

Health and Safety

Policy

Safety

On the basis of its Companywide OH&S Policy Action Guidelines, NEC Corporation has established the following action guidelines to maintain and enhance a comfortable and supportive workplace and to ensure the health and safety of its employees including dispatched workers.

Companywide OH&S Policy Action Guidelines

1. Improve occupational health and safety management systems by continuously and efficiently implementing occupational health and safety activities.
2. Promote the identification of sources of danger, as well as risk assessment and risk management, with the aim of reducing labour accidents to zero.
3. Comply with laws and regulations, and other rules and decisions, regarding occupational health and safety.
4. Strive to make the occupational health and safety obligations known to ensure understanding and fulfillment of these obligations.
5. Actively provide disclosure of information regarding occupational health and safety activities.
6. Endeavor to enhance the mental and physical health of workers and develop a comfortable workplace.
7. Ensure the appropriateness and effectiveness of these policies and the occupational health and safety management systems through regular reviews.

Occupational Health and Safety Management in Construction and Installation Work

Ensuring Quality and Safety

Health

In fiscal 2020, NEC established the NEC Group Health Declaration. Rather than simply focusing on the prevention of illness among employees, the declaration calls for efforts to improve the health of employees so that they work with mental and physical vitality and achieve self-actualization. In this way, the Group aims to create even more social value.

NEC Group Health Declaration

Better Condition, Better Life —Better Individual Lives Make a Richer Society—

We will create an environment in which employees can work with enthusiasm toward their dreams, and a culture in which employees and members of their family can look after their own physical condition and take care of their health. Harnessing the health and vitality of all our employees.

We carry out a variety of health promotion activities driven by the slogan “Better Condition, Better Life.” These activities are conducted along the axes of Literacy, Practice, and Technology, and we seek to reform health awareness, change behavior, and support people in maintaining their changes.

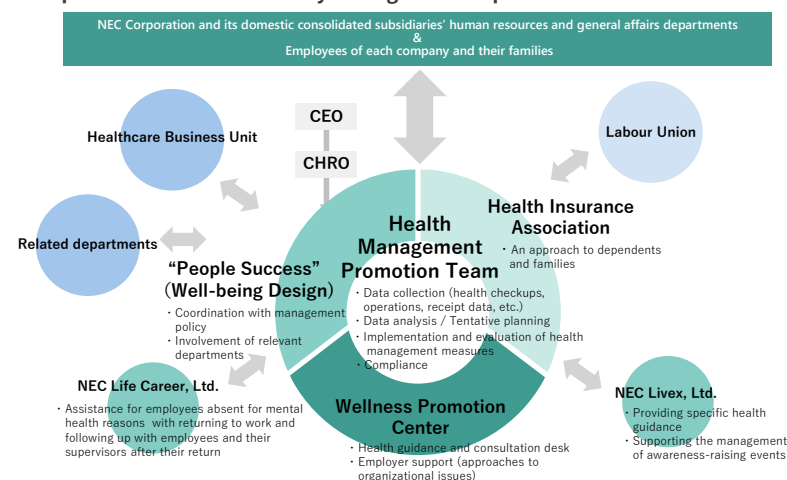
In recognition of such initiatives, NEC received certification as a Health and Productivity Management Organization (White 500) and was included in the 2022 Health & Productivity Stock Selection. Through health and productivity management, beginning from fiscal 2022, we will heighten job satisfaction and our employee engagement score and become an employer of choice, which is a goal of the Mid-term Management Plan 2025.



Implementation Framework

The Human Resources and General Affairs Department establishes targets and key measures for the fiscal year in accordance with NEC's Companywide OH&S Policy Action Guidelines and the NEC Group Health Declaration. To realize these targets and measures, the division prepares and implements specific measures for each in-house geographical area, business site, and consolidated subsidiary in Japan. Particularly with regard to health and productivity management, the People Success Group and Wellness Promotion Center of the Human Resources and Administration Department, and the NEC Health Insurance Association act as a health promotion team for the Company and its consolidated subsidiaries in Japan. As well as conducting independent health-related activities, these organizations work in close collaboration and pool their data and expertise to advance initiatives. Further, to help us achieve the goals of the Mid-term Management Plan 2025, we set KPIs in consultation with the CHRO and based on the World Health Organization's definition of health as “a state of complete physical, mental, and social well-being.” Consequently, the KPIs now focus on social health along with our existing emphasis on physical and mental health. Under the direction of the CEO, the CHRO oversees activities related to OH&S throughout the Company, including risk management, and reports on these activities to the Board of Directors.

The NEC Group's Health and Productivity Management Implementation Framework



At each business site and base, health and safety committees meet each month in line with laws and regulations to take action on ensuring health and safety and promoting comfortable workplace environments. Committee members include health and safety commissioners and labour union representatives selected by each division, along with employee representatives, and industrial physicians and healthcare nurses from wellness promotion centers. They share information on the status of labour accidents and the promotion of various measures, as well as discussing new health and safety countermeasures and health-related measures, among others.

Furthermore, labour union members also participate in a monthly worksite inspection conducted by an industrial physician, exchanging opinions with workplace representatives and gathering opinions. When new risks arise regarding health and disasters, the information is quickly gathered and discussed by the committee.

These initiatives are overseen by the Human Resources and General Affairs Department, with its internal organization, the Regional Affairs Department, handling routine matters by acting in the role of the promotion office. The Regional Affairs Department posts the discussions and deliberations of the health and safety committee on the intranet, and shares information within each region, while performing the function of a regional center in accordance with the OH&S management systems. It also receives inquiries from a wide range of employees and organizations as the internal contact desk.

Meanwhile, important matters such as a major disaster or pandemic are handled by the Business Strategy Committee attended by corporate management, such as the president or directors. The committee decides on important themes each year, reviews the flow for countermeasures, and conducts exercises. (Our response to the pandemic is described in the section on “Business Continuity.”)

Furthermore, we provide a channel for exchanging information with subsidiaries abroad to share safety confirmation information during disasters and take steps to ensure workplace safety.

Business Continuity

Measures and Main Fiscal 2022 Activities

■ Occupational Health and Safety

NEC Corporation conducts OH&S activities from two standpoints that address “Companywide issues” as well as “specific issues reflecting unique conditions faced by individual Group companies and business sites.”

Initiatives to address Companywide issues	<ul style="list-style-type: none"> Formulated the Companywide “OH&S Policy” in fiscal 2011 Formulated the “Occupational Health & Safety Management Regulations” in fiscal 2013 Conducted “Companywide Occupational Health and Safety Training” online as an initiative to increase OH&S awareness among all NEC Corporation employees
Initiatives to address specific issues reflecting unique conditions faced by individual group companies and business sites	<ul style="list-style-type: none"> Initiatives based on OH&S Management System Conducted activities at NEC’s four main business sites and six NEC Group companies based on OHSAS 18001 until fiscal 2021 Established the NEC Group OH&S Management System and began implementing such activities under the new system from fiscal 2022 Acquired ISO 45001 certification for NEC Solutions (China) Co., Ltd. and NEC (UK) Ltd.

In addition, the employees receive various types of OH&S training.

Companywide OH&S training participants (percentage)	19,259 (91.0%)
Employees completing the Basic Lifesaving Workshop	120

Scope: NEC Corporation

Health and Safety (Data collection)

■ Health Promotion

Health checkups	<ul style="list-style-type: none"> We provide blood tests for all employees of NEC Corporation and 24 affiliated companies in Japan, including all items covered in the regular health examination, with the goal of identifying lifestyle diseases at an early stage and responding quickly. This enables us to implement comprehensive countermeasures against lifestyle diseases right through from joining the Company to retirement.
Health Checkup Forecast Simulation usage rate	<ul style="list-style-type: none"> Since July 2019, approximately 60,000 NEC Group employees have been offered an online service that enables them to simulate for themselves their future health risks and learn what would happen if they improved their current lifestyle. This service uses the software NEC Health Checkup Forecast Simulation,^{*1} which is based on heterogeneous mixture learning technology.^{*2}
Health promotion events	<ul style="list-style-type: none"> We regularly hold such events as exercise seminars conducted by professional trainers and lectures on diet and sleep held by experts. <ul style="list-style-type: none"> Theme: Health issues when teleworking and increasing cancer literacy Number of participants: 20,590 (Scope: NEC Corporation and consolidated subsidiaries in Japan) In the post-lecture questionnaire, several participants replied that they were highly satisfied with the event and that they were willing to improve their lifestyle.
Smoking cessation measures	<ul style="list-style-type: none"> NEC supports employees who wish to quit smoking, as it has been scientifically proven that smoking is harmful to one's health and runs counter to health promotion. NEC Corporation and affiliated companies in Japan will phase in a full smoking ban covering all NEC Group sites. In July 2019, we announced the Company's policy to vigorously promote a total ban on smoking during work hours (including outside the Company). NEC Corporation has been phasing out smoking areas and extending non-smoking hours, and has also provided counseling as needed for those who wish to quit smoking. NEC has instituted an “NEC No Tobacco Day” in conjunction with the World Health Organization's “World No Tobacco Day” to promote smoking cessation. Moreover, NEC provides lung age measurement by health professionals and consultation on smoking cessation by pharmacists at the health management center of each business site, distributes nicotine gum or patches for its “No Smoking for Only a Half Day” program, and undertakes other related activities. In fiscal 2021, in collaboration with the NEC Health Insurance Association, we began providing an online Quit Smoking Program, which offers employees free outpatient consultations with a doctor about quitting smoking.

*1 NEC Health Checkup Forecast Simulation is developed by NEC Solution Innovators, Ltd., an NEC Group company.

*2 Heterogeneous mixture learning technology is an analysis technology that can automatically identify highly accurate regularities within highly heterogeneous and diverse data to achieve highly accurate results even in complex forecasts that are difficult to perform manually. It is one of the technologies produced by NEC the WISE, NEC's group of advanced AI technologies.

Mental health-care initiatives	<ul style="list-style-type: none"> We position mental healthcare as a key healthcare priority, and we are creating a healthy workplace by maintaining the mental health of our employees. Web-based training Completion rate: 96.8% (Target: NEC Corporation and 17 consolidated subsidiaries in Japan) Mental health training for managers Stress checks Mental Health Support Program Return-to-work support program Consultation desks (In-house/External)
Health support for young employees	<ul style="list-style-type: none"> NEC Corporation and 24 affiliated companies in Japan are implementing the following initiatives designed mainly to foster a self-care mindset. Newly hired employees: Newly hired employees receive a “freshers” interview—a talk given by an industrial physician soon after joining the Company, and health guidance provided by health nurses and clinical nurses after assignment. 27-year-olds: All 27-year-olds are interviewed. 30-year-olds: 30-year-olds join “Health College 30” participatory group training.
Communication of various health-related information	<ul style="list-style-type: none"> Each month we provide monthly “Health News” information that can be implemented straight away using an intranet portal, digital signage, the labour union email magazine, and various other media and forums such as the health and safety committee meetings. In fiscal 2022, we provided information regarding COVID-19, hyperglycemia, fatty liver, and weight gain. Other themes include sleep as a means to improve immunity and intestinal health.

Initiatives for preventing lifestyle-related diseases	<p>We implement the following initiatives to prevent lifestyle-related diseases at NEC Corporation and 24 affiliated companies in Japan.</p> <ul style="list-style-type: none"> Industrial physicians and healthcare professionals provide healthcare guidance, both for employees whose overall health checkup results indicate a need for treatment and those who need to improve their lifestyles. For employees whose specific diagnostic results indicate metabolic syndrome or potential metabolic conditions, we provide support with health guidance for those aged 30 and over in addition to those in the legally mandated age bracket of 40 and over. With respect to dental and oral hygiene, employees can avail themselves of free dental checkups, which are provided based on a contract with the NEC Health Insurance Association. To further enable self-treatment and encourage health promotion activities among employees and their families, the NEC Health Insurance Association operates the health portal HAPPYLTH (a points-based health program) and has posted 15 online videos themed on sleep, diet, and exercise.
Addressing women's health	<ul style="list-style-type: none"> Since 2019, we have conducted seminars on general women's health, and seminars to spread awareness of types of cancer that affect women in particular. In fiscal 2022, we provided video content and discount coupons that can be used at various medical institutions for fertility treatments or other items. These services have been introduced in response to the three policies put forth by the Ministry of Economy, Trade and Industry to support diversity in health management (improvement of literacy, establishment of a consultation desk, and a comfortable work environment). We will add upon the aforementioned initiatives by establishing a consultation desk dedicated to women's health issues within the Company.

Health Support for Young Employees

NEC Corporation and 24 affiliated companies in Japan are implementing the following initiatives designed mainly to foster a self-care mindset.

Newly hired employees	A talk given by an industrial physician soon after joining the Company and "freshers' interview" health guidance provided by health nurses and clinical nurses after assignment
27-year-olds	All interviewed
30-year-olds	"Health College 30" (Participatory group training)

Measures against Cancer

In collaboration with the NEC Health Insurance Association, we have established an environment that allows employees to receive the same screening tests as they would at an external medical institution for a lower self-coverage cost, and to take the examinations during work hours. In fiscal 2022, efforts to raise awareness of cancer included inviting industrial physicians to conduct four seminars to 2,826 attendees on themes ranging from cancer prevention through to treatment and support for employees receiving treatment.

To support those working while concurrently receiving treatment, in May 2018 we formulated guidelines covering the Company's position, direction, points for employees and supervisors to be aware of, and so forth. Depending on the situation, we will support individual employees receiving treatment by coordinating with them, their workplaces, wellness promotion centers, and the Human Resources and General Affairs Department.

Results and Medium-term Targets as of March 31, 2022

	Results for FY2022	Targets for FY2026	
Employees absent for mental health reasons*3	0.92%	0.80%	*3 Scope: NEC Corporation
Percentage of smokers*4	16.8%	10.0%	*4 Scope: NEC Corporation and 24 consolidated subsidiaries in Japan
Obesity percentage (BMI ≥ 25) Men (Aged 20–69)*4	35.1%	28.0%	*5 Scope: NEC Corporation and 27 companies belonging to the NEC Health Insurance Association
Obesity percentage (BMI ≥ 25) Women (Aged 40–69)*4	22.3%	19.0%	
Percentage who have had cancer screening*5	34.7%	50.0%	

Countermeasures for Transmissible Diseases

At NEC, we have established a consultation window on transmissible diseases at wellness promotion centers, and we also provide financial assistance for seasonal influenza vaccinations.

When employees are sent on assignment abroad, we make them aware of the need to be careful and receive vaccinations for transmissible diseases that are commonly seen in the local area, including transmissible diseases that require notification such as tuberculosis and malaria. In addition, we pay careful attention to employees' health management after their return to Japan.

Response to COVID-19

Please refer to the section on business continuity.

Business Continuity

Labour Accidents and Disasters

Labour accidents at NEC Corporation are mostly minor, such as tripping on stairs at train stations or falling on the street during business trips or sales calls. As such, there have been no major accidents. In addition, we have not identified any instances of serious violations of laws and regulations from related organizations.

When a labour accident occurs, the person responsible for monitoring labour accidents checks on the status of the person or persons affected by the accident, determines the cause, and implements measures to prevent a recurrence as needed, as laid out in the Company's escalation rules. Even for minor labour accidents such as tripping or falling, the details and countermeasures are shared throughout the Company via the OH&S Committee, the intranet, and other means. We strive to prevent labour accidents that could be caused by natural disasters, for example, calling on employees to remain at home or to return home early if a typhoon or heavy snowfall is forecast.

Labour Accidents and Disasters (Data collection)

Frequency and Severity