

Policy on Occupational Safety and Health

We aim to form workplace environments where everyone is able to work safely while remaining healthy in mind and body underpinned by the core principle of human dignity. We will accordingly engage in initiatives that assign top priority to safety and health in a manner that enlists initiative of each and every individual. In so doing, we will seek to create truly motivating workplaces that assure peace of mind and safety among all of our employees who play active roles in various countries and regions, and also seek to prevent work-related injury and illness.

1. Systemic Enhancement through Development of Systems for Managing Occupational Safety and Health

We will promote the enhancement of systems for occupational safety and health across the Group, while striving to continuously improve and maintain systems for managing occupational safety and health.

2. Compliance with Applicable Laws and Regulations

We will, in countries and regions in which we engage in business activities, comply with laws and regulations, restrictions, accords, and relevant in-house rules related to occupational safety and health.

3. Fostering Safety Awareness through Education

We will ensure thorough safety education and safety activities with the aim of developing a safety-oriented mindset and culture.

4. Initiatives to Eliminate and Reduce Risk

We will work to eliminate and reduce risk related to safety and health. In addition, our management and employees will communicate adequately in the course of mutually striving to ensure workplace safety and health.

5. Setting Safety and Health Targets and Continuously Improving Workplace Environments

We will set safety and health targets and prepare action plans, and continuously work to maintain and improve our workplace environments.

6. Support for Health Maintenance and Promotion

We will establish workplaces that enable employees to achieve outstanding performance while maintaining good health physically, mentally, and socially.

7. Information Disclosure

We will externally disclose information in an accurate and transparent manner with respect to this Policy, our initiatives and other such matters.

8. Range of Application

This Policy applies to the Group's officers and all employees who work within the Group (regardless of the type of employment).