



## Occupational Safety and Health Policy

### Basic policy

The Piolax Group recognizes its responsibility for occupational safety and health, including physical and mental wellness of all employees and individuals involved in its corporate activities. We will put top priority on safety, strive to prevent occupational accidents and diseases, and provide a safe and healthy work environment.

### Slogan

Create a workplace where safety and health are maintained

### <Action Guidelines>

1. We will establish, develop, and maintain an occupational safety and health management system, and continuously improve it through the PDCA cycle to prevent occupational accidents.
2. We will identify hazards in the workplace, take measures to eliminate them and reduce risks, and strive to prevent accidents and disasters.
3. We will comply with laws, regulations, other requirements to which we agree, and internal rules concerning occupational safety and health.
4. We will respect discussions with employees and their representatives, grasp their physical and mental health through daily communication in the workplace, and strive to identify potential problems to promote health management.
5. We will regularly conduct education and training on occupational safety and health to acquire the latest knowledge, improve skills, and foster a safety mindset.

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### <Key Initiatives>

1. Recognize past occupational accidents, strive to prevent them, and build an organizational culture that ensures safety through an occupational safety and health management system.
2. Identify hazards in the workplace and work to ensure safety through risk assessment.
3. Raise awareness of voluntary occupational safety and health through safety education and training.
4. Make continuous and effective improvements through safety patrols conducted by occupational safety and health managers.

March 27, 2025

President

A handwritten signature in black ink that reads "Sam Yamada". The signature is written in a cursive style with a large, stylized 'S' and 'Y'.