

Co-Existence with Local Communities and Contribution to Future Generation

Our Head Office is located in Akashi City, Hyogo Prefecture—the place our factory was located when the company was established. The Nikko Business Foundation has been offering scholarships that do not require repayment since 1989 to domestic and overseas students enrolled in universities and institutes of technology offering a five-year program specializing in technology/engineering in the Kinki region.

It is also offering research grants to researchers who are engaged in academic research related to technology development at universities and technology/engineering institutes in the Kinki region. The recipients of these grants are not obligated in any way to join the Nikko Group or to provide the results of their research to the Group. It incorporates the strong feeling of the Nikko Group “to contribute to the development of the local economy and communities by providing assistance for human resource development and technological innovations.”

Number of scholarships and grants offered so far (cumulative from FY 1989 to FY 2023)



Number of
scholarships awarded:
143



Number of research
grants awarded:
201

New scholarships and research grants awarded in FY 2023

Number of scholarships awarded:
Two (name of the educational institutions where the recipient is enrolled)

- Tokushima University
- Kobe City College of Technology

Number of research grants awarded: **Four (name of the educational/research institutions where the researcher is enrolled)**

- ① National Institute of Technology (KOSEN), Akashi College
Research theme: Utilization of woody biomass incineration ash as an environmentally friendly ground improvement material
- ② Kobe City College of Technology
Research theme: Research and development of technology for identifying deterioration and damage inside RC floor slabs of road bridges using vehicle-mounted electromagnetic radar
- ③ Kobe City College of Technology
Research theme: Research of self-healing of cracks in concrete
- ④ Kobe City College of Technology
Research theme: Study of concrete coating areas suffering from frost damages in surface impregnated materials

Response to human rights

As a guideline for promoting initiatives to respect human rights and fulfilling our responsibilities, Nikko Group has formulated the Nikko Group human rights policies in accordance with the United Nations International Bill of Human Rights, ILO Core Labour Standards, and other international human rights norms.

Nikko Group human rights policies

Nikko Group is committed to respecting human rights in order to fulfill our responsibilities to all stakeholders in accordance with NIKKO CORPORATE IDENTITY. To this end, each and every officer and employee shall respect each other's diversity, personality, and individuality, and shall not discriminate on the basis of race, religion, nationality, age, gender, gender identity, sexual orientation, disability, or any other basis and shall not voluntarily engage in harassment that offends individual dignity.

1. Scope of application

These policies apply to all officers and employees of the Nikko Group.

Nikko Group will also work to encourage support for these policies with respect to its supply chain.

2. Applicable laws and regulations

Nikko Group respects the United Nations International Bill of Human Rights, ILO Core Labour Standards, and other international human rights norms.

We comply with laws and regulations of countries and regions in which we operate, and in cases where the laws and regulations of such countries and regions conflict with internationally recognized human rights and laws and regulations, we respect the international human rights principles to the fullest extent possible.

3. Responsibility to respect human rights

Nikko recognizes that in its business activities, the possibility of generating negative effects cannot be completely ruled out. Nikko Group will fulfill its responsibility to respect human rights by ensuring that it does not violate human rights of others in its business activities, and by taking appropriate measures to correct any negative impact on human rights that may occur in its business activities.

Where our supply chain partners are involved in the negative impacts on human rights, we will work to encourage them to respect human rights.

If, through human rights due diligence or other means, it becomes clear that we have had or contributed to a negative impact on human rights, we will strive to take appropriate remedial or corrective measures.

4. Information disclosure

Nikko Group will regularly disclose information on its initiatives for respecting human rights on its corporate website and in other media.