

Occupational Safety and Health / Accident Prevention

Sincerely reflecting on a fatal accident that occurred in January 2022, we will give top priority to safety and accident prevention in all of our business activities. We will protect the safety and health of everyone working at our business sites, including subcontractors, and continue to operate with no accidents or injuries.

To improve essential safety

The Accident Response Committee, which was established following the fatal accident in January 2022, investigated the cause of the accident. We also conducted a comprehensive review of the risk of similar accidents occurring at other factories and research laboratories, and took countermeasures. We will continue to invest in safety measures. We are also enhancing essential safety, including improving safety awareness. In December 2022, we established a safety philosophy and a safety policy to ensure the Group's concerted efforts. Having set priority measures in the MTP 2025, we will work steadily to ensure safety.

Fostering a safety-first mindset

The Environment and Safety Dept. of each factory and the Safety Promotion Dept. have been integrated into the Safety Promotion Group of the Environment and Safety Dept. to foster a safety-first mindset by improving safety awareness and deepening and expanding various other measures.

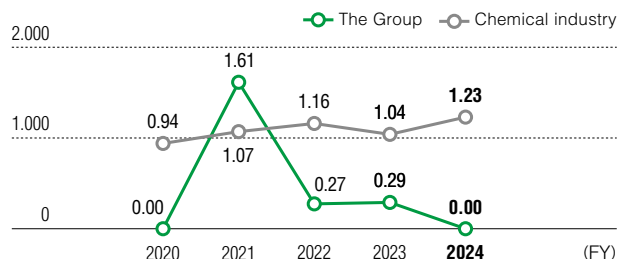
Status of labor accidents

To achieve zero labor accidents, we focus on assessing risks, creating a workplace culture of caring for one another, implementing thorough recurrence prevention measures, and creating a safer workplace environment.

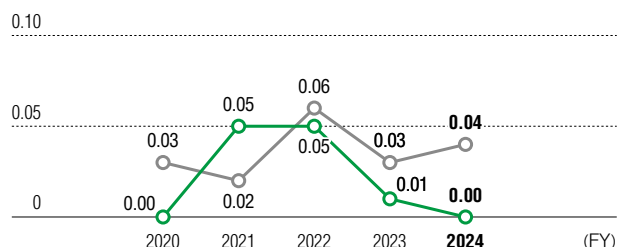
In FY2024, there was one lost-work injury and 5 non-lost-work injuries involving employees as well as one lost-work injury and two non-lost-work injuries involving dispatched workers/subcontractors.

We investigated the true cause of each injury using the 5-Why method,*¹ implemented recurrence prevention measures, and rolled out key countermeasures to all Group factories in Japan and abroad.

Occupational accident frequency rate*²



Occupational accident severity rate*³



*¹ An analytical method to extract not only the direct cause but also the root cause behind a certain problem by repeating the process of identifying the cause why it occurred and asking the question "Why?" regarding that cause.

*² Frequency rate = (number of employees suffering lost-work injuries) ÷ (total working hours) × 1,000,000. This value indicates the generation frequency of accident victims (Group company employees) per 1 million hours.

*³ Severity rate = (labor lost days) ÷ (total working hours) × 1,000. This value indicates the severity of accidents per 1,000 working hours.

Initiatives in FY2024

The Group conducts systematic risk assessment of target chemical substances handled at its factories and research laboratories and takes all necessary risk mitigation measures.

While we have traditionally established hardware measures and rules, from FY2024 we have worked to resolve issues in the production section with the help of external experts. To strengthen risk assessment, we are making a long-term effort to develop human resources who can appropriately identify risks and plan mitigation measures, thereby improving safety at production sites.

In FY2024, we conducted training for manufacturing site managers to improve their process risk assessment skills. We will continue to expand the target audience and provide risk assessment training.