



Management

CSR Management

From the provision of new value through products and services to the thorough implementation of a corporate culture of fairness and honesty, the “responsibility” that society expects from companies is wide-ranging. To perform these tasks throughout corporate groups, the need is increasing for CSR Management Guidelines that incorporate a management vision and activity policies.

The NTT Communications Group places great emphasis on its contribution to society. To that end, in line with the Group’s Fundamental CSR Policy, targets for each activity are set and in line with its Fundamental CSR Policy pursued by each and every employee as part of their day-to-day business tasks.

CSR Concept

Fundamental CSR Policy

As a Global ICT Partner, the NTT Communications Group creates new value, resolves global problems and contributes to the realization of prosperous communities and a sustainable society by providing information and communications services.

■ Fundamental CSR Policy of NTT Communications Group



→ [Click here for details on the NTT Communications Group’s Fundamental CSR Policy](#)

Establishment of Priority Activities in Line with Fundamental Policy

With regard to the fourth area of governance, which forms the foundation of management and was added to the three areas defined in our Fundamental CSR Policy, we establish priority activities that form the focus of the CSR Committee. Setting CSR Indexes that become each priority activity’s specific target, we work on continuous improvement. For the content of and our achievements in each priority area, please refer to each section of this report.

As a Member of the NTT Group

We define the Fundamental CSR Policy of the NTT Communication Group guided by the NTT Group CSR Charter set out below.

■ The NTT Group CSR Charter



Cornerstone Stance on Consideration for Stakeholders Stated in Our Business Principle (OBP)

Our Business Principle (OBP) is a clearly written expression of the principles that must be understood and shared by each and every employee of the NTT Communications Group.

Compliance with and the practice of OBP go hand in hand with maintaining a perspective that takes each and every stakeholder into consideration. In maintaining relationships with all our stakeholders, there are instances in which there is uncertainty about what constitutes correct judgment and behavior. For such situations, we are distributing OBP as a means for our employees to proactively refer back to the basic principles inscribed in the handbook throughout the course of their daily work and take the correct actions. Based on OBP, we are aiming to remain a company trusted by customers and society as a whole while also garnering customer satisfaction.

■ Stance on Consideration for Stakeholders

For Customers

1. From a customer-first perspective, we will provide solutions and services that offer true value.
2. We will act responsibly and with pride as a member of the NTT Communications Group in responding quickly, flexibly, and with integrity to our customers.
3. We will establish enduring relationships of trust with our customers.

For Business Partners

1. We will maximize our cooperation with partner in order to offer the best possible value for our customers.

For Society

1. By providing more secure and innovative Internet services, we will contribute to the sound growth of the Internet society.
2. As part of our strong connection with society, we will contribute to global environmental protection.
3. We will understand and respect the cultures and customs of different nations.

For Competitors

1. We will abide by rules and compete fairly.

For Employees and the Workplace

1. We will recognize individuality and diversity and mutually protect human rights.
2. We will trust and respect each other and create an environment that is conducive to personal development and fulfillment of our goals.
3. As an ICT company, we will make a maximum effort to protect security.

For Shareholders

1. We will disclose information concerning our business performance in a fair, accurate, and timely manner.
2. We will achieve sustainable growth as a company and seek higher benefits for our shareholders.

→ [Please click here to view details on Our Business Principle.](#)

Thorough Actions Taken in Line with Guidelines

To connect with society in various forms through our business, we have wide-ranging responsibilities to bear and guidelines to uphold. Having established guidelines in line with our business activities, such as our policy on human rights and Global Environment Charter, we are taking thoroughly responsible actions. In keeping with the increasingly global nature of our customers’ businesses in recent years, our own business continues to expand to every part of the world. Consequently, we are accelerating the speed at which overseas Group companies adopt a raft of guidelines.

→ [For human rights guidelines, please refer to page 8](#)

→ [For Global Environmental Charter, please refer to page 18](#)

Activity Achievements in Line with CSR Indexes

Fiscal 2014 Activity Achievements

Priority Activities	Measures	Fiscal 2014 Targets		Fiscal 2014 Achievements		
		Qualitative Targets	Quantitative Target	Status of Specific Activities	Quantitative Result	Self-Assessments toward Target Achievement
Ensure information security	Continuous Privacy Mark accreditation	Address new issues in accordance with changes in privacy mark screening standards, revise relevant regulations, conduct and complete fifth updates	—	Continuously adhered to a PDCA cycle for personal information protection (by revising regulations, awareness, audits, etc.), underwent privacy mark renewal screening by outside institutions, passing with zero instances of non-compliance	—	★★★
	Continuously raise awareness by implementing training programs	Reduce number of incidents by working to enhance awareness through stratified security training programs	Ensure 100% attendance by those eligible to have their level of understanding gauged at Company security training sessions	Conducted security training specific to job role · Companywide security training and gauging levels of understanding: (Training) November to December; (Gauging) February to March · IRT* training for systems managers: February to March · Training for those responsible for implementing security management/managers: March	—	★★★
	Strengthen management of processes and systems	Bolster vulnerability assessments of information systems	—	Conducted vulnerability assessments of new and upgraded company information systems.	· Number of vulnerability assessments conducted: 196 systems	★★★
		Strengthen management of processes for the safe handling of customer information	—	· Throughout the year, appropriately managed application and approval systems for downloading customer information. · Implemented measures aimed at reducing the number of customer information downloads	—	★★★
	Implement information security surveys	Implement information security surveys for targeted companies.	—	Added three new companies (RagingWire, Arkadin and Atlas) and conducted surveys of all targeted companies.	—	★★★

*IRT: Incident Response Team

Self-Assessment Achievements ☆☆☆: Target only partially achieved
Set at Four Levels ☆☆☆: Target almost achieved
★★★: Target achieved

Stance and Achievements in Dealing with Stakeholders

By promoting dialogue with its stakeholders, the NTT Communications Group is generating opportunities to obtain invaluable input and feedback, which it in turn channels through to its ongoing activities. We adopt a flexible approach toward promoting wide-ranging opportunities and topics. This includes issues that are carried over from year to year to designated themes and discussion points. The NTT Communications Group makes every effort to engage in detailed and in-depth dialogue with its stakeholders.

Examples of Communication with Stakeholders in Fiscal 2014

Communication with Customers	We gathered feedback from customer satisfaction (CS) surveys and took steps to improve satisfaction levels. · Voice of Customer (VOC) Survey, NTT Communications Forum
Communication with Business Partners	We worked with our business partners to improve communications quality, thereby improving customer satisfaction with respect to quality. · Arcstar Carrier Forum (ACF), Customer Council, Partner Summit We published a policy on procurement in accordance with our Guidelines for Green Procurement to ensure fair procurement activities. · Communication with suppliers
Communication with Society	We worked to raise awareness of issues and develop a clear understanding of situations by communicating with NPOs and external experts. · Dialogue with stakeholders, various social contribution activities
Communication with Employees	To help maintain and improve motivation among employees, we used an appropriate human resources system, provided a forum for communication with management, and made sure that employee feedback was incorporated. · Dialogue with the president, KAIZEN Support Line

Governance

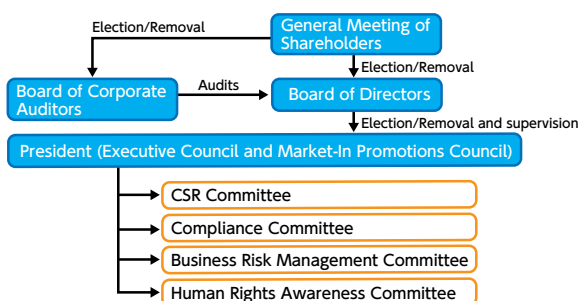
Corporate governance structure

With regard to the governance structure at NTT Communications, we are employing a system that draws on our Board of Directors and our Board of Corporate Auditors and working to enhance governance functions.

The Board of Directors has 16 members and is chaired by the president. In principle, the Board meets once a month to make decisions and report on important management issues in compliance with laws and regulations, the Articles of Incorporation, and our Board of Directors' rules.

The Board of Corporate Auditors is made up of three external auditors. In addition to attending important meetings, including those of the Board of Directors, these auditors hold meetings of the Board of Corporate Auditors and audit the execution of directors' duties. A dedicated organization and staff facilitates efficient audit operations. Maintaining close cooperation with accounting firms and other parties by periodically sharing information on audit plans and results and through similar means, the Board of Corporate Auditors is currently working to strengthen the audit structure.

■ Corporate Governance Structure



Composition of Board of Directors (as at July 2015)

Directors	Name	Current Position(s) and Organizational Responsibilities
President & CEO	Tetsuya Shoji	
Senior Executive Vice Presidents	Tetsuya Funabashi	In charge of technology In charge of operations In charge of information security In charge of corporate planning
	Katsumi Nakata	In charge of sales In charge of global business Head of Global Business
Executive Vice Presidents	Toru Maruoka	Head of Voice and Video Communication Services
	Kazuhiro Gomi	Head of Second Sales Division
	Eiichi Tanaka	In charge of CSR
Senior Vice Presidents	Kazuhiro Gomi	NTT America, Inc. President & CEO
	Akihiko Higashi	Head of West Japan Sales Division
	Denji Sakurai	Head of Fourth Sales Division
	Motoo Tanaka	Head of Cloud Services
	Takashi Ooi	Head of Network Services
	Masaaki Moribayashi	NTT EUROPE LTD. Managing Director
	Ken Kusunoki	Head of Third Sales Division
	Hiroatsu Matsumoto	Head of Customer Services
Senior Vice President, NTT Communications Corporate Advisor	Masanori Ozawa	
Audit & Supervisory Board Members	Akira Arima	Executive Advisor
	Akio Oshima	
	Yoko Kobayashi	
	Nobuhiro Takeuchi	

Reasons for Director Appointments

In appointing directors, we expect that they will utilize their extensive knowledge and awareness in each of their respective fields.

CSR Governance

CSR Promotion Structure

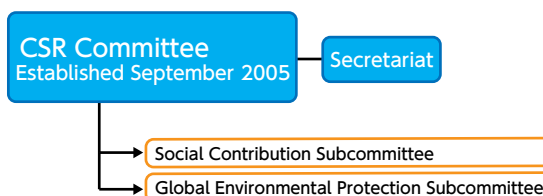
The NTT Communications Group has established the CSR Committee in order to promote CSR initiatives. The Committee aims to establish a structure to implement management initiatives from economic, environmental, and social perspectives. We maintain the Social Contribution Subcommittee and the Global Environmental Protection Subcommittee under the CSR Committee.

Meeting every year, the CSR Committee issues CSR reports, reports on CSR activities, and considers and implements measures aimed at promoting CSR activities.

With regard to the content of the CSR activities mandated by the CSR Committee, a CSR Promotion Committee convenes in the middle of the fiscal year to review the content of the activities and, if necessary, issue an interim report. In fiscal 2014, representatives of 13 major Group companies attended the CSR Committee and CSR Promotion Committee meetings.

In the years to come, we will continue to work to maintain and foster CSR initiatives across the entire NTT Communications Group by holding discussions on a regular basis at CSR Committee and CSR Promotion Committee meetings.

■ CSR Promotion Structure



CSR Governance Assessment Process

For us to make the CSR activity promotion structure function steadily, we have put in place and have in continuous operation mechanisms to check on what has been achieved through those activities.

Specifically, we regularly establish CSR Indexes that serve as the main targets for each year's CSR activities. By verifying and reviewing the rate of achievement of those activities every year, we are in the position to gauge the effectiveness of our CSR governance.

Decided upon at CSR Committee meetings, the CSR Indexes are established with the CSR Committee chairman bearing the responsibility for their overall achievement. Not limited to the verification of the degree to which the indexes have been successfully achieved, the CSR Committee and CSR Promotion Committee assess the effectiveness of the indexes themselves. Both the CSR Committee and the CSR Promotion Committee meet once a year.

Compliance

Compliance Promotion Framework

For the NTT Communications Group, compliance goes well beyond merely adhering to laws and ordinances. Viewing compliance as possessing a high sense of ethics that enables the fulfilling of social obligations while continuing to operate a business, we are aiming to bring about the establishment of corporate ethics at a high level.

Having set up the Compliance Committee under the chairmanship of the director in charge of compliance in fiscal 2002, we established lines of responsibility by appointing directors and officials in all business units. In July 2015, to respond to the increasing complexity of compliance and globalization associated with the globalization of the Group's business, we also formulated Global Compliance Regulations as a compliance policy to be commonly applied at Group companies in Japan and overseas.

Looking to the future, based on the NTT Group Corporate Ethics Charter we will continue to take various initiatives to create an environment that enables everyone, from senior executives to all Group employees, to carry out their work duties while adhering to high ethical standards. We will also work to enhance the world-class compliance promotion framework at the NTT Communications Group.

→ [More details on the NTT Group Corporate Ethics Charter have been posted here](#)

Corruption Prevention Policy

To prevent corruption, including bribery and bid-rigging, NTT Communications adheres to the National Public Service Ethics Code and formulates and operates guidelines, which cover the prevention of the bribery of foreign public officials, and manuals that provide advice on how to respond. Serving as a fresh reminder, the prevention of corruption forms a topic covered at compliance training sessions (see below).

Appropriate Advertising

The increasing sophistication and diversification of services and pricing schedules in recent years has made it necessary for advertising displays to be made easier to understand.

To give customers peace of mind when selecting and using services, NTT Communications has been striving to ensure that its advertising is trustworthy, in keeping with its own voluntary standards and the guidelines for telecommunications advertising established by the Council for the Promotion of Telecommunication Service Improvement.

Specifically, in November 2011, we formulated regulations on advertising and conducted an examination of advertising. The regulations define the materials requiring examination, designate personnel responsible for carrying out examinations, and clarify the examination process. The examination framework and processes have thus been strengthened.

While electric communication services via the Internet, mobile phones and other means have come to form the basis of customer lifestyles in recent years, service menus and fee structures have become more complex and diverse. We believe it necessary that we work to make advertising more easily understood by our customers and, in examining advertising, we are conducting reviews of examination standards from a customer perspective on an ongoing basis.

As well as complying with laws such as the Act against Unjustifiable Premiums and Misleading Representations, NTT Communications will make further efforts to consider the customer's standpoint when engaging in advertising and other public relations and promotional activity.

Awareness-Raising Programs and Training for Thorough Compliance

From the point of view of the thoroughness of legal compliance and fair business activities, companies are required to implement awareness-raising and training programs for group employees and directors on an ongoing basis. At NTT Communications, we provide annual compliance training to all employees and directors, including those at Group companies, as well as other personnel. We also actively conduct internal awareness-raising programs, including surveys on corporate ethics and a call for compliance slogan entries.

Specifically, at compliance training programs that form the foundation of common knowledge for Group employees, we confirm how we are to act by means of specific case studies in which compliance violations became a problem. In addition, we attach great importance to questionnaire surveys relating to the implemented corporate philosophy, which forms a subject of the training, in conjunction with a Hotline from the point of view of listening closely to frontline feedback. Meaningful feedback was once again received in fiscal 2014.

Consultation Hotline

We established the NTT Communications Group Hotline, which can be accessed by Group employees in all countries. In fiscal 2014, the number of reported cases relating to the whole of NTT Communications* totaled 24.

Additionally, the NTT Group operates an external consultation and reporting liaison desk, staffed with legal experts. These organizations are part of our commitment to a transparent corporate culture.

* Excluding Group companies in Japan and overseas

→ [Clicking here will provide you with details about the NTT Group Corporate Ethics Help Line, an external point of contact](#)

Risk Management

Business Risk Management

We established the Business Risk Management Committee to develop a system and the mechanisms to enable us to better respond to the major business risk factors that may affect the operation of the entire Company.

In fiscal 2010, we redesigned our system. At that time we had identified 25 material risk categories and listed them in our Risk Definition Report. We adopted a system to monitor the management status of material risks through audits, while separating risk-related operations and making them more efficient. Thereafter, we have continued to pick out the risks for each organization and request ongoing reviews and revisions of countermeasures. In addition to asking for voluntary evaluations of the status of organizational countermeasures from the heads of all organizations, including directors, and ensuring that no risks have been overlooked, we conduct operational audits of each organization to evaluate the status of risk-related countermeasures. We also extend these activities to include the principal Group companies in Japan, while promoting risk management throughout the NTT Communications Group.

We created a system to collect accurate risk information and ensure proper decision making in response to potential major risks. If such an event were to occur, we would set up a Disaster (Accident)/Risk Response Headquarters, which would be headed by the president or a senior executive vice president, depending on the situation.

We will continue to enhance and strengthen our systems and mechanisms to eliminate or minimize business risks for the entire Group.

Crisis Risk Management

In the aftermath of the Great East Japan Earthquake, there has been a dramatic rise in society's interest in crisis risk management and the corporate sector's ability to anticipate and respond at times of large-scale disasters. With a renewed awareness of our responsibilities and the need to maintain telecommunication services as an integral part of society's basic infrastructure, we are endeavoring to ensure a speedier response to emergency situations while working diligently to improve our management structure. In addition to ensuring strict adherence with crisis management manuals, we are raising awareness across all departments and divisions through training and a variety of other initiatives. In fiscal 2013, there were the requirements of the Act on Special Measures for Preparedness and Response against Pandemic Influenza and New Infectious Diseases, so from the perspective of maintaining respect for human life, we drew up plans outlining how we would undertake and fulfill our duties as a specified public institution in response to a pandemic. On this basis, we made progress toward the formulation of a specific business continuity plan (BCP).

Aside from the operation plan formulated in response to the Act on Special Measures for Preparedness and Response against Pandemic Influenza and New Infectious Diseases, we have drawn up and announced two other plans to fulfill our duties as a specified public institution. These are the Disaster Management Operation Plan based on the Basic Act on Disaster Control Measures and the Civil Protection Business Plan, which is based on the Law Concerning Measures to Ensure National Independence and Security in a Situation of Armed Attack.

→ [Details on NTT Communications' efforts in response to natural disasters have been posted here.](#)

Internal Controls

In accordance with the new Companies Act, which came into force in May 2006, and the May 2015 revision to that act, we have compiled a basic policy covering the maintenance of a system of internal controls for the entire NTT Group. Concurrently, as a member of the NTT Communications Group, the Board of Directors resolved to implement the measures necessary for that system. We are also working to upgrade and expand internal controls over financial reporting in line with the requirements of the Financial Instruments and Exchange Act, which was enacted in June 2006.

■ Basic Approach for Maintaining an Internal Control System

1. In maintaining a system of internal controls with the aim of complying with laws and regulations, managing any risk from losses and carrying out proper and efficient business operations, NTT Communications takes a variety of measures to prevent and minimize loss.
2. To maintain and assess the effectiveness with regard to operational status of the above system of internal controls, NTT Communications has established a Legal and Internal Audit Department. As a monitoring organization, this Department is responsible for regular audits and special audits of high-risk areas common to the NTT Group, in keeping with the standardized auditing criteria of Nippon Telegraph and Telephone Corporation. The necessary improvements are made following the assessments of the system's effectiveness.
3. NTT Communications will cooperate with Nippon Telegraph and Telephone Corporation and take appropriate measures to ensure the reliability of its system of internal controls based on the U.S. Public Company Accounting Reform and Investor Protection Act (Sarbanes-Oxley Act) and Japan's Financial Instruments and Exchange Law.
4. As the chief executive officer, the president will be responsible for ensuring the development and implementation of the system of internal controls.
5. We will take all necessary steps to comply with Nippon Telegraph and Telephone Corporation's Basic Policies Concerning the Maintenance of Internal Control Systems.

Internal Audits

We conduct standardized audits of our internal organizations and Group companies, both in Japan and overseas. Primarily implemented by our Legal and Internal Audit Department, these audits prioritize business risks and are aimed at ensuring that businesses are managed in a global, seamless manner. Through these audits, we are working to improve internal controls throughout the entire NTT Communications Group by striving to reduce risk at individual organizations and Group companies while making business improvement proposals.

In-House Information Security

Basic Policy

Because we believe that adherence to strict security management standards will lead to security improvements that will benefit our customers, we drew up the NTT Communications Security Declaration that we use as our basic policy when conducting business.

■NTT Communications Security Declaration

In addition to protecting information that is vital to our customers and providing services they know are safe to use, our most important mission is contributing to enhancements of our customers' security systems. We regard security as our top priority when providing services to our customers and pledge to work with them to achieve optimal security systems.

We thus do our utmost to ensure security in all phases of the value chain, from technology and service development to system setup and operation.

Furthermore, as ICT professionals, each one of us will raise our capabilities to respond to security-related issues.

Three Resolutions

- 1.Regarding security as the top priority in providing our services, we will do our utmost to enhance customer security.
2. As an ICT solutions partner entrusted with our customers' vital information, we will work with them at all times to ensure their security.
- 3.Business partners and the contract employees from our corporate partners are also important supporting members of NTT Communications. We will therefore collectively strive to ensure our own security.

→Details on our Security Declaration and Information Protection Policy have been posted [here](#).

Protection of Customer Information and Personal Information

We operate in strict compliance with laws and regulations and the Ministry of Internal Affairs and Communications' guidelines relating to the protection of personal information. In cases where we subcontract the handling of customer personal information, in selecting subcontracting companies we select those that sufficiently meet the standards with respect to the handling of customer information and require them to operate in strict compliance with laws and regulations and the ministry guidelines.

→Details of our policy concerning the handling of personal information have been posted [here](#).

Raising of Workplace Awareness and Thorough Training

Having identified efforts to "ensure information security" as one of its four priority CSR index areas, we are engaged in ongoing activities in this regard. Covering a wide range, these activities include strengthening the reliability of our information handling processes, acquiring and maintaining Information Security Management System (ISMS) certification as well as conducting security surveys. In particular, we have identified the raising of workplace awareness as an extremely important responsibility as an ICT company and are actively conducting education and training.

As an entity that targets a safe and secure, networked society, NTT Communications is accelerating the pace of its ongoing initiatives, including those at overseas Group companies.

■Information Security Training Student Breakdown

Types of Training	2014 Results
Information security training (Total number)	30,171
Companywide security training	15,115
Training to gauge degree of understanding	14,861
IRT training	70
Training for those responsible for implementing security management/managers	125

Information Security Management Structure

We have established common information security management benchmarks and policies in Japan and overseas, in keeping with the requirements of ISO/IEC 27001, the international standard for ISMS. We are enhancing the Group's information security governance by ongoing management activities, through which we devise level improvements centered on the regular monitoring of compliance and the taking of any necessary corrective action.

Specifically, we established the Security Management Office under the Chief Security Officer (CSO) to:

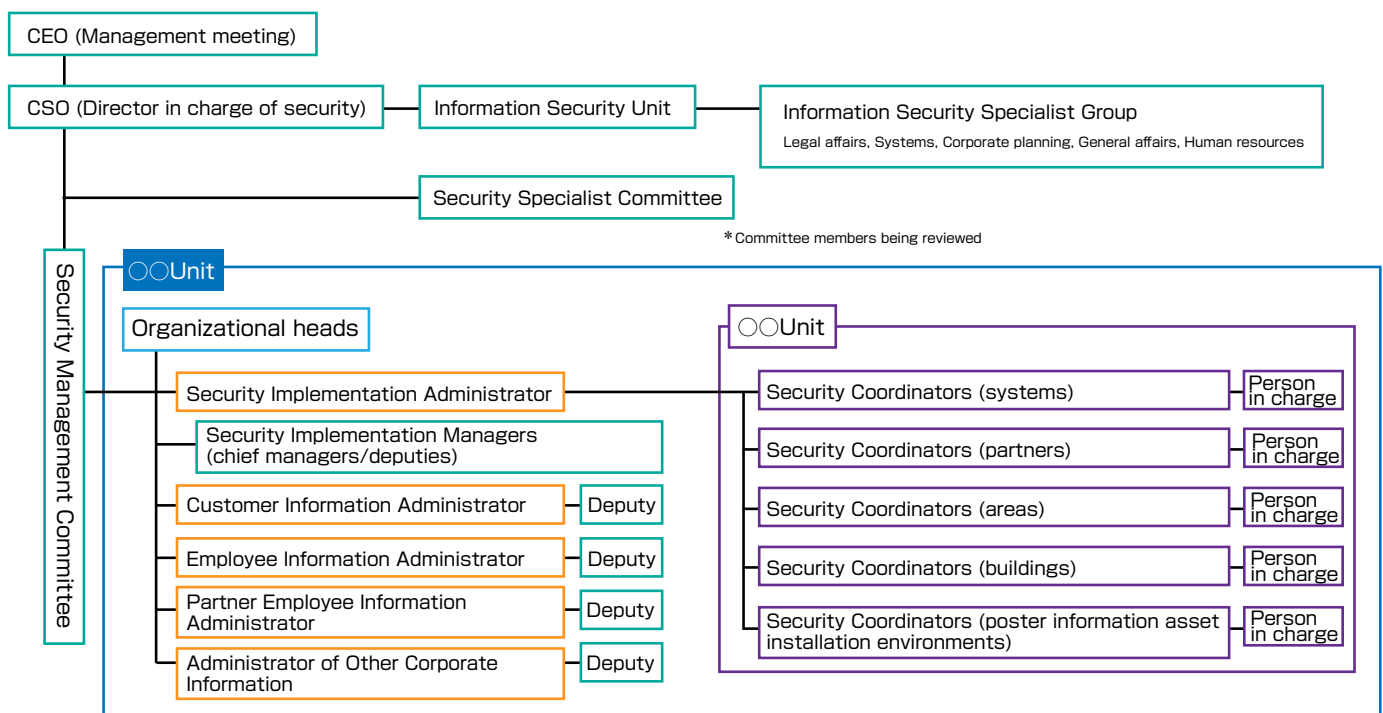
1. Formulate rules and standards and educate all employees to raise their awareness
2. Draw up and implement Companywide information security policies
3. Monitor compliance with information security regulations and take any necessary corrective action
4. Ensure a unified response to information security incidents. Specially assign officials in each organization to manage information security

For the major initiatives in fiscal 2014, we worked on raising the level of our security risk management. This included responding to software vulnerabilities and implementing the ongoing utilization of the WideAngle comprehensive risk-management service on systems throughout the Company. We also addressed upgrading the security issue response processes in the event of an incident by utilizing an information security management platform (ISMP)—a platform that distributes vulnerability assessment information—to conduct centralized management of companywide IT systems.

From the viewpoint of enhanced security management, we formed the Information Security Unit as a new organization that has its mission total information security/cyber security responses, including the functions of the Computer Security Incident Response Team (CSIRT).^{*} Established on October 1, 2015, the new unit will in the years to come be implementing the measures needed to enhance information security based on internal and external trends.

^{*} Monitors to see if problems have arisen in computers and networks and investigates such aspects as cause analyses and impact extent when they do and has the function of implementing response measures

Security Management Framework



Third-Party Assessment and Certifications

As of March 2015, 21 Group companies, comprising nine Group companies in Japan and 12 Group companies overseas, have received Information Security Management System (ISMS) certification from external organizations.

Seven companies that primarily handle personal information entrusted by customers have obtained Privacy Mark accreditation in recognition of their personal information safeguards.

Respecting Human Rights

Promoting Human Rights Education

In order to create a rich corporate culture with a respect for human rights, the NTT Communications Group put in place a basic human rights education policy in July 1999 and has continued to actively promote human rights awareness ever since. We also established a Human Rights Awareness Committee, which is charged with the establishment of a corporate constitution that does not tolerate discrimination of any kind and the promotion of human rights education. Among its many duties, the Committee reports on educational activities and deliberates on promotional measures.

■ Basic Policy on Human Rights Education

As a company that develops business on a global basis, NTT Communications places the utmost importance on solving human rights issues, including discrimination, as a part of its efforts to build a rich corporate culture that respects human rights. As we strive to maintain a corporate constitution that does not tolerate any form of discrimination, we are working to find solutions to human rights and discrimination issues through every facet of our day-to-day business activities.

Maintaining a Business Structure that Respects Human Rights

Placing the utmost importance on human rights, we maintain a corporate constitution that does not tolerate any form of discrimination while aiming to foster bright and energetic workplaces. To provide one specific example, while our regular and temporary staff members recognize each other's diversity, we publish a monthly in-house newsletter that introduces case studies with themes such as ways to communicate with the intention of helping to create a workplace culture that engages in business.

■ NTT Communications Group Framework for Promoting Human Rights Education



Respective responsibilities in the promotion framework

- Human Rights Education Promotion Committee: Basic Policy for NTT Communications Group initiatives, activity planning, formulation of implementation measures, etc.
- Human Rights Education Promotion Executive Committee: Specific executive functions for measures decided by the Human Rights Education Promotion Committee
- Human Rights Education Department: Administrative support duties for the Human Rights Education Promotion Committee and Human Rights Education Promotion Executive Committee and deployment of Groupwide efforts

Measures Geared toward Raising Awareness of Human Rights

We have made it mandatory for all regular NTT Communications Group employees and temporary staff members to attend All-Employee Human Rights Education Training sessions designed to foster a heightened sense of awareness within each and every employee. At the training sessions in fiscal 2014, to deepen the understanding of harassment and cross-cultural communication by looking at internationally recognized human rights and case studies of in-house consultations.

In addition to the training, every year we solicit slogans relating to human rights as well as regulatory compliance and ethics as an initiative that enables each and every employee to consider human rights issues.

In fiscal 2014, a total of 21,611 entries were submitted from 10,217 people, who were all Group employees, including employees of overseas subsidiaries, temporary staff, and employee family members. The top prize-winning slogan was: "Be careful, each person is different, 'it's natural'."

Continuing to implement all types of this kind of educational and awareness measure, we will strive to develop workplaces that do not tolerate harassment and foster diversity and acceptance of differences, while promoting the creation of even brighter and more vibrant workplaces.

Human Rights Consultation Helpdesk

Providing internal and external points of contact via which each and every employee can easily seek a consultation on such matters as concerns that have arisen in the workplace, the NTT Communications Group encourages the use of the points of contact among its employees and temporary staff members through such means as training sessions and in-house newsletters.