

Cooperating with Employees | Occupational Health & Safety

At N.E. CHEMCAT, we are working to create a workplace environment where employees can work safely and in good health by establishing specific systems and carrying out various activities.

Occupational Health & Safety

Safety Code of Conduct

Based on our Responsible Care policy of “Safety is the highest priority,” we have established a Safety Code of Conduct and are working to ensure safety and health with the goal of eliminating accidents and occupational injuries.

Safety Code of Conduct

1. Follow the Rules

All company employees shall comply with laws, regulations, and other internal rules.

2. Implement Thorough Safety Precaution

In order to prevent injury, supervisors shall give due consideration to safety (pre-screening, education and training) before utilizing new employees or introducing new equipment, new substances, or new tasks.

3. Standardize Operational Procedures

Workplace supervisors shall standardize operational procedures in order to ensure safety.

4. Wear Protective Gear

Personnel working on site shall wear appropriate protective gear.

5. Patrol the Workplace

Supervisors shall patrol the workplace in a timely manner to identify any on-site issues. Identified problems shall be corrected in a timely manner without leaving dangerous locations or dangerous tasks unattended.

6. Report Obligations

If an accident, injury, or emergency should occur, work shall be stopped immediately, and the situation shall be reported to a supervisor as quickly as possible.

7. Prevent Recurrence Thoroughness

Following an accident or injury, all workplace employees shall reflect seriously on the circumstances, determine the cause, and take steps to prevent recurrence.

Health & Safety Promotion System

N.E. CHEMCAT has established Health & Safety Committees at both of its plants and a Health Committee at the head office. These committees include safety managers, health managers, industrial physicians, and work supervisors, and a system is in place to reflect the opinions of employees at workplace and safety meetings.

Health & Safety Management System

We have obtained JISHA OSHMS Standards certification for our safety and health management system.

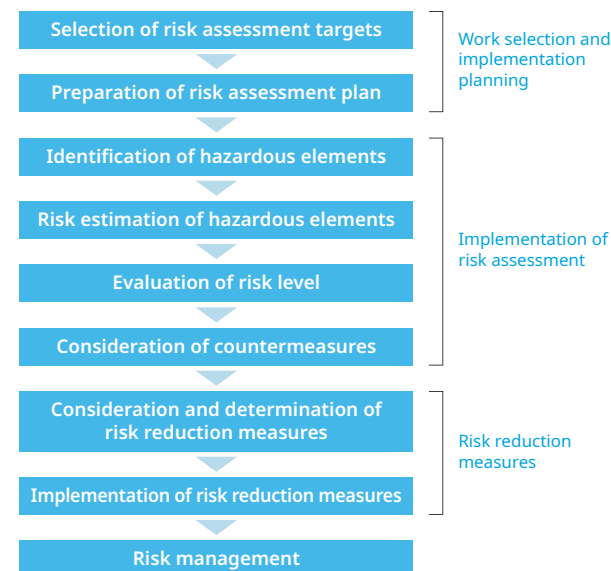
Business Sites with Health and Safety Management System Certification

JISHA OSHMS Standards	Numazu Plant, Tsukuba Plant
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Implementation of Risk Assessment

We conduct risk assessments with priority given to preventing serious accidents, while also taking measures to ensure intrinsic safety that include developing and managing the necessary equipment. In addition, we are working to improve work that involves heavy labor or working in hot weather to create a workplace that is easy to work in, even for elderly workers.

Risk Assessment Procedures



Safety Targets

With the aim of achieving zero lost-worktime injuries and injuries without lost worktime, we are working to create a safe and healthy work environment for all employees. In FY2024, there was one accident without lost worktime.

Occupational Accidents

	FY2021	FY2022	FY2023	FY2024
Lost-worktime injuries	2	2	0	0
Injuries without lost worktime	0	0	0	1
Fatal accidents	0	0	0	0
Frequency rate	1.39	1.36	0.00	0.00
Severity rate	0.02	0.06	0.00	0.00

Safety Training

We provide safety training and make educational materials available on our intranet.

Safety Training (Examples)

- Safety principles
- Disaster preparedness education (BCP for major earthquakes/ wind, flood, and earthquake disaster prevention)
- Education on chemical substance management
- Training for employees who work with chemical substances
- Education on management system of chemical substances in products
- Education on basic knowledge of protective equipment (for new and mid-career employees)
- Education on prevention of exposure to liquids (chemical hazards)
- Training for high-pressure gas handlers
- Education on compliance with relevant laws and regulations
- Traffic safety training
- Heatstroke prevention education
- Risk assessment of chemical substances
- Foreman skill improvement training
- New safety manager training

Hazard Simulation Training

The Sumitomo Metal Mining Group's on-site hazard training course and our hazard simulation training were also conducted in FY2024, with 460 employees taking part. Trainees gained firsthand experience with hazards such as blind spots for forklifts, slipping hazards, getting caught in cylinders and rotating objects, working at heights, handling heavy objects, cutting hazards, liquid splashes, hot-object hazards, and drum handling.



On-site hazard training course

Workplace Accident Prevention Activities

To prevent occupational accidents, we conduct regular facility safety inspections and health and safety patrols, as well as workplace patrols by management, and shareholder audits.

Health

Supporting Employees' Mental and Physical Health

Employee Health Management through Health Checkups

Regular health checkups are conducted once a year to maintain and promote employees' health. We also help to maintain the health of employees by providing thorough physical examinations.

Specific health checkups	Specific health checkups are conducted for all insured employees and dependents between the ages of 40 and 65. For those who are selected for “motivational support” or “active support” in the specified health checkup, an action plan is prepared under the guidance of a doctor, public health nurse, etc., and health guidance is provided to improve their lifestyles.
Thorough physical examination	Insured persons and their dependents can undergo physical examinations without age limitation.

Mental Health

The company conducts annual stress checks to not only address mental health issues but also promote mental health in a broader sense, including the revitalization of workplace communication.

In FY2024, 98.3% of employees underwent stress checks. We are following up with those who are highly stressed through interviews.

Health Consultations

N.E. CHEMCAT partnered with an outside organization and introduced a system to provide mental and physical health consultations 24 hours a day. In addition to daily health counseling, we also provide services such as referrals to medical institutions where consultations are available during the year-end and New Year holidays.

Employees who request health counseling meet with an industrial physician or receive health counseling from a healthcare provider at least once a month at our head office and plants.