



With Our Employees



Performance — Workplace CSR Activities

Holding the ASEAN Human Resources Conference in Thailand Aimed at Building Global Mechanisms for Human Resource Development

We have been holding the Global Human Resource Conference every year since 2013 aimed at a global human resources system and human resources development. Under the initiatives to date, we have created a system for overseas employees to leave their home countries and take on new environments to capitalize on their careers at other group companies. Using this system, exchanges of human resources have commenced on a global scale through temporary transfers (cross-border temporary transfers from overseas group companies).

In order to expand the program further, we held the ASEAN Human Resources Conference in Thailand in 2015. Human resource managers from Group companies in Thailand, Indonesia, Malaysia, Vietnam, the Middle East and India took part in a lively exchange aimed at the introduction of unified policies and mechanisms related to human resource development in the ASEAN region, including India. Going forward, we will continue working to establish a framework in partnership with the Human Resource Dept. based on a global consciousness, as we strive for group-wide development of human resources.



Participant in the ASEAN Human Resources Conference

Voice of a Global Human Resources Organizer

Aiming to be a Personnel "Assets" Company

The participation of overseas human resources accounting for over one third of the group as a whole is a major driving force at NGK SPARK PLUG. There are differences in culture, religion, and customs, but I feel that discussing and working toward the major common objective of developing personnel "assets" with human resource organizers from countries around the world is really worthwhile. I will aim to further enhance the global network of the Human Resources Dept. to establish an environment that allows individual skills to develop and play an active part in the group overall.

Tomoyuki Kato
Human Resources Dept.



Strengthening and Maintaining Initiative to Promote Active Participation of Women

In fiscal 2013 we held training primarily for managers, and in fiscal 2014 we held training primarily for women. The action plans organized by the manager of each department, which commenced in fiscal 2013, have been maintained, increasing awareness of acting as a department.

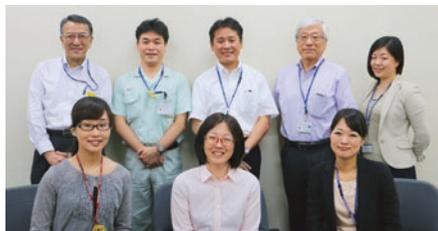


Training for Next Generation Female Leaders

We held training for female supervisors and subsection chiefs, who are close to management positions, to learn about management, leadership, corporate strategy and other areas and to interact with officers of NGK SPARK PLUG and managers from other companies.

Career Advancement Support Program

Women who are aiming for supervisor positions took part with their bosses to attempt challenges one rank above them. In March, the participants presented the results of their efforts to the President and the Vice President.



Members of DIAMOND Project (Front row, center: Otsuka)

Voice of the project Leader

We aim to create a company where all employees can play an active role

Our company has many excellent female employees. I hope we will to be a company where all employees can work comfortably and their ideas can be realized.

Etsuko Otsuka

Human Resources Dept.



Expanding the New Human Resources System to Group Companies in Japan

We are working to consolidate our new human resources system, which was overhauled in April 2014, while repeating Plan-Do-Check-Act cycles in order to establish an environment for the development and active participation of diverse human resources and appropriately reward initiatives aimed at creating value.

In addition, we will introduce our new human resources system at group companies in Japan as well in order to

strengthen governance. In April 2015, we began introducing our new human resources system at NTK Ceramic Co. Ltd. and Ceramic Sensor Co., Ltd.

▼ Main human resources systems

- Occupation type, qualification and managerial position systems
- Wage, bonus and retirement money systems
- Annual salary system
- Rating system and objective management system
- Continued employment system



With Our Employees

Good!

Performance — Workplace CSR Activities

Equipment Safety Activity in Production Engineering Depts.

Equipment safety in production sites is one of the important issues for a manufacturing company. Labor safety initiatives are required that not only conform to Japan's Industrial Safety and Health Act but also to international standards such as ISO (International Standards Organization) and IEC (International Electrotechnical Commission).

In this situation, we have been striving to make production equipment even safer at the stage of introduction under the Equipment Standardization Project since fiscal 2013. In addition to defining hazard sources and evaluating safety based on risk assessment, and taking measures to reduce risk, we are identifying residual risk and providing information to the production sites. In this way, we are promoting the establishment of a safe workplace through the introduction of equipment.



Communicating equipment risks using labels

Voice of Our Project Leader

We Provide Safe Equipment, Aiming to Realize "Zero Accidents"

As suppliers of equipment, one of our goals is "zero accidents," and we work to strengthen the provision of information to ensure this does not end up as a unilateral hope, but is a recognition that is shared with the production sites.

Going forward, we will aim to provide even safer equipment by working to upgrade the skills of designers and reviewing measures to reduce risk.

Kazuhiro Nozawa
Equipment Dept.



Toward the Spread and Consolidation of New Risk Assessment (RA)

There are a variety of potential risks in the workplace. New RA is a tool for systematically and objectively studying and evaluating hazard sources related to equipment and work in the workplace following the introduction of equipment and visualizing the degree of danger in the form of a risk level. It is an activity that we have been expanding in stages since fiscal 2013. We can pave the way to the creation of safe and secure workplaces by determining the order of priority according to the magnitude of risk and implementing workplace management measures that include countermeasures to systematically reduce risk and awareness raising about hazardous locations.



Scene from hands on RA training using actual equipment

Takahiro Kawakita

Environment and Safety Management Dept.

Voice of Our Safety and Health Leader



We Aim for Penetration and Entrenchment of Risk Assessment

The power of every individual worker working on the frontline is essential for the implementation of risk assessment. In order to ensure that many people learn the right risk assessment philosophy and techniques, we hold regular Practical Risk Assessment Training. The training covers classroom lectures through to learning about identifying and evaluating hazard sources and managing residual risk using actual equipment, and we hope that they apply these skills to risk assessment in the workplace.

My CSR Item

A text compiling safety and health knowledge



Strengthening Mental Health Care

We are working on had in-house and external Line-Care educational programs for managers, and implementing to read the Self-care hand book in our workplace to make our employee prevent awareness of disease and self-management of health. Also we are strongly working on held in-house lectures and setting up the Support-line for employees who feel stress and problems mentally.



The Self-Care Handbook (Japanese only)