

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 investigated the cause of the fatal 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. After the investigation, we established a permanent countermeasures committee to improve essential safety, including changing 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 mind

In FY2024, the Environmental and Safety Dept. of each factory and the Safety Promotion Dept. will be integrated into the Safety Promotion Group of the Environmental and Safety Dept., to foster a safety-first mind by changing safety awareness and deepening and expanding various measures.

Strengthening risk assessment and developing human resources

We will strengthen risk assessment to mitigate risks. We will make long-term efforts to develop human resources who can appropriately identify risks and devise mitigation measures, thereby improving on-site capabilities.

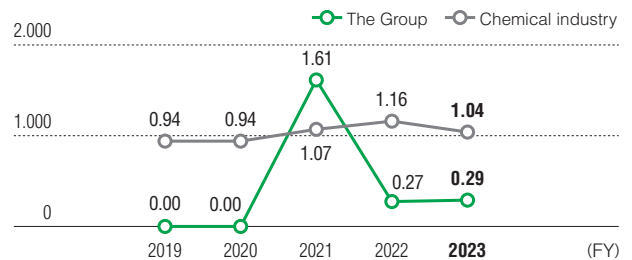
Status of labor accidents

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.

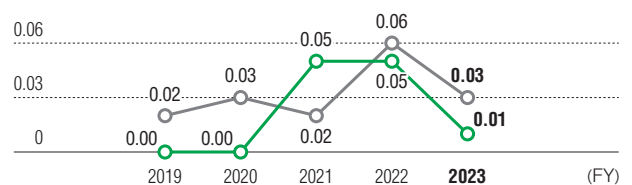
In FY2023, there was one lost-work injury and 10 non-lost-work injuries involving employees as well as two lost-work injuries and four non-lost-work injuries involving dispatched workers/subcontractors.

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.

VOICE



It is said that behind serious accidents there are many minor accidents and unsafe conditions. To prevent these, it is important to manage the mental and physical health of workers. As safety chiefs, we not only take command in the case of emergencies on holidays and at night, but also create an atmosphere where it is easy to talk so that we can quickly identify any concerns, worries, and changes in the physical condition of plant engineers. Since the fatal accident in 2010, the company has focused on its safety activities. Although the idea of "safety first" has recently become more prevalent among individual employees, there is no end to safety activities. I will continue to think about what I can do, and do my best.

Tomonori Ida Safety Chief, Kyoto Environment and Safety Group, Environment and Safety Dept., Production Division

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