

[Safety and Health]

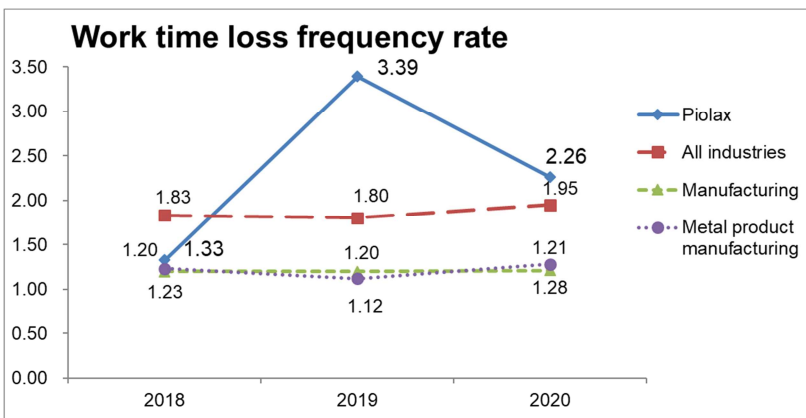
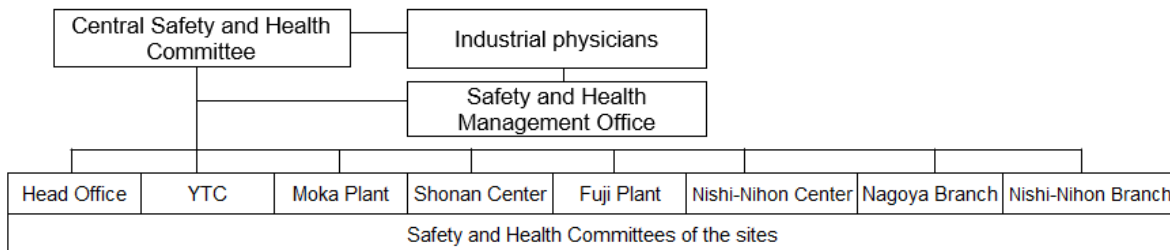
<Concept of Safety and Health>

The source of vitality that supports our management environment is “human resources”, or employees and their families. Enhancing employees’ safety and health is one of our most important management goals. We aim to create a safe and comfortable workplace free from occupational accidents, traffic accidents, and occupational diseases.

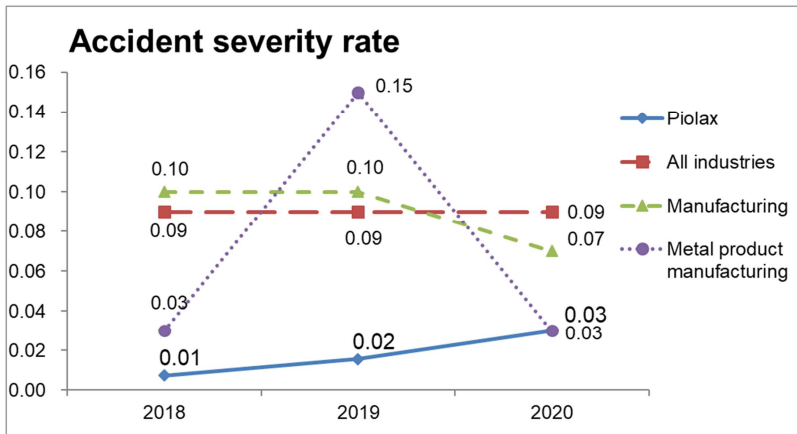
<Structure for Occupational Safety and Health Activities>

Piolax is operating the occupational safety and health management system through coalition of the Central Safety and Health Committee and local safety and health committees at respective business sites and plants. The Central Safety and Health Committee is chaired by the President and consists of members of local safety and health committees, industrial physicians, persons recommended by the labor union, and other appropriate persons, and the ratio of labor to management is the same.

It aims to secure employees’ safety and health in workplaces and ensure smooth operations and productivity improvement by defining items to be observed in the “Safety and Health Management Regulations” and by sharing information. A focus is also put in training special qualified personnel.



$$\text{Work time loss frequency rate} = \frac{\text{The number of employees away from work due to occupational injuries}}{\text{Total working hours}} \times 1,000,000$$



\* Scope: PIOLAX, INC.

$$\text{Accident severity rate} = \frac{\text{Total number of work days lost}}{\text{Total working hours}} \times 1,000$$

### <Elimination of Occupational Injuries>

Occupational injuries are reported in Management Meetings to share the information, and, in order to prevent similar injuries, the heads of respective sites disseminate the information throughout their sites and departments for improvement.

### <Elimination of Automobile Accidents>

From FY2014, we invite an outside lecturer from the police station or an insurance company every year to hold a traffic safety lecture for the purpose of preventing accidents. In FY2020, we provided safety education through video distribution including domestic subsidiaries.

Company vehicles are equipped with safety devices such as a drive recorder and automatic braking.

### <First Aid Training>

We have installed AEDs (automated external defibrillator) in our sites in Japan and provide first aid training during disaster drills so that more employees can use AEDs.

In case of emergency, we lend the AEDs to neighborhood people.

