

2019 Occupational Safety and Health Promotion Plan

1. Basic policies:

The Oji Group will promote activities with the target of zero work-related accidents across the entire Group with safety as its absolute top priority.

2. Slogan :

Always Follow the Rules and Ensure that Others Follow the Rules to Prevent Fatal and serious Accidents

3. Key Targets(Targets of the entire Oji Group) :

Achievement of zero fatal and serious work-related accidents

4. Key Measures :

In 2019, in order to achieve the goal of reducing fatal and serious accidents to zero with strong determination, we will curb similar accidents that repeatedly occur and implement the following priority measures throughout the entire Group.

1) Measures for preventing fatal and serious work-related accidents

Based on past case examples of fatal and serious accidents and the results of the identification of dangerous work in the workplace as implemented by the Risk Assessment of Workplace-specific Facilities, Machinery, Equipment, and Operations that May Become Direct Causes of Fatal Accidents (Instruction Issued by Safety Department , Oji Holdings(Overseas: 16-06) in June 2016), the supervisory personnel in the workplace should take the lead in considering methods and measures to avoid risks so that zero fatal accidents can be achieved. (Companies and facilities that have not yet implemented Risk Assessment should start the investigation.)

2) Recurrence prevention measures by implementing the risk assessment for each accident type

Implement risk assessment for the accident types that repeatedly occur among the classification of accidents that occurred in 2018.

- (1) Accidents caused by being caught in machine or rolled over by a machine: Inspection and confirmation of the location where no safety fence or cover is installed around a machine, and the implementation of measures. Thorough implementation of stopping of equipment, power circuit opening, locking-up, and posting of a notice in case of any trouble in addition to inspection and repair work.
- (2) Accidents caused by tumbling: Thorough implementation of the 3S (Seiri: organizing, Seiton: decluttering, Seiso: cleaning), prohibition of shortcut behavior, and risk prediction on a frozen road.
- (3) Accidents caused by falling: Clarification of rules on going up and down a steep flight of stairs or ladders, and on work in which a ladder is used, and thorough obedience of the rules. Taking thorough measures against breaking a panel with a foot during work on a roof.
- (4) Accidents caused by being crushed: Thorough separation of forklifts and people using a safety fence and other measures. Installation of an LED light that makes it easy to recognize an approaching forklift.

3) Reform the workplace safety culture

- (1) An on-site manager should promote safety activities with a clear will to change the current workplace climate.
- (2) A full-time coach should take responsibility for having a newcomer or transferred person thoroughly do safe work.
- (3) Ensure that new managers undergo training for safety officer, and new supervisors undergo training for safety workplace foremen.

- (4) Thoroughly provide safety education to contractors temporarily on the premises and have them be mindful of safety.

4) Prevention measures against the frequent occurrence of accidents leading to lost work time that happens to employees of contractors

The employees of the supervisory workplace for contract work and contract workers should increase safety awareness, review work procedures, and support the improvement of equipment to promote safety activities that prevent accidents.

- (1) Enhancement of safety education provided to persons in charge of load carriage.
- (2) Thorough implementation of reporting, contacting, and consultation when resolving an operational problem or stopping equipment for cleaning.
- (3) Accidents caused by tumbling: Thorough implementation of the 3S (Seiri: organizing, Seiton: decluttering, Seiso: cleaning), prohibition of shortcut behavior, and risk prediction on a frozen road.
- (4) Countermeasures during the time when accidents frequently occur (in the morning): Enhancement of pre-operation physical condition check (including alcohol check)
- (5) Accidents caused by falling: Clarification of rules on going up and down a steep flight of stairs or ladders, and on work in which a ladder is used, and thorough obedience of the rules.

5) Promotion of heatstroke measures

- (1) Promotion of work environment improvement measures (particularly for a workplace in which there has been an outbreak of heatstroke in the last three years)
- (2) Implementation of periodic WBGT measurement before and during work or construction and the promotion of measures based on the results.
- (3) Review of the time of implementation to shut-down construction during the hot season.
- (4) Understanding of workers' health condition, pre-operational confirmation of workers' physical condition, and enhancement of patrols during work.
(Pay attention to diabetes, hypertension, heart disease, and renal failure that could lead to an outbreak of heatstroke.)

6) Management of physical and mental health, and improvement and maintenance of the workplace environment

- (1) Thorough practice of disease prevention, early detection of disease, and treatment thereof through regular health checkups, special health checkups, and specific screenings and health guidance
- (2) Ongoing practice of measures to promote mental health (care by professional organizations, Oji global healthcare support, creation of a stress check system)
- (3) Prevent damage to physical and mental health as a result of overwork by reforming the way of working.
- (4) Improvement and maintenance of workplace hygienic environments, including measures to prevent heat stroke