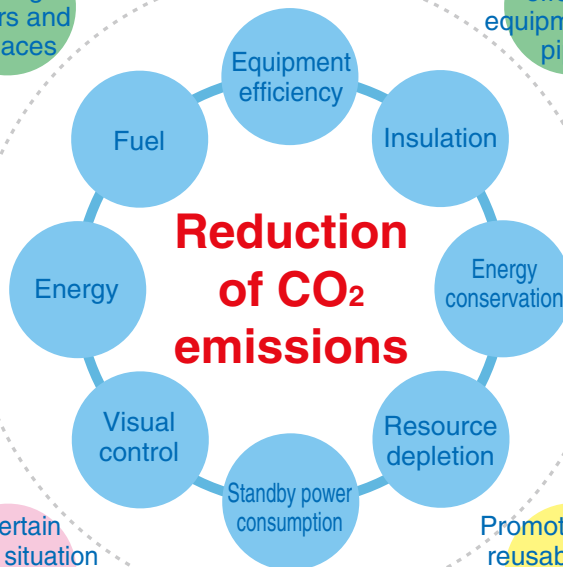
Switch to natural gas boilers and furnaces

Insulation effect of equipment and pipes



Thoroughly implement control standards and keep equipment in optimal condition

Reduction of CO₂ emissions



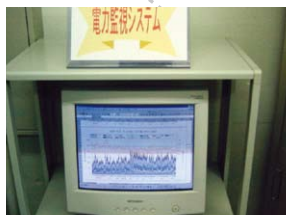
Install high-efficiency equipment



Ascertain current situation and review measures

Promote use of reusable cups with vending machines

Turn off computer monitors and lights when not in use



Contributing to the prevention of global warming by raising awareness

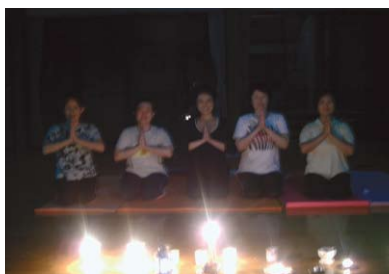
We are engaged in educational activities designed to raise awareness among our employees.

■ Calling for environmental poster submissions



Ahead of Environment Month in June every year, we invite employees and their families to submit their ideas for posters and slogans. In fiscal 2008 we also invited submissions from overseas.

■ Participation in "Lights Off" campaign



We encouraged participation in a special campaign designed to raise awareness about preventing global warming by turning off lights in the home during a designated period. Some families just talked while others participated in yoga lessons and other activities, all in candle light.

■ Lessons in eco-friendly driving



Our employees were given lessons in eco-friendly driving encompassing everything from starting out to stopping the car and shown how it improves gas mileage by comparing how much fuel was consumed when they drove as usual and when they drove in an eco-friendly manner.

■ Menu of seasonal ingredients produced locally



A POP display was set up inside the company cafeteria to show where the ingredients of the day were produced. A day was also set aside where the menu was prepared with locally grown seasonal ingredients to remind people of the qualified ingredients available locally during the season.

■ Creation and distribution of Cool Biz POP displays and badges



We created and distributed POP displays and badges to raise awareness of our Cool Biz activities.

■ Screening of movies with environmental themes



We have in-house screenings of movies with environmental themes. In fiscal 2008 we showed Kizuki, a moving and uplifting movie for grownups about the pure passion of a little boy.

Contributing to the prevention of global warming by caring for trees



YKK Group Tree Planting Day

The YKK Group promotes environmental conservation activities from a global perspective and is actively engaged in tree planting activities in Japan and other countries. These tree planting activities were carried out in an uncoordinated fashion up until fiscal 2008 when “YKK Group Tree Planting Day” was established. YKK Group companies and plants all around the world now plant trees all at once primarily on the 5th of June, which is known as World Environment Day.

We will continue to encourage participation in more and more countries to contribute to the absorption of CO₂ emissions.

Fiscal 2008: Carried out in 31 countries, 32 places



U.S.A.



Japan



Argentina



China



Bangladesh



France



Taiwan



Brazil



Greece



Sri Lanka



Austria



Spain



Pakistan



Turkey



Canada



Philippines

The YKK Group believes in contributing to regional communities

At the root of all YKK Group business activities is the Cycle of Goodness, which is our understanding that “no one prospers unless he renders benefit to others.” Based on this philosophy, we are proactively involved in not only contributions to society through the use of our business expertise, but also a wide variety of activities that are unrelated to our businesses, including education, regional vitalization and the support of international exchange.

In order for the YKK Group to continue to be an enterprise that is loved through the ages and across regions and cultures, we intend to continue our regular support of activities that help develop new and greater cultural richness.



Contributing to local communities

We conduct community-based social contribution activities.



Kurobe City, Toyama Pref.

We have been carrying out cleanup activities for more than 15 years involving 4,500 employees. These regular events create a sense of unity, and local residents join our employees in the work.



U.S.A.

We served as a sponsor of cleanup activities along the Ocmulgee River which runs through Macon, and 60 employees and family members participated.



El Salvador

In response to requests from local residents, we distributed disinfectants to areas where measures to combat dengue fever, a disease that is spread by mosquitoes in the rainy season, are insufficient.



Philippines

Every year our industrial physicians provide free health exams to local residents. In 2008 a total of 1,149 people received exams.



Indonesia

On National Foundation Day in August, we donated clothes to elderly residents to wish them long life.



China

Our employees led efforts to collect donations for victims of the Great Sichuan Earthquake.

Supporting education

The YKK Group supports the younger generation, because they are the future.



Kurobe City, Toyama Pref.

We read environmental picture books to children at nursery schools and helped them make environmental cards to raise their awareness of the environment.



Yatsushiro City, Kumamoto Pref.

We invited children from 11 nursery schools in the city (227 children in all) to dig up potatoes on company-owned land.



Brazil

We conducted an environmental lecture at an elementary school on the importance of conserving paper and protecting forests.



Sri Lanka

We donated parts and provided assistance to the engineers at a nearby technical training center that did not have enough aerodynamic parts for research.



India

We established a Social Development & Vocational Training Center where we provide support for learning how to sew and use computers in order to help women participate in society.



Indonesia

We provided a donation to the International Garment Training Center (IGTC) where children that drop out of school due to poverty study and conducted seminars on such topics as sewing techniques for fasteners.



Thailand

We donated T-shirts and computers to an elementary school in a poverty-stricken area. We also played with them and got to know them.



Turkey

We donated computers and whiteboards to five nearby schools.



Indonesia

We support orphans in the nearby communities through scholarships.

The YKK Group believes in providing quality and communicating with customers

Since our founding, we at the YKK Group have manufactured products with a commitment to quality, placing ourselves in the customers' shoes.

At all our bases of operations all around the world and in every aspect of our business, from products and sales to after-sales service, the YKK Group places great importance on developing relationships of trust with our customers. We are committed to quality and place ourselves in our customers' shoes to provide products and services that will fully satisfy both our customers and society.



■ YKK AP Showroom in Shinagawa

We have gathered together about 700 products, chiefly those for wooden houses, including windows, doors and interior and exterior building materials.

<http://www.ykkap.co.jp/sr/shinagawa/index.asp>

■ Assistance and advice on what products to choose for customers in the market for a house

Windows are an unfamiliar product for the average customer. We have set up a window selection zone which helps customers see how they should choose windows as they walk through the exhibit. We also meet with customers who have brought drawings with them and help them choose the window type and specifications that are best for them.

We believe the most important thing is to find out what the customer thinks about insulation, condensation, security, sunshine, ventilation, ease of cleaning, line of sight, exterior design and other characteristics while taking into account what they like and dislike about their current house.

All of our advisers have obtained housing-related certification and are knowledgeable about architecture. They also participate in regular training programs for AP products and are able to provide instruction on their use. This enables them to handle product inquiries from design companies and builders as well.



Offering advice to a customer about which windows to choose



Exhibit room

■ Collecting and utilizing information obtained through interaction with consumers

Many customers tell us they had no idea that window technology had advanced as far as it has. The exhibit allows them to see how so many of the inconveniences that are experienced in daily life have been eliminated. Every March we change out the new product exhibit, and some people tell us they always look forward to seeing it after the remodeling is finished. We gather opinions and evaluations on new products from these individuals and provide feedback to the related divisions. This information is used to improve existing products and develop new ones.



We also conduct various seminars on a regular basis (the one pictured is a global warming seminar)

The showroom hours are 10 a.m. to 6 p.m., and it is open on Saturdays and Sundays as well (showroom is closed on Wednesdays). Looking at drawings and helping to choose windows can take as many as two or three hours for a single customer, and weekends are especially busy—so much so that sometimes there is not even enough time for lunch. However, when the customer tells us they feel relieved or that we were a help or thank us and tell us they'll send pictures when their home is finished, it makes it all worthwhile. It is that moment that reminds us how fortunate we are to work as advisers.



Advisers

■ YKK BANGLADESH PTE. LTD. 4th Global Marketing Seminar

The three-day Global Marketing Seminar was hosted by YKK Bangladesh from July 29 to 31. This year two days were in Dhaka and one in Chittagong. There were more participants than expected at each of the seminars, with the total number coming to 620.

The purpose of this seminar is to familiarize vendors (customers) with YKK and deepen the mutual trust between us. This year the Global Marketing Team, which deals directly with buyers in Europe and the United States, provided information on market trends and buyers in Europe and the United States.



A scene from the Global Marketing Seminar

The YKK Group approach to employment

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. We have also established various support programs and are working to create pleasant workplaces.



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 12 of them have been assigned to management positions.



Value Creation School

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 2008, 15 male and 259 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.



件名	登録者	登録日
03. 夫婦で育児休業を取得する方法	グループ人事企画	2009/02/02
04. 育児休業を取得できない場合	グループ人事企画	2009/02/02
05. 育児休業に関する給付(雇用係)	グループ人事企画	2009/02/02
06. 育児休業奨励金	グループ人事企画	2009/02/02
07. 育児休業中の社会保険料	グループ人事企画	2009/02/02
08. 育児中の自己啓発	グループ人事企画	2009/02/02
09. 育児休業中にしておくこと	グループ人事企画	2009/02/02
10. 産休・育児中の評価	グループ人事企画	2009/02/02
▼3. 職場復帰時		
01. 復帰後の職場	グループ人事企画	2009/02/02
02. 復帰時の有給休暇	グループ人事企画	2009/02/24
▼4. 職場復帰後		
01. 育児期間中に利用できる制度	グループ人事企画	2009/02/24
02-1. 育児勤務(短時間・時差) (20)	グループ人事企画	2009/02/24
02-2. 短時間勤務時の給料	グループ人事企画	2009/02/24
02-3. 育児勤務時の半日休暇	グループ人事企画	2009/02/24
03. 時間外勤務・深夜勤務の制限	グループ人事企画	2009/02/02
04. 看護休暇	グループ人事企画	2009/02/02
▼5. 男性のための出産・育児支援		
01. 子供が生まれた時	グループ人事企画	2009/02/24
02. 育児休業(2009年5月1日改正)	グループ人事企画	2009/02/02
03. 育児勤務、時間外労働の免除	グループ人事企画	2009/02/24
▼規定等		
▼規定最新版		
育児休業規定(2009年1月1日現在)	グループ人事企画	2009/02/25
▼制度改正のお知らせ		
2009年05月01日改正	グループ人事企画	2009/02/25
▼問い合わせ先		
▼窓口		

We set up a bulletin board for discussing balancing work with child-raising.

Childcare leave for male employees

<Comment from a male employee>

"I suffered from a lack of sleep and was physically fatigued, but there's a big difference between leaving child-raising all up to your wife and actually helping out with it. I feel like I was able to grow myself through the experience."

Re-Employment Program

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 65. There are currently 536 people with us on this program.

Working with the citizen judge system

We respect the stated purpose of the citizen judge system, which is "to foster understanding of the law among citizens and contribute to greater trust in it," and have therefore made arrangements within the company to make it easier for employees to participate in it. If an employee is selected as a citizen judge, we adjust their schedules so that they can take off and perform their public duty.

The YKK Group approach to safety and health

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.

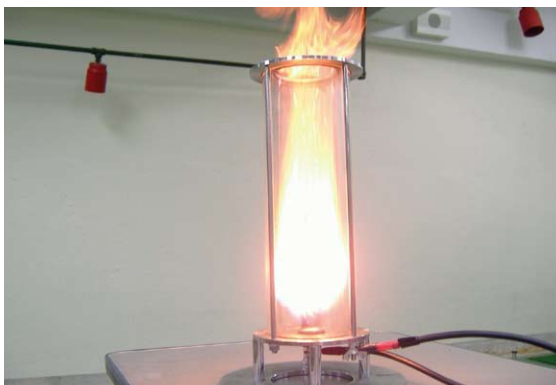


■ Safety and health

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. Improvements in the work environment and enhanced safety and health efforts result in fewer dangers and hazards in the workplace, but at the same time, this can lead to reduced sensitivity to danger.

We are implementing enhanced hands-on training to address this problem and working on preparing more familiar machines and devices to incorporate into the training programs, including devices to learn about getting caught up in V belts and explosions of organic solvents.

We believe that things like keeping in good physical condition through daily efforts and improving sensitivity to various dangers are an important part of safety and health efforts.



Demonstrating an explosion of an organic solvent



Using chopsticks to demonstrate getting caught in a V belt



YKK ZIPPER (SHENZHEN) CO., LTD.
Training involving simulation of a sulfuric acid spill



JEN COLOMBIA S.A. : Cremalleras YKK
We practice smiling exercises before starting work and do simple health checks during break time (checking each other's physical condition) in accordance with our motto of "A workplace that is always comfortable and pleasant."

■ Health maintenance and improvement

The problems that have to be addressed in order to stay healthy are becoming more and more diverse with new strains of influenza and an increasing number of lifestyle-related diseases appearing in the human population. Employment contracts are also becoming increasingly diverse, and lifestyles are changing. We are working on coming up with measures to address lifestyle-related diseases, stress-related illnesses, chronic fatigue and other problems resulting from those changes as well as the problems encountered by employees dispatched to overseas workplaces.

Now more than ever it is important for each employee to be aware of his or her own health and put good habits into practice to maintain and improve their well-being.

■ Measure. Know. Act. (2008 Health Fest at Kurobe Manufacturing Center)



Blood pressure measurement and health consultation



Health and physical condition checkup



Health workshop: Exercises that can be done easily at work using a chair



Exercise workshop: Simple aerobics and ball exercises



INDONESIA Group
We held a meeting to instruct all our employees on how to keep from catching the super-flu and how to cope with the symptoms.



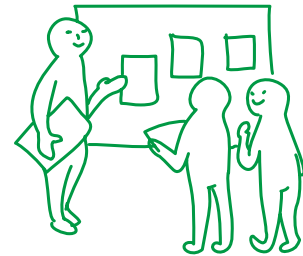
YKK BANGLADESH PTE. LTD.
We held a company-wide picnic to deepen friendships among employees and provide some time to relax and rejuvenate.

The YKK Group approach to environmental efforts

Since the establishment of the YKK Group Environmental Charter in September 1994, the entire group has been making every effort to protect the environment. The Environmental Charter expresses our quest to achieve harmony between the environment and the healthy and abundant lifestyles of humans by protecting and improving the environment in all of our business activities.

Efforts are needed on a global scale to create a sustainable system for achieving a low-carbon/recycling-oriented society in order to address increasingly severe global environmental problems.

The YKK Group is utilizing our technologies to promote ongoing environmental measures in every area of our business activities based on the YKK Philosophy as we seek to build a sustainable society by contributing to the achievement of a low-carbon/recycling-oriented society.

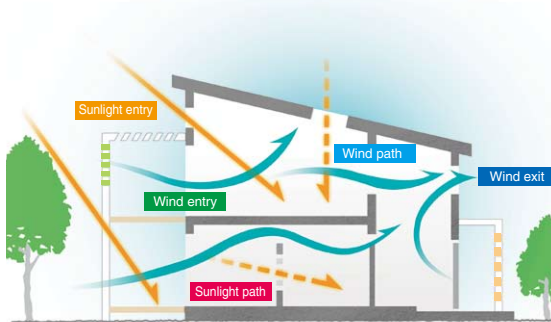


Four environmental management promises

In order to reduce the impact of YKK Group business activities on the environment in countries around the world where we have set up operations, we have established these four items as our basic environmental policy for the medium-term and are pursuing our environmental action goals accordingly.

We will develop and provide eco-products and eco-services

The YKK Group is contributing to the creation of a sustainable society through our products.



Plan for reducing CO₂ emissions by utilizing natural energies such as wind and sunlight

We will develop and implement a global environmental management system

The YKK Group is engaged in ongoing environmental management activities in every region of the world that place top priority on harmony with the environment.



Group environmental management audit

We will further enhance our efforts to reduce environmental impact

The YKK Group is working hard to reduce the impact of our business activities on the environment.



Recycling of wastewater at plants

We will promote environmental communication

At the YKK Group we believe that communication with our customers is the most important aspect of environmental policy.

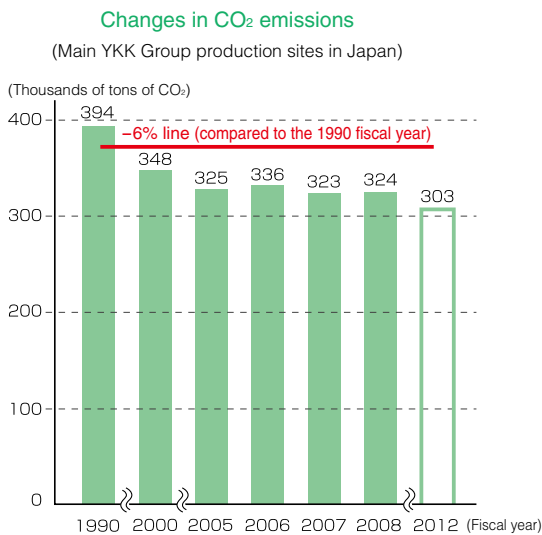


The YKK booth at Eco-Products 2008

Environmental impact reduction management

Preventing global warming

We have long been actively investing in energy saving technologies and contributing to reduced CO₂ emissions. When building new plants or updating the equipment used, we install high-efficiency equipment and undertake to improve the processes and promote the use of natural energy. At the same time, we are actively promoting energy conservation activities centering on our environmental management system. In addition, we are participating in Team Minus 6%, and our employees think about what they can do as individuals to save energy and put these ideas into practice.



Solar heat panel

YKK PORTUGAL-ACESSORIOS PARA VESTUARIO, LDA.
Switching to a hot water supply system that utilizes solar energy, we cut the amount of electricity used for heating water by 75%.

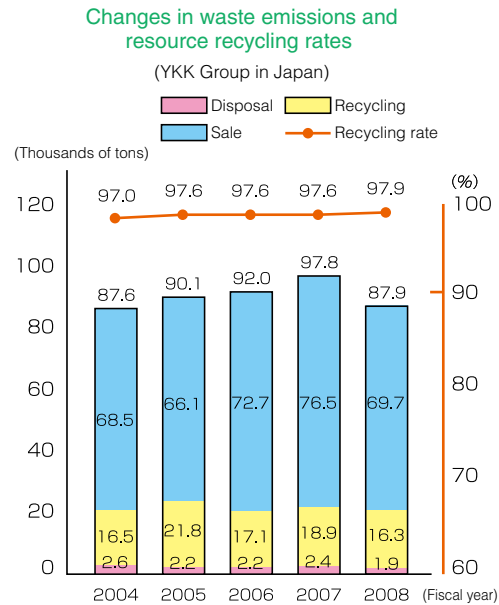


Exhaust heat collection device

PT. YKK AP INDONESIA
By switching to high-efficiency burners, utilizing exhaust heat and controlling burning patterns, we cut our gas usage by 20% and our electricity usage by 12%.

Resource recycling

We consider waste products as resources and are engaged in efforts to achieve zero emissions at all our production sites throughout the world by recycling. In fiscal 2005, we achieved zero emissions at our domestic production sites. We will continue striving to reduce total waste emissions and improve the quality of our recycling methods while promoting efforts to recycle industrial water and make effective use of rainwater in the aim of further minimizing the environmental burden created by our activities.



Reverse osmosis membrane (NF) module

YKK INDIA PRIVATE LIMITED
Operations at our plant for recycling wastewater from dyeing processes began in September 2008. In the future we plan to recycle 100% of our wastewater.



Resin bar analysis

DALIAN YKK AP CO., LTD.
We analyzed the materials of rejected resin bars and reused them.

■ Environmental obligations

Clearing of landfill and reclamation of land

The YKK Kurobe Manufacturing Center has an inert landfill for disposal of the company's own construction waste (including earth and sand) in Kurobe City, Toyama. However, we have been recycling construction waste for the past dozen or so years and are currently not disposing of waste at the landfill, so it is not in use.

Depending on how it is managed, the landfill could also become a risk for the surrounding area. For those reasons, we decided to dig up the waste and recycle it so that the landfill site can be reclaimed as regular land.

This has not been attempted many times in the past, so we talked with the relevant administrative agencies about the project and obtained permission for it in April 2008. We also held a meeting with local residents and received a positive response from them before starting the work in July of the same year.

The project is scheduled for completion in fiscal 2010.



September 1988	Consent obtained from district and permit for inert landfill acquired
April 1989	Use of landfill begins
Fiscal 1992	First stage completed (11,000 m ³)
April 1993	Second and third stages cancelled
April 2008	Permission obtained for clearing landfill and reclaiming land
July 2008	Work begins

(1) Address	1925-1 Aramata, Kurobe City, Toyama	
(2) Size	Area: 8,000 m ²	
	Capacity: 30,000 m ³	Used: 11,000 m ³
		Available: 19,000 m ³
(3) Cost of project	Approx. 600 million yen	



Clearing of landfill and reclamation of land

Measures for equipment that contains polychlorinated biphenyls (PCB)

The Law Concerning Special Measures against PCB Waste was enacted in 2001 and requires the proper disposal of equipment that contains PCBs by the 2016 fiscal year. Equipment stored at the YKK Group's domestic storage sites containing high concentrations of PCBs is managed and stored in accordance with the law. Disposal of such equipment kept within the Kurobe area began in 2008 at the disposal facility in Hokkaido. At the same time, the YKK Group is working to improve the safety of storage operations. In 2003 we formulated the YKK Group PCB Handling Guidelines and are checking all our equipment for minute levels of PCBs. If any equipment is found to contain even a small amount of PCBs, it is stored at one of 10 storage sites within Japan. In this way we have established a block storage system and are properly storing and managing the equipment.

Cost of disposal of equipment containing high concentrations of PCBs: Approx. 500 million yen



Transport of equipment containing high concentrations of PCBs to disposal facility

Asbestos measures

The YKK Group conducted asbestos inspections at all production sites within Japan. Anywhere asbestos was found, measures were taken to prevent it from getting into the air by removing it, containing it or enclosing it. However, last year three more types of asbestos were found to have been used in Japan, so we went through and re-inspected all 163 sites in Japan that were found to be asbestos-free in previous inspections. No asbestos was found in the new inspections.

Cost of measures: Currently calculating

Soil inspections

At the YKK Group, we place priority on soil conservation within our risk management efforts from the perspective of regional environmental conservation and maintaining the value of our land assets.

We began voluntary soil inspections in fiscal 2002 and finished the last of the inspections at our properties in Japan in February 2009 (total of 272 sites). Thanks to these inspections, we have identified all the soil pollution risks at the YKK Group's properties within Japan. During the inspections we looked at the past usage of the properties, performed background checks on the use of harmful substances in business activities and analyzed the soil as necessary to determine the risk of pollution. As a result, we were able to verify that there is no immediate risk of environmental pollution at any of our properties.

However, harmful substances have been used in the manufacturing processes at 37 sites in the past, and there is the possibility that risks were present before the land was acquired, so as we switch to different uses for the land we are taking the opportunity to perform statutory inspections in accordance with the Soil Contamination Countermeasures Act and recheck the status. We also see a possibility of expenses arising related to environmental measures (environmental obligations) at these properties in the future, such as cleanup and restoration efforts, and will continue to monitor them accordingly.

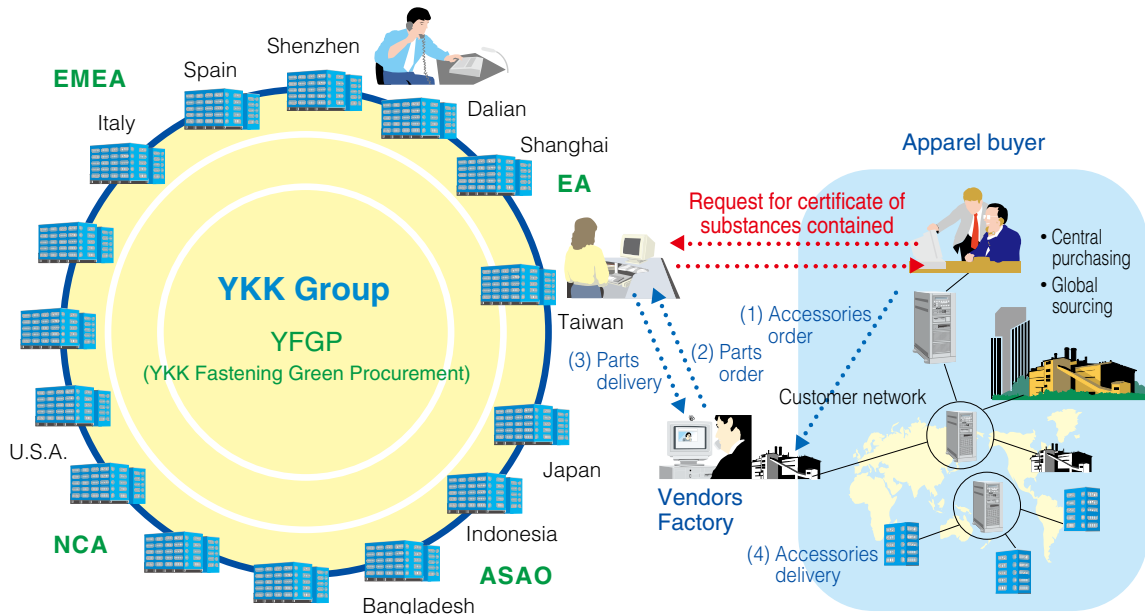
We will continue soil inspection efforts at our overseas production sites making use of the risk management techniques developed in Japan.

Current total cost related to inspections and measures: 260 million yen



Soil pollution analysis

■ Handling of chemical substances



We have developed the YKK Fastening Green Procurement (YFGP) System to handle the requirements of hazardous substance regulations in the countries where we have set up operations. It is designed to help assure the safety of our products by linking chemical substance information obtained from green procurement surveys taken by our suppliers to the primary and secondary materials we purchase based on the product composition information and preparing an environmental bill of materials (BOM).

■ Internal chemical substance inspection system

The Technology Development Center uses wavelength dispersive X-ray fluorescence spectrometers and inductively coupled plasma (ICP) emission spectrophotometers which can precisely analyze trace elements found in products and materials to assist in the hazardous substance inspections performed by our businesses.

We regularly participate in analysis workshops held by the Japan Society for Analytical Chemistry to maintain the skills of our staff and ensure the reliability of our results. At the same time, we objectively evaluate our analytical skills as an organization by participating in skills tests based on ISO/IEC Guide 25.



Internal heavy metal inspection

With the American Consumer Product Safety Improvement Act (CPSIA) in mind, we perform acceptance inspections on the primary and secondary materials we purchase using a fluorescent X-ray to guarantee the safety of our products. We are able to perform screening inspections that exceed the requirements (lead content of less than 90 ppm) of heavy metal regulations such as the RoHS and ELV directives.



● Efforts in business activities

• Infusion of core values

I have seen that the core values established by the YKK Group the year before last are being steadily infused into your business activities. These are values that each employee should take to heart, so I encourage you to recognize their long-term importance and put them into practice even as the global economy takes a downturn and attention tends to be on turning performance around in the short term.

• Proactive efforts to address environmental problems

Global environmental problems are becoming increasingly serious, and the YKK Group is at a stage where it is seeking to build a sustainable society that is both recycling-oriented and low in CO₂ emissions. The approach being taken is not a passive one of simply addressing the problems at hand but involves responding to the challenge by making the environment a business pillar and placing higher priority on the development of eco-products. Among the group's main businesses, this approach is especially evident in the window business of YKK AP.

Specifically, I am aware of the plan to supply windows through a process that integrates all the steps from manufacturing to on-site construction. This can be described as an effort to guarantee product quality from an environmental perspective as well. It is also going to involve cutting into the established practices of the industry and will lead to increased trust as the emphasis is placed less on the manufacturer and more on the end-user. Please bring a new environmental perspective to the industry as one of its leaders.



海野みづえ

Mizue Unno
Chief Executive Officer,
So-Tech Consulting, Inc.

Profile of Mizue Unno

After graduating from Chiba University Graduate School, Unno worked at a management consulting company until she founded So-Tech Consulting, Inc. in 1996. Guest lecturer at the graduate schools of the University of Tokyo and Hosei University. Member of various governmental committees including those of the Cabinet Office

● Social and Environmental Report 2009

• Community contributions around the world

Around the world, the economic growth of developing and emerging countries is striking, and stakeholders everywhere are scrutinizing the considerations being made by corporations with respect to society and the environment in those regions. The program at the Social Development & Vocational Training Center in India, which was opened the year before last, is coming along favorably. Please continue making contributions to local communities and engaging in ongoing activities that will lead to future benefits for the countries in which you have set up operations.

• Voluntary efforts at environmental restoration

Environmental management activities are being steadily implemented as usual. It is worth noting that this year, on top of the daily management activities, the group has taken steps to clear an unused landfill. It is significant that while many companies do the bare minimum to comply with the law, you have engaged in large-scale voluntary restoration efforts. I believe this has led to deeper trust from the local community. I understand there are no more plans for such large-scale restoration efforts in the future, but there are still measures that need to be taken with respect to soil pollution and asbestos which fall within the scope of laws and ordinances, so please continue to address these concerns.

• Employee relations

The YKK Group is engaged in business operations on a global scale, and the core value of cultivating human resources has consistently been put into practice all around the world. Training of business leaders and female leaders continues in Japan, and I am sure it is producing results, but I would like to see a report that shows what the training has accomplished. In particular, there are still relatively few female leaders, so I look forward to seeing more results in the future.





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Published by YKK Group
Environmental Policy Council
July 2009



Let's stop global warming together

Team Minus 6%

The YKK Group is the member of the Team Minus 6%

