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Occupational Health and Safety ⊘ Web

Mission of Creating Value

We view safety as being what qualifies us to remain in the manufacturing business. As we strive to "gain social credibility through responsible business management," we will be building a safety infrastructure and safety culture for the Resonac Group, and globally promote activities underpinning enterprise value creation.

Policies and Management

"Safety First" is stipulated in Article 1 of "Our Code of Conduct," and our senior management have expressed a strong commitment to it. Based on our basic philosophy of "safety as our top priority," we will protect the health and safety of all our work colleagues, including those at partner companies, and ensure that our workplaces enable them to do their jobs with peace of mind.

The CEO is the highest authority for safety activities, and based on the mantra of "Bad News First, Fast," information on safety within the Group is shared with the senior management team at safety meetings, which are normally held every other week, and instructions are issued to the entire Group. In addition, we provide forums for discussion of matters related to health and safety by executives and labor union representatives, and proactively engage in activities that involve both the management and labor sides, such as jointly-run workshops and patrols.

Initiatives in 2022

Global safety awareness survey

In 2022, we conducted a safety awareness survey of all our employees across the globe.

The results highlighted issues with the Group's overall safety culture, and based on those findings, we set the following goals for our future activities: *instilling the belief that the number of accidents and disasters can be reduced to zero, fostering leadership, nurturing a safety culture in which personnel educate each other (mutual enlightenment), and implementing initiatives for giving praise where it is due.*

Rollout of the SCP (Safety Communication Program)

The SCP is a program designed to help managers and supervisors improve their observation and communication skills to enable them to engage in interactive and constructive discussions with workers about safe work practices on the frontline.

The program is one of a number of initiatives aimed at nurturing a safety culture of *mutual enlightenment*, i.e., one in which good behavior is praised and unsafe behavior is corrected, and problems are solved together, through patrols that emphasize dialogue rather than repeatedly pointing out faults.

Safety patrols that emphasize dialogue
▶ Video

Strategy for Realizing the Long-term Vision

We have declared the following strategy for building a safety infrastructure and safety culture at Resonac:

1. Reform our safety culture by transforming it into one based on mutual enlightenment
2. Roll out a risk-based environment and safety management system globally and improve it on an ongoing basis
3. Ensure safe behavior and raise safety awareness based on our safety code of conduct and 10 safety principles
4. Reinforce efforts to prevent accidents and disasters by introducing process safety management
5. Disseminate information and increase the speed of responses by implementing a Groupwide safety data management system

Roadmap for realizing the long-term vision

	Results in 2022	Plan for 2023	Vision for the future (2030)	
Fostering of a culture emphasizing safety	● Conducted a safety awareness survey and formulated an improvement plan ● Held safety workshops facilitated by senior executives ● Introduced the Safety Communication Program ● Ran the "My Safety Declaration" campaign	● Promote mutual enlightenment through local gatherings and activity presentation meetings ● Implement the Safety Communication Program by senior executives	● A mutual-enlightenment safety culture has been instilled based on leadership from the top	[Zero accidents/disasters]
Establishment of safety infrastructure	● Established global rules for the environmental and safety management system	● Begin operation of the environmental and safety management system ● Introduce process safety management ● Begin operation of the safety data management system	● A safety infrastructure has been established and the integrated environment and safety management system is in place on a global scale	
Invigoration of safety activities	● Established our safety code of conduct and 10 safety principles	● Promote comprehension and penetration of our safety code of conduct and 10 safety principles	● All Group personnel maintain high levels of safety awareness and behave in a highly safe manner	

Targets and results of KPIs on material issues   ⊠ P58 / Material Issues and Non-financial KPIs

KPIs and 2025 targets	Results in 2022
Fostering of a culture emphasizing safety: ● Establish a culture emphasizing safety to eliminate occupational accidents	● Drafted improvement measures based on the results of the global safety awareness survey (launched the Safety Communication Program) ● Harmonized safety standards (ongoing)
Occupational accidents: ● Zero serious occupational accidents (consolidated)	● 0 (consolidated, includes partner companies)
Lost time incident rate: ● 0.1 or less (consolidated, equivalent to zero accidents resulting in lost time over a 10-year period at a site with 500 employees)	● 0.54 (consolidated, excludes partner companies)
Equipment-related accidents: ● Zero serious equipment-related accidents (consolidated)	● 0 (consolidated)