

Social

Human Resources and Hiring

Related data: Number of employees *Consolidated/YKK Corporation

	Unit	End of FY2018	End of FY2019	End of FY2020	End of FY2021	End of FY2022
Consolidated	people	46,167	46,261	44,510	44,410	44,527
YKK Corporation	people	4,733	4,823	4,849	4,454	4,398

Related data: YKK Corporation

		Unit	End of FY2018	End of FY2019	End of FY2020	End of FY2021	End of FY2022	
Gender	By gender	Male	people	3,153	3,240	3,280	2,960	2,901
		Female	people	1,580	1,583	1,569	1,494	1,497
	Gender %	Male	%	67	67	68	66	66
		Female	%	33	33	32	34	34
Average age		years old	41.8	41.7	41.7	42.0	42.5	
	By gender	Male	years old	42.2	42.4	42.5	42.1	42.6
		Female	years old	40.3	40.6	40.8	41.8	42.3
Age	10s - 20s		people	1,132	1,194	1,196	1,062	985
	30s		people	1,084	1,075	1,107	1,008	996
	40s		people	1,049	1,088	1,085	1,005	1,018
	50s		people	1,022	970	936	892	906
	60s or older		people	446	496	525	487	493
No. of new hires		people	220	224	181	93	133	
Ratio of experienced hires		%	26.4	24.6	9.9	32.3	57.9	
Average length of service		years	18.6	18.3	18.3	18.5	18.7	
Turnover		people	183	153	175	170	175	

Related data: Employees on overseas assignments *Fastening business and other businesses

	Unit	End of FY2018	End of FY2019	End of FY2020	End of FY2021	End of FY2022
Male	people	557	514	468	497	519
Female	people	24	22	21	17	23

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

Fundamental Approach

Based on our personnel philosophy of “Autonomy 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.

FY2022 Initiatives

As done in 2021, we implemented 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 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, while also considering the reclassification of COVID-19 as Class 5 infectious diseases.

Related data: YKK Corporation

	Unit	End of FY2018	End of FY2019	End of FY2020	End of FY2021	End of FY2022
Training cost per person	Japanese yen	54,839	59,317	25,690	30,553	34,769
People who took OFF-JT training*	people	2,665	2,442	1,436	1,636	2,107
People who took distance learning	people	593	656	829	705	236
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

COLUMN

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



FY2022 Career Training
(In-person training as well as lectures by internal instructors)

YKK hosts career training for all employees in Japan at each “milestone” age, such as 30 and 40, 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. As a first-time measure for young employees in FY2022, we held an online seminar to bring together employees who have been at YKK for three years to reflect on their own growth and discover enthusiasm in their work as well as think about a career plan for the future.

<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 and 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

Fundamental Approach

Diverse human assets work at YKK, which has been expanding globally, with each person exhibiting their respective skills, experiences, and other strengths of their diverse backgrounds based on their age, gender, or nationality. 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.

FY2022 Initiatives

We are working on designing a fair system that accepts various working styles, to make it possible for diverse human assets to fully utilize their abilities and form their long-term careers. To avoid losing employees who must accompany a spouse transferred to another location, YKK looked into a program for employees to take extended leave for a certain period of time, which led to the adoption of the Life Design Support Leave Program launched in FY2023. We are not only encouraging employees to work from home as well as to use staggered work schedules, flex time, and other flexible works styles, but are also working to create a mechanism for YKK to be a company at which each employee can enjoy work and feel motivated.

Related data: YKK Corporation

	Unit	End of FY2018	End of FY2019	End of FY2020	End of FY2021	End of FY2022
Average working hours	hours	1,952	1,894	1,650	1,842	1,828
Paid vacation utilization rate	%	79.5	85.9	77.7	83.7	85.0
Ratio of male employees taking childcare leave	%	31.4	34.5	46.2	69.6	61.7
Childcare system users	people	153	188	175	187	192
Nursing care system users	people	5	11	6	8	5
Flex time system users	people	377	340	548	698	943
Female managers	people	47	51	53	54	68
Female management rate	%	5.7	5.9	6.1	7.0	8.5
Employment rate of people with disabilities YKK Corporation	%	2.15	2.24	2.30	2.49	2.54
Employment rate of people with disabilities YKK Group	%	2.40	2.45	2.50	2.52	2.63

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 6th 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 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.

COLUMN

Introduction of an internal hiring system

We introduced an internal hiring system in FY2021 as a program to transfer human assets based on the will of the employee for the purpose of further improving the career autonomy of every employee. Thus far, 74 employees have transferred to another role. This hiring program was held twice in FY2022 to expand the areas where diverse human assets could actively participate and take on challenges to realize their own goals. YKK will take full advantage of the internal hiring system as it works to build an enthusiastic workplace for all employees.

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 a 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



Acquired Platinum Kurumin Certification in 2018

YKK 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. Actively establishing a wide range of programs and engaging in other 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 to 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

Fundamental Approach

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.

FY2022 Initiatives

Every YKK Group employee strives in health and safety efforts emphasizing safety above all.

We are expanding the risk assessment procedure for each operational step done in Japan to other countries in an effort to prevent occupational accidents caused by machines (especially during maintenance work). In Japan, YKK conducts patrols as one activity to raise awareness toward eliminating unsafe actions by each and every employee. We are also enhancing our traditional hazard experience training to further improve our people's sense of danger.

Creation and operation of the occupational health and safety management system

YKK has created an occupational health and safety management system at all 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 (FY2021-FY2024)

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 an occupational health & safety management system and promote ISO 45001.
- 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

2023 YKK Health and Safety Objectives

Safety above all

Industrial Safety Zero occupational accidents

1 Create a safe and secure work environment

- Comply with health and safety related laws and regulations, as well as YKK Health and Safety Standard and other regulations
- Identify and evaluate the source of hazards and put in place comprehensive mitigation measures (operational focus: machine maintenance)
- Improve the workplace environment by strengthening chemical substance management

2 Raise awareness of safety

- Promote safety activities from the top down (conduct patrols by top management)
- Enhance the health and safety knowledge and management skills of workplace managers (leaders)
- Improve employee's awareness of safety

3 Maintain and improve safety management level

- Use the occupational health and safety management system
- Take advantage of information about accidents to prevent similar incidents

Fire prevention Zero fires

1 Ensure to spread the measures to prevent fire breakouts

- Thoroughly build awareness about fire prevention and utilize risk survey results

2 Enhance the system to respond quickly and smoothly

- Prepare fire-fighting systems and procedures to take clear action in the event of a fire

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

Industrial injury statistics		FY2018	FY2019	FY2020	FY2021	FY2022
Domestic	Frequency rate (1 day or more of absence from work)* (Permanent employees)	0.83	0.38	0.22	0.00	0.24
	* 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	2.1	1.7	1.7	2.1	2.6
	* Injuries and deaths per 1,000: Percentage of industrial injuries and deaths per 1,000 workers per year	$\frac{\text{Number of employees on leave due to industrial injuries per year}}{\text{Average number of employees per year}} \times 1,000$				

COLUMN

YKK Group Safety Patrol Days (patrols by top management)



Safety patrol by YKK President Hiroaki Otani

The President, plant managers, and other top management conduct safety patrols twice each year at YKK Group companies on Safety Patrol Days to create momentum in the health and safety activities done by every employee and improve every employee's awareness of safety.

As an effort that began in FY2017, this initiative has expanded the roughly 80% participation rate on the initial year to a 100% participation rate as of FY2022.

These patrols are carried out while focusing on particular points of emphasis* set by the headquarters based on data, such as the past trends of past occupational accidents. The initiative analyzes the trends at each company as well as makes sure the problem points identified during the patrols are rectified.

*(Example) Confirmation of safety guards on equipment, devices and other machines, state of lock out/tag out procedures, state of fall prevention measures, level of chemical substance management, etc.

Employee Health

Fundamental Approach

YKK established the [Health Declaration](#) to designate employee health as a management issue and clearly share its approach both inside and outside the company. [The YKK Group Health Promotion Committee](#), which is made up of personnel departments, industrial physicians, the YKK Health Insurance Society, other health related functions, and persons with responsibility for promoting health in individual businesses, promotes health management such as reducing lifestyle-related diseases and mental health issues.

FY2022 Initiatives in Japan

In FY2022, we worked on five priority measures. (1) In regard to the reduction of lifestyle-related diseases, we implemented initiatives to achieve a health checkup implementation rate of 100%, and a specific health check-up implementation rate of 90%, a specific health guidance implementation rate of 50%, and a smoking cessation toward a smoking rate of 20% or less. (2) In regard to preventing psychological disorders, we provided training to applicable employees, conducted interviews with individuals who were identified as having a high stress level in the stress check, and carried out activities to improve the workplace environment. (3) The company collaborated with health management centers to promote support for balancing the treatment of illnesses and work. (4) In order to strengthen the health management system, we promoted the creation of a system that enables all employees to receive services from the healthcare staff. (5) We sponsored health promotion campaigns with an aim to raise awareness about exercise habits with a more than 75% participation rate, which was our target. These initiatives resulted in YKK being named a 2023 Certified Health & Productivity Management Outstanding Organization.

Related data YKK Corporation and affiliated companies in Japan

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Percentage of people taking the stress check	%	99.0	99.7	98.9	98.5	98.9
Percentage of people who exercise regularly (Exercise for 30 minutes or more a day for once or more a week)	%	41.4	42.6	47.1	46.9	47.5
Percentage of people with metabolic syndrome	%	13.9	14.9	16.2	15.2	-*
Percentage of people targeted for special health guidance	%	17.8	18.5	19.4	18.5	-*
Percentage of people undergoing special health guidance	%	50.2	54.6	51.9	50.5	-*
Percentage of smokers	days	23.0	22.2	21.3	20.7	19.8
Long-term leave days (leave of absence)	days	9,308	9,008	8,397	9,821	9,601

* Numbers for FY2022 are still being aggregated

COLUMN

Main KPI: Implementation of Health Promotion Campaign 2022 in Japan

The lack of exercise is one YKK employee health issue. We conduct a “Health Promotion Campaign” aimed at making improvements to individual lifestyles with the goal of a participation rate of at least 75%.

The “All New Health Promotion Campaign” lets each person select a diet, exercise, or lifestyle course that is right for them to take on the two-month challenge using the targets tailored to diverse lifestyles. As of FY2022, YKK has also introduced an online format as an innovation to make participating in the campaign even easier.

Participation rate

FY2018	FY2019	FY2020	FY2021	FY2022
41.3%	52.8%	68.0%	60.5%	66.5%



Campaign brochure

Main KPI: Implementation of a smoking cessation campaign in Japan

YKK recognizes the high rate of smokers as a problem and is undertaking various measures with a target for 20% or less of all employees to be smokers. In FY2022, we conducted the smoking cessation campaign twice, and the company-wide no-smoking days six times. We also provide support to individuals who take on the “Smoking Cessation Challenge” to quit smoking. YKK has successfully prohibited smoking indoors as of the end of FY2022 and will now aim to prohibit smoking anywhere on the premises by the end of FY2024.

- FY2022 smoking cessation campaign May 23 - June 30, 2022/December 19, 2022 - January 31, 2023
- FY2022 company-wide no-smoking day May 31, July 22, September 22, November 22, January 23, March 22
- Smoking prohibited indoors (as of the end of FY2022)

Human Rights

Fundamental Approach

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

YKK Group Human Rights Policy Statement

● Values

The YKK Philosophy Cycle of Goodness® is core to all YKK Group business activities.

As an important member of society, a company survives through coexistence. When the benefits are shared, the value of the company's existence will be recognized by society. When pursuing his business, YKK's founder, Tadao Yoshida, was most concerned with that aspect, and would find a path leading to mutual prosperity as a member of the society. He believed that using ingenuity and inventiveness in business activities and constantly creating new value would lead to the prosperity of clients and business partners and make it possible to contribute to society.

Everyone at the YKK Group takes responsibility in its actions toward society to engage in business activities in line with this philosophy. As part of this philosophy, the [YKK Group Code of Conduct](#) consists of seven principles and 29 detailed rules that define the Guidelines for Action shared and recognized by YKK Group employees in each country and region around the world. The Guidelines for Action clearly prohibit human rights violations and discrimination for any reason, and the Human Rights Policy Statement supplements our commitment to respect people as one of the core principles in the YKK Group Code of Conduct.

● Scope

The Human Rights Policy Statement applies to all YKK Group executives and employees. If the YKK Group businesses, products, or services have the potential to directly and negatively impact the human rights of suppliers and other business partners or anyone else related to YKK Group businesses, products, or services, the YKK Group will ensure respect for the human rights of those individuals, avoid violating those human rights, and do everything in its power to address any negative impact on human rights that comes to light.

● Commitment to respect people

The YKK Group supports and respects international standards on human rights founded in the United Nations Guiding Principles on Business and Human Rights, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We will always fulfill our responsibility to respect the human rights of every individual affected by any of the YKK Group's corporate and business activities.

YKK will pursue every way possible to fully respect the core international human rights of people even if these international human rights are not properly protected by the laws and regulations in each country and region or in the execution of those laws and regulations.

● Systems and governance

The YKK Group advocates "YKK seeks corporate value of higher significance" as a management principle. This principle of consistent fairness is the foundation of all our management activities. In line with these ideas, we are working to enhance our corporate governance system with the aim of further increasing corporate value.

As an organization directly under the YKK Management Council and Board of Directors, the YKK Sustainability Committee chaired by the YKK President addresses human rights and other sustainability issues. This includes not only putting in place and expanding policies to relevant departments and Group companies in Japan and the rest of the world but also carrying out cross-departmental efforts.

● Human rights due diligence

The YKK Group does its human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights. We are able to identify any negative impact on human rights through this framework to reduce and prevent any human rights violations from happening.

● Human rights education

The YKK Group provides the proper education and training to executive officers and employees as well as works with business partners and other stakeholders to ensure the Human Rights Policy Statement is incorporated in and effectively used in all corporate activities.

● Corrective and remedial measures

If it is discovered that the YKK Group has or helped negatively impact the human rights of a person through its businesses, products, or services, we will do everything in our power to sincerely address the issue with all related parties and take action to correct the corporate activity responsible for that negative impact. If it is discovered the YKK Group businesses, products or services have or potentially have directly and negatively impacted human rights through someone acting on its behalf, we will strive to take remedial action through the relevant parties. YKK is also working to build a system that can receive concerns and claims from its stakeholders in an effort to solve and rectify any issues through an internal and external reporting and consultation service available to anyone whose human rights have or may have been negatively impacted.

● Ensuring transparency and communication

The YKK Group regularly evaluates the progress and makes improvements to its human rights initiatives. We also disclose the progress of these initiatives on company websites, in reports, and through other communication tools.

The YKK Group will properly respond to the impact its business activities have on human rights based on the changes in its businesses and the business environment while enhancing initiatives related to the Human Rights Policy Statement to understand, take action, and improve those business activities from the perspective of the people impacted by them.

● Ongoing initiatives to respect people

We will properly respond to human rights issues according to the changes in our businesses and the business environment as well as appropriately revise our policies in order to not only continue but strengthen our future human rights initiatives.

FY2022 Initiatives

The YKK Group Human Rights Policy Statement has also been updated to better suit modern times and reaffirm the company's approach to respecting people as well as identifying and rectifying any human rights risks. We performed YGCC self-checks and on-site audits at all applicable locations, and identified the level of CSR procurement carried out by our suppliers and other business partners in an effort to continually identify and evaluate human rights risks. YKK responds to any issues that are found to correct those issues and reduce human rights risks.

Related data

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
YGCC third-party audits performed	cases	16	13	6 ^{*1}	9 ^{*1}	16
People receiving harassment training/compliance training (Total number of people) ^{*2}	people	172	598	183	89	209
Whistleblowing cases reported ^{*3}	cases	25	31	20	16	19

^{*1} Only performed at the bare minimum required number of companies due to the impact of the COVID-19 pandemic in FY2020 and FY2021.

^{*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 YKK AP.

Supply Chain Management

Fundamental Approach

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

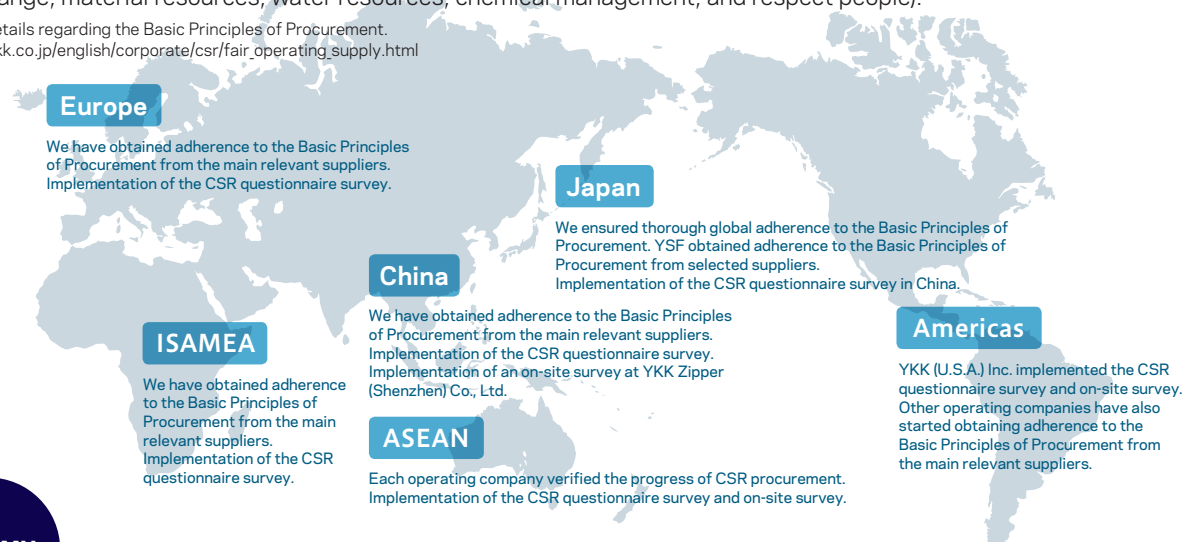
YKK Group Procurement Policy

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.

FY2022 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 as necessary 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. We have also been enhancing our supplier engagement activities since FY2022 to build cooperative relationships with our business partners in the hope of achieving the targets set for the five themes identified in the YKK Sustainability Vision 2050 (climate change, material resources, water resources, chemical management, and respect people).

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



COLUMN

Selected as a Supplier Engagement Leader

In the Supplier Engagement Rating 2022, CDP selected YKK as a company for its Supplier Engagement Rating Leaderboard for the first time. The CDP praised and designated our company a global leader for initiatives ranging from the governance and targets to reduce GHG emissions throughout the entire supply chain to cooperative efforts to reduce GHG emissions with suppliers. In December 2022, the CDP also gave YKK an “A-” on its FY2022 climate change questionnaire. We will continue our work to combat climate change to achieve the Paris Agreement and provide transparent information disclosure with the aim of receiving the highest “A” rating.



Quality

Fundamental Approach

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.

FY2022 Initiatives

In FY2022, 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 mitigate quality risks in each process, revised the YKK Restricted Substance List (YKK RSL) to strengthen the chemical management of products, and have fully rolled out quality cost management to 15 main locations around the globe.

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."

April 1, 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. *Please inquire for more information about the certification status of each business site.
OEKO-TEX® STANDARD 100 	OEKO-TEX® STANDARD 100 is one of the world's best-known labels that certifies only textiles that have passed strict tests for over 350 harmful substances as safe products. (https://www.oeko-tex.com/en/) Many YKK business sites have acquired STANDARD 100 by OEKO-TEX® Product Class I certification. See https://www.oeko-tex.com/en/buying-guide for the latest information. 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 a system to certify sustainable supply chains in the textiles industry from the perspectives of the environment, labor, and consumers. YKK has been certified as a bluesign® system partner. See the YKK Digital Showroom (https://ykkdigitalshowroom.com/jp/b1f/eco-friendly_products/bluesign_approved/) for details on products that have received the bluesign® certification (zippers, vinyl parts). *bluesign is a registered trademark of bluesign technologies.

COLUMN

World Quality Month 2022 contest



YKK Colombia entry winning the grand prize

YKK has designated November as its quality month every year and promotes a wide range of activities to raise awareness about quality. The theme for FY2022 was “Totally Quality -New Quality Paradigm.” This program solicits works that raise employee awareness from manufacturing sites around the world and hold a contest. Participants then vote to select a winner. In FY2022, YKK Colombia S.A.S. won the grand prize from among all 41 entries.

Restart of in-person quality inspections at overseas production sites



In-person inspection starting again at YKK Vietnam Co., Ltd.

The Head Office Quality Control / Assurance Department conducts quality inspections at each site in order to monitor the quality control system at production sites deployed around the world. YKK had been conducting remote inspections due to the spread of the COVID-19 infection. As of November 2022, we have begun in-person inspections again at YKK Vietnam Co., Ltd. In FY2022, we conducted inspections at P.T. YKK Zipper Indonesia, YKK Vietnam Co., Ltd., YKK Italia S.p.A., and seven other sites, and are striving to maintain and manage appropriate production activities.