

Health and Safety

Based on 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 “Safety Town Hall Meeting” continuously since December 2018, where we communicate the policies and views on safety from the President and get feedback from the Group workplaces. We plan to hold approximately 50 meetings throughout our manufacturing sites globally in fiscal 2019. We have been advancing the “2S-3F” (Sort Out, Set In Order, Fixed Location, Fixed Quantity, and Fixed Item) activities at our manufacturing worksites, and, going forward, we will work to instill a culture of safety by expanding the scope of our 2S-3F activities to safety activities.



Increasing Sensitivity to Danger through Monozukuri Practical Safety Training

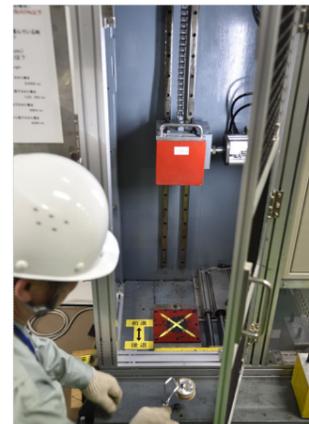
We have installed equipment that gives employees a simulated experience of being caught in equipment, crushed by equipment, and electrically shocked at locations including our Kyushu Works and Okegawa Works, as well as the Suita Works of the Group company Hitachi Metals Neomaterial, Ltd., with the goal of making employees more sensitive to danger. We have launched a project to enhance our *monozukuri* practical safety training, and are moving forward plans for a “*monozukuri* practical safety training facility” to instill practical safety training throughout the Group, as well as to set the foundation for building a culture of safety. We will increase awareness of safety among employees, having all Company employees undergo practical safety training.



Safety Simulation Experience Learning Center, Suita Works, Hitachi Metals Neomaterial, Ltd.
Equipment installed to increase awareness of safety 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 a household electric fan can generate powerful pulling force when slowed down.



Learning system that simulates the impact force from falling objects
This system demonstrates how a 25-kilogram weight dropped from a height of one meter generates enough impact force to crush an empty drink can. This increases safety awareness when transporting steel ingots.

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 certified employees required at each business office in accordance with its head count and size. The Guidelines have been implemented since April. We are aiming to create organizations at each business office in accordance with the Guidelines by the end of 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 2018, we confirmed the initiatives of key health and safety measures in the health and safety promotion plan and compliance with chemical-related laws and regulations through health and safety audits of business offices, and provided health and safety training to supervisors, including training on measures to prevent human error based on accident trends.

Improving Facilities to Ensure Fundamental Safety

Our Fiscal Year 2021 Medium-Term Management Plan calls for investment of ¥2 billion per year on new safety-related construction with the aim of carrying out measures for improving facilities to ensure fundamental safety. In fiscal

2019, we are prioritizing initiatives throughout the Group for safety measures against being caught in spinning machinery or crushed by machinery, while at the same time implementing safety measures given high priority by risk assessments.

Health Management

The Group cares for 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.

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
Koji Sato
Representative Executive Officer,
President and Chief Executive Officer
Hitachi Metals, Ltd.