

Report on Activities Aligned with ISO 26000

Labor Practices

The Citizen Group endeavors to provide true value to stakeholders by ensuring a safe and pleasant working environment, encouraging the development of its employees' abilities and energies, and invigorating each of its workers. The Group conducts a variety of educational and training programs to augment skills and foster an environment where employees can further their personal growth.

Training Manufacturing Engineers

Pursuing its goal of "Building the World's Foremost Watch Factory," Citizen Watch Manufacturing has established a watch school to enhance manufacturing skills and develop its human resources. At this school, veteran employees instruct younger employees, who hone their skills and technical expertise as they work toward national certifications under a system operated by the Ministry of Health, Labour and Welfare, as well as the company's own certification system.

The Citizen Watch Group takes part in the National Skills Competition, which seeks to develop and pass along skills and manufacturing expertise. Held annually to uphold Japan's traditional prowess in manufacturing, skilled workers aged 23 or younger from around the country take part in this competition. The fiscal 2014 event included six competitors from Citizen Watch Manufacturing in the watch repair category and two in mechatronics. In the former category, employees earned gold, silver, bronze, and "Fighting Spirit" awards. The competition helps to motivate employees and reinforces the process of working dedicatedly toward goals, an important characteristic for a manufacturing professional.

Through efforts including the watch school and the National Skills Competition, we aim to continue passing on technology and other skills to young engineers and enhancing their knowledge.



Human resource development at the watch school



Winning a gold prize in the watch repair category at the National Skills Competition

Emergency First Aid Course (China)

Guangzhou Most Crown Electronics Limited conducted an emergency first aid course in November 2014. Held for 122 employees over a two-day period, the course aimed to foster a better understanding of emergency care and involved practice in cardiopulmonary resuscitation and the use of automated external defibrillators (AEDs).

Few factories in China conduct emergency first aid courses, which limits the number of people who are trained to act in medical crises. The Citizen Group began offering safety and health education at its factories in China in 2012 in an effort to raise health and safety levels at its overseas plants. We plan to continue these activities, as we believe we are contributing to local communities by cultivating an understanding of emergency first aid.



Human Rights

Recognizing itself as a member of international society, the Citizen Group values and respects the different cultures and customs of other countries and seeks to eliminate discrimination in all forms. Meanwhile, we accept and respect employees' characters, individuality, and diversity in our efforts to achieve further increases in corporate value.

Conducting Career Training for Women

Fully utilizing women's skills is essential to sustainable business activities. In recognition of this, we endeavor to provide an environment where women can continue working as they experience such life events as marriage, childbirth, and raising children.

In February 2015, Citizen Holdings held career training for women. This training session focused on women's unique ideas, perspectives, and skills; targeted ways to leverage these characteristics to reinforce corporate competitiveness; and set specific targets and action plans for future activities.

As a Group, we will continue enhancing such initiatives as we work toward true diversity and strive to further enhance corporate value.



Career training for female employees

Holding Diversity Training for Department Managers

Citizen Holdings conducts diversity training for department managers. Intended to deepen management awareness for responding to and succeeding in an era of increasing diversity and complexity, the course covered the basics of diversity and provided practical advice on managing for greater diversity in the workplace.



Diversity training for department managers

Personnel Information for Fiscal 2014

Target period: April 1, 2014, to March 31, 2015
(employees with disabilities: as of June 2014)
Scope of data: 13 principal Group companies in Japan

Percentage of female managers		3.27%
Percentage of employees with disabilities		2.03%
People taking childcare leave	Men	0
	Women	51
	Total	51