

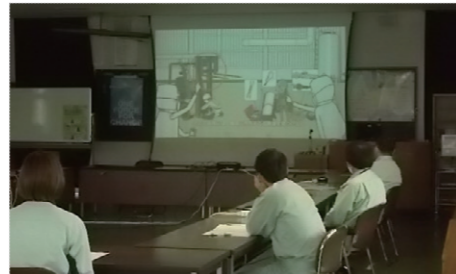
Health and Safety

Following the view that “prioritizing safety and health above all else,” the Hitachi Metals Group is pushing ahead the creation of safe workplaces at its manufacturing sites both in Japan and abroad, by instilling a culture of safety, creating safe organizations, and improving facilities to ensure fundamental safety. Additionally, we made the “Health Management Declaration” in June 2019, as we boost our creation of healthy workplaces throughout the Group.

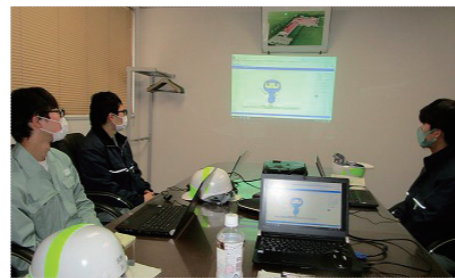
Instilling a Culture of Safety

In the Group’s aim to instill a culture of safety, we have held the town hall-style meeting continuously since December 2018, where we communicate the policies and views on safety from the President and receive feedback from the Group workplaces. We hold town hall-style meetings to obtain a wide range of opinions to reflect in our management policies. In fiscal 2020, our executives started participating in the meetings. At our manufacturing sites, we have been promoting “2S-3F” (Sort Out, Set in Order, Fixed Item, Fixed Quantity, and Fixed Location) activities. We are now expanding the scope of this initiative to include safety activities and thus instill a culture of safety.

In November 2020, we started specialized level-based safety training for directors, business/plant managers, Group company presidents, production line managers, and staff in charge of safety. The following month, the President took the initiative in launching a monthly “Safety & Quality Meeting” to discuss the proliferation of a safety culture. The meeting was attended by division and plant managers and Group company presidents.



Education using a video-based health and safety training system



Education using a video-based health and safety training system

Increasing sensitivity to danger through *monozukuri* practical safety training

To improve employees’ sensitivity to danger, we are installing equipment that gives employees a simulated experience of being caught in equipment or electrically shocked. In fiscal 2020, we installed such equipment at the Yasugi Works and Ibaraki Works. In addition to this equipment, we are promoting safety education throughout the Group to enhance our *monozukuri* practical safety training. We also plan to build a “*monozukuri* practical safety training facility” that will serve as the cornerstone for developing a safety-oriented culture. Our aim here is to foster personnel with a high level of safety awareness.



New Safety Workshop at Yasugi Works
The purpose of the workshop is to improve safety-related awareness among all employees.



Learning system that simulates being caught by rotating equipment
This system provides a firsthand experience of what it is like if fabric or strings are wrapped up in the rotating axis of machinery. Even a motor equivalent to that of a household electric fan can generate powerful pulling force when slowed down.



Virtual reality (VR) device
The device enables users to experience the hazards of various tasks virtually. Simulating occupational accidents helps increase employees’ sensitivity to danger, leaving them with strong memories of their experiences.

Creating Safe Organizations

In April 2019, we newly created the Safety & Health Management Department, staffing up human resources in the safety division of the Human Resources & General Administration Division. The Health and Safety Promotion Department prepared the “Guidelines for Safe Organizations,” defining such matters as the organizations and certifying employees required at each business office in accordance with its head count and size. The Guidelines have been implemented since fiscal 2019.

Health and safety audits

In addition to confirming activities regarding the Hitachi Metals Group’s key health and safety measures, as well as compliance with the Company’s rules and related laws and regulations, we provide health and safety training to supervisors. In fiscal 2019, we started conducting health and safety audits of our business offices to confirm the status of key health and safety initiatives under our health and safety promotion plan, as well as the status of compliance with chemical-related laws and regulations. Drawing on recent accident-related trends, we also provided health and safety training to managers and supervisors that covered such topics as human error prevention and safety measures against someone being caught in spinning machinery or crushed by machinery.

Improving Facilities to Ensure Fundamental Safety

Under our Medium-Term Management Plan, we intend to make safety-related investments of ¥2 billion per year to improve facilities to ensure fundamental safety. In fiscal 2020, we gave top priority across the Group to safety measures

against someone being caught in machinery. In fiscal 2021, we will continue prioritizing these safety measures. At the same time, we will conduct risk assessments aimed at implementing safety measures, starting with high-risk operations.

Health Management

The Group cares about the physical and mental health of its employees. For example, we conduct stress checks on all employees and take measures based on the results. We are also focused on creating a more dynamic working environment by eliminating overwork through workstyle reform.

We made the “Health Management Declaration” in June 2019. We regard our employees’ health management as a management issue and reinforce health management measures Groupwide, advancing initiatives such as prevention of lifestyle diseases and supporting efforts to quit smoking.

In response to the COVID-19 pandemic, in January 2020, we set up a task force of representatives from our Head Office administrative division and our business divisions to ensure the speedy sharing of information. To eliminate the risk of infection, we limited overseas business travel, restricted domestic business travel at our Head Office and branches, and finally began curtailing office visits by employees and encouraging a shift to remote work. At the same time, we swiftly improved our personnel system for working from home and strengthened our IT environment.

Health Management Declaration

The Corporate Creed of Hitachi Metals, Ltd. is to contribute to society by being the “best enterprise.”

The “best enterprise” is a company that “every employee is motivated to work at.” In order to be a company where employees dynamically harness their abilities with smiling faces every day and are able to perceive their own growth, it is first essential that each employee be healthy.

Under the management policy that “Prioritizing safety and health above all else,” we hereby declare that we will promote activities focused on employees’ health, together with safety activities.

June 2019
Hitachi Metals, Ltd.