

Human Rights and Diversity

The NEC Group Human Rights Policy was formulated as a declaration of NEC's commitment to respect human rights in all of its corporate activities, and reject both child and forced labor in any and all circumstances. NEC also gives the utmost care to avoiding any violation of human rights, including invasions of privacy, in the provision of its services. This commitment applies to the suppliers that comprise NEC's supply chain and their employees. NEC strives for respect of human rights that encompasses the rights of women and persons with disabilities as well. NEC holds that the dynamic utilization of diverse human resources, and the incorporation of different perspectives and ideas, are essential to the creation of new value and innovation. NEC thus promotes diversity and inclusion with this view in mind.

Measures to Protect Privacy

In recent years, new businesses have emerged from the collection and usage of data from a broad range of devices, through evolutionary advancements in IoT and other technologies. While these technologies may, on the one hand, benefit society, they can also open the way to violations of human rights from the consumer's standpoint.

Privacy protection in data usage is a particularly important human rights issue, and NEC works on it actively with governments, research institutes and ICT companies.

Aiming to promote business that makes use of visual images, NEC has led the launch of an investigative project that calls for cooperation from 35 companies and research institutes to create rules that protect the privacy of the consumer. The rules drafted by this project were proposed to a working group established by the relevant ministry and agencies for reviewing how to treat visual images in terms of privacy protection. This led to the publication of an official guidebook on the use of visual images and the protection of privacy.

Furthermore, in April 2017, NEC launched the "Data Distribution Strategy Office." It has been working in active cooperation with external experts to promote initiatives for personal data usage focusing on privacy such as strategy and solution planning, policy proposals and communication to related stakeholders.



Meeting on protecting privacy as data is utilized

Responding to the Modern Slavery Act

The Modern Slavery Act 2015 ("MSA") is one of the most important pieces of legislation regarding human rights in the UK. From the fiscal year ended March 31, 2017, NEC created opportunities in the UK and Japan for employees to learn about and debate the MSA, with the goal of deepening understanding of the law.

In September 2016, NEC Europe issued its first statement in reference to NEC Europe, its subsidiaries and supply chain working to be in accordance with Section 54 of the MSA.

Based on the goals of the MSA, NEC Europe conducts audits to assess risks in its supply chain, such as forced labor and human trafficking.

Career Formation and Raising Awareness for Women

In the rapidly changing world of ICT, increasing the number of human resources that possess diverse perspectives and ideas is a vital concern. With this in mind, NEC has proactively sought to hire more women from scientific backgrounds since 1980.

During the fiscal year under review, NEC held "Summer Riko-Challe 2016" (Science and Engineering Challenge 2016), a dialogue event for junior high and high school girls aimed at conveying the excitement of working in the computer science and engineering field. Through a showroom tour and conversations with female researchers and engineers, the event provided a great opportunity for participants to witness how R&D and product development contribute to society, and to feel how closely ICT affects their lives.



Scene from Summer Riko-Challe 2016

Providing Society with More Individualized Services from a Female Perspective

President, Japan Society for Industrial and Applied Mathematics; Vice President, The Institute of Electronics, Information and Communication Engineers (IEICE); Member of the Science Council of Japan; Senior Engineer, NEC Security Research Laboratories

Kazue Sako

"I have been involved in encryption and security research since joining NEC. There is a co-creative effort gaining momentum globally around the creation of a secure, robust and fair networked society that respects privacy. Cryptography has emerged as a technology for protecting individual information, even from organizations that possess massive volumes of information or crunch large amounts of data. With blockchain technology, the aim is to realize both fairness and transparency without relying on a central authority.

Roughly half of the people in our world are women. Incorporating that perspective, we will provide services to society that are more closely tailored to individuals."



Participation in "Summer Riko-Challe 2016" as a senior female researcher

Co-creation Activities with Customers Incorporating Diverse Perspectives

In October 2016, Mr. Daisuke Uehara, a silver medalist in Para ice hockey at the 2010 Paralympic Games in Vancouver joined NEC. By promoting branding and co-creation activities with customers that

leverage Mr. Uehara's insight as a Paralympian, NEC is taking steps to make society defined by diversity a reality.

Paralympian Perspective Comes to NEC

"After giving a lecture at NEC on para-sports, I received a request from NEC helping NEC employees incorporate a Paralympian perspective in the run up to 2020. This culminated in me formally joining NEC. Many of our local government customers have some unease about the decision - what exactly should they be doing ahead of 2020? Would paralympians be looking to use local gymnasiums? I personally pay visits to these customers, doing my best to assist them in taking first steps in these directions.

While collaborating with regional headquarters and branches across Japan, my hope is to solve issues that local governments face for 2020 and beyond, and thereby build even friendlier relationships with them."

Tokyo Olympics and Paralympics Promotion Division, NEC

Daisuke Uehara

