

## Workplace Safety and Health, Security and Disaster Prevention

- ISO 26000: Environment -

### ► Basic approach

The Hodogaya Chemical Group places highest priority on “ensuring workplace safety and health as the basis of our production activities,” and ensures thorough compliance with laws and regulations related to safety and health, to achieve disaster-free operation.

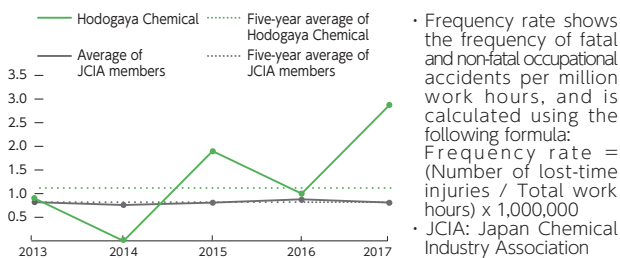
In order to promote workplace safety and health, security and disaster prevention, and logistics safety, we have formulated the Safety and Health Management Rules, the Disaster Prevention Rules, and the Logistic Safety Management Rules based on relevant laws and regulations.

### ► Initiatives for workplace safety and health

The Safety and Health Management Rules sets forth the basic rules on safety and health management to prevent occupational disasters and health disorders of all employees. The aim is to engage both employees and employers to collaborate in ensuring the safety and health of all employees in the workplace, and to promote creating a more comfortable work environment, while streamlining the operation and contributing to improve productivity.

Furthermore, the Group has designated February 3 as the Group’s annual Safety Day to prevent forgetting the fire accident at the Yokohama Plant on February 3, 2012, and the lessons learned from it, to enhance the safety culture, and to spread among all employees of the Group the efforts in structurally establishing safety in the business operation.

#### ■ Change in frequency rate of lost-time injuries



### ► Emergency responses

We conduct disaster drills, fire extinguisher training, and emergency life-saving drills together with the fire departments on a regular basis so that we can respond quickly in case of an accident or other emergency incidents within our facilities.

Our plants are active participants of regional self-defensive firefighting skills competitions. In FY2017, two teams from the Koriyama Plant participated in the Koriyama region self-defensive firefighting skills competition and both placed high including the second place; at the Tsurumi Ward self-defense brigade firefighting skills training session, the Yokohama Plant was placed sixth by the clock with no point deduction; and Nanyo Plant participated in the local disaster prevention competition and came in eighth.

### ► Ensuring safety in operation

The Disaster Prevention Rules set forth the basic rules on actions to be taken by the Hodogaya Chemical Group to prevent disasters under the crisis management scheme. The aim is to ensure the safety and health of our employees and the local residents, and to protect the local environment as well as our facilities.

To this aim, we established a goal to achieve accident-free, disaster-free operation, and conduct safety patrols and 3S (Sort, Set, Shine) as well as inspection visits among offices in an effort to improve our safety awareness. Despite these efforts, we had many accidents and incidents in FY2017, and the Group took to conduct full safety checkups, held emergency morning sessions at each office, and declared a “state of emergency” to eradicate accidents and disasters.

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**Voice**

**Koriyama Plant**  
**Takahiro Okoshi**  
**Participant in Koriyama city self-defensive firefighting skills competition**

A self-defensive firefighting skills competition is held under the motto to “protect our own workplace by ourselves,” and aims to nurture self-defense brigades who can perform appropriate initial response in the event a disaster occurs at a business facility. About 30 corporate teams based in Koriyama participate in the competition. We just worked really hard to show the results of our regular practice. That is why we were literally speechless with joy when we won the Best Performance Award in both the first year and the second year!

What is important is that each one of us act with the awareness to “put safety first” at all times. If we have the awareness and knowledge, we can look back at our own behavior, and if you have higher awareness, you can call out to the people around you.  
 I think this is the ideal form of safety.