

## Safety and Health

### Occupational Safety and Health Policy / Safety and Health Objectives

The Nissha Group has in place a Occupational Safety and Health Policy declaring that we position the safety and health of all involved in our business activities as a top management priority, and promote thorough awareness of this policy. The safety and health objective of the Nissha Group established based on this policy sets the three-year period of the Sixth Medium-term Business Plan until the fiscal year ending December 2020 as its period target, aiming for zero work-related accidents during this period. In the fiscal year ending December 2019, we will also roll out a range of activities for preventing work-related accidents to achieve this objective.

#### Occupational Safety and Health Policy

Nissha Group recognizes that ensuring the safety and health of all people engaged in our business activities is a top management priority for the continuity and development of our operations, and to this end, commits to the following practices.

1. We promote the participation of all in creating comfortable workplace environments and developing sound physical and mental health.
2. We pursue Co-existence with society in compliance with relevant laws and regulations, and with the requirements agreed upon by Nissha of local communities, public institutions, and our customers.
3. We strive for continuous improvement in occupational safety and health standards through the operation of management system.

This policy will be distributed widely to all people in the Nissha Group as well as released to the general public.

November 6, 2014

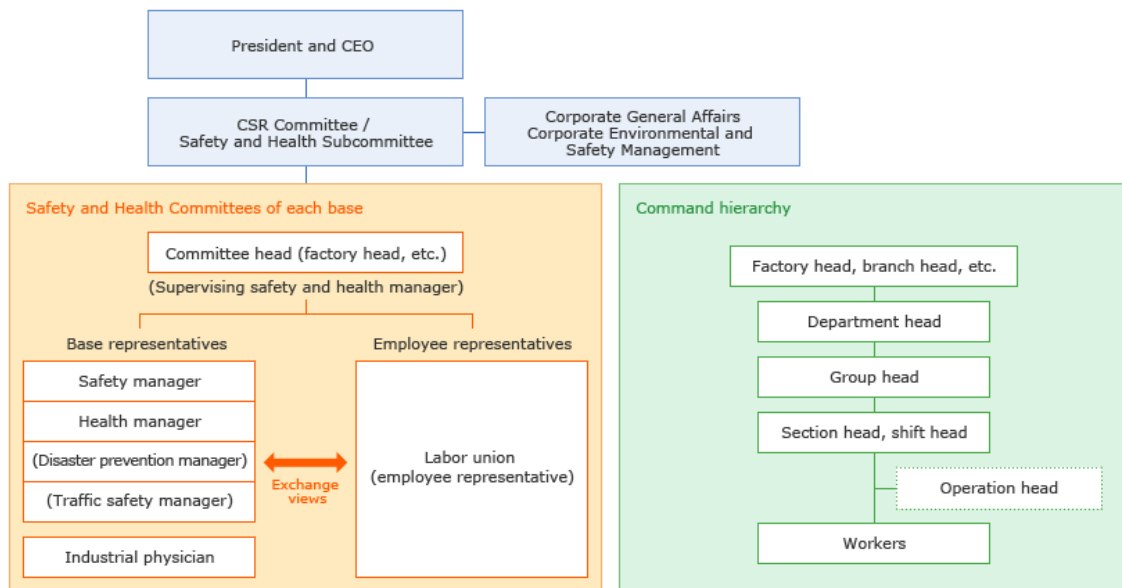
Junya Suzuki  
Chairman of the Board  
President and CEO  
Nissha Co., Ltd.

### Safety and Health Management System / Safety and Health Subcommittee

The CSR Committee's Safety and Health Subcommittee is responsible for the safety and health activities of the Nissha Group. It compiles quarterly reports to the CSR committee on the progress of our safety and health objectives, the measures taken by each base on work-related accidents, safety and health performance such as occurrence of work-related accidents, and internal audits and corrective measures based on the audits. The subcommittee conducts year-end reviews on whether our management system is functioning effectively, and oversees the Safety and Health Committees operated by each base, toward improving the level of safety and health activities throughout the Nissha Group.

The Safety and Health Committees of each base consist of base representatives including a safety manager and health manager, and employee representatives selected from the labor union and each workplace. The members meet to report on work-related accidents and corrective measures, and to exchange views and propose measures for improvement toward realizing a safe and comfortable workplace. Any work-related accidents that occur at each base, together with corrective measures on them, are promptly reported to the Safety and Health Subcommittee for sharing with other bases. The corrective measures are reported from the officer overseeing the base and the head of the subcommittee to the president for appropriate review.

## Safety and Health Management Structure



## Occurrence of Work-related Accidents

Half the accidents in the fiscal year ended December 2018 involved falls, being caught or trapped in machines, and cuts. Thanks to a decrease in accidents resulting in days of leave, however, we saw improvement in the severity of work-related accidents. After the accident, we are working on corrective measures such as equipment repair and procedure revision.

### Occurrence of Work-related Accidents (Nissha Group in Japan)

Item	FY ended March 2015	FY ended March 2016	FY ended March 2017	FY ended December 2017	FY ended December 2018
Frequency of work-related accidents*1	0.92	1.16	1.99	1.45	0.84
Severity of work-related accidents*2	0.04	0.02	0.02	0.01	0.01
Fatal accidents	0	0	0	0	0

\*1. Frequency of work-related accidents: Refers to the number of injuries and casualties resulting from work-related accidents (four or more days of leave) per one million working hours

\*2. Severity of work-related accidents: Refers to the severity of work-related accidents in terms of the number of working days lost per one thousand working hours

Definitions from work-related accident statistics, Ministry of Health, Labour and Welfare

Figures include accidents involving temporary employees

## Number of Work-related Accidents (Nissha Group in Japan and major overseas production bases, by gender)

The number of work-related accidents at the Nissha Group in Japan and major overseas production bases in the fiscal year ended December 2018 are given in the table below. Overseas figures represent accidents that resulted in days of leave.

	Male	Female	Total
Japan	20	5	25
North America	5	6	11
Central and South America	5	2	7
Europe	9	1	10
Asia	1	2	3

## Reduction of Workplace Risks – Risk Assessment

We continue in our efforts to conduct point-based evaluations of the dangers and harms that production equipment and chemical substances used in the workplace may have on workers, and to take measures starting with the highest risks. Based on the results of risk assessment, we work to identify the remaining risks and reflect them in our management efforts. In selecting materials used in our products, we have also incorporated a mechanism for evaluating the health hazards of chemical substances into the design review process toward assessing the risks to workers during mass production.

## Safety Patrols

Members of the Safety and Health Committees of each base take the lead in conducting safety patrols of workplaces. In addition to regular monthly patrols, the heads of each base carry out special safety patrols during Japan's national safety week in July toward enhancing workplace awareness about safety.

## Safety and Health Education and Training

We provide education and training required in workplaces based on our Safety and Health Education and Management Regulations. Contents center on regular programs comprising training for environmental safety promoters, training foremen at our production bases in Japan, training in assessing risks, and lessons in life-saving and using an automated external defibrillator (AED) in preparation for emergencies. In particular, we were able to improve our results by enhancing safety education for smaller offices, which a lot of injuries occurred last fiscal year, and by holding seminars on preventing falls, which can lead to serious injuries.



Training for environmental safety promoters

## Category of Training and Attendance (Nissha Group in Japan)

Category	Lesson/Session	Attendance FY ended December 2018
General training	New employee training (safety and health)	33
Safety training	Risk assessment training (safety and health, chemical substances)	55
	Foreman education by RST trainer	17
	Safety training (small office)	87
	Health training (occupational health and healthy obstacle by e-learning)	102
	Fall disaster prevention seminar (outside lecturer)	38
	General life saving lesson	24
	AED lesson	11

## Formulated Health Declaration

On September 3, 2018, we formulated a Health Declaration aimed at maintaining or improving the health of all Nissha Group employees. The Nissha Group sees its mission as to realize the enrichment of people's lives by creating technology and developing it into economic and social value through the diverse capabilities, passion, and leadership of the global Nissha Group. We believe that the physical and mental health of each and every employee is the most important element in achieving this mission, which is why we have formulated our Health Declaration, and are ensuring all employees are aware of it.

### Health Declaration

The Nissha Group aims to create new values through the diverse capabilities and passion. We consider the maintenance and improvement of our employees' mental and physical health to be a vital part of that, and so are improving our workplace environments through promoting a range of measures related to health.

September 3, 2018

Junya Suzuki  
Chairman of the Board  
President and CEO  
Nissha Co., Ltd.

## Health Promotion Initiatives

We carry out various initiatives on a continuous basis with the aim of preventing lifestyle diseases, and maintaining and enhancing the health of employees.

In the fiscal year ended December 2018, we organized an original event for measuring bone density, gauging blood vessel age, and promoting stopping smoking. A total of 1,500 employees attended. In addition to an explanation of their measurement results, participants received advice on improving dietary, exercise, and lifestyle habits using a specially prepared leaflet. In addition, we hold classes on quitting smoking and offer programs on quitting smoking for smokers. Also, as one of our initiatives for preventing passive smoking, we closed all indoor smoking areas in the Nissha Global Headquarters on October 1, 2018. We shall continue to work towards making our grounds entirely smoke-free.

In the fiscal year ending December 2019, we plan to hold an experience-based health event to strengthen the promotion of exercise habits, and will prepare tools that allow people to continue with simple exercises afterwards as well. In addition, as a high-risk approach, we are further undertaking measures to maintain and improve health by recommending visits to a medical institution to employees who required either detailed examination or reexamination as a result of their health checkup, and also provide specific health guidance with support from a designated medical institution to employees who required it as a result of their health checkup.

## Mental Health Support



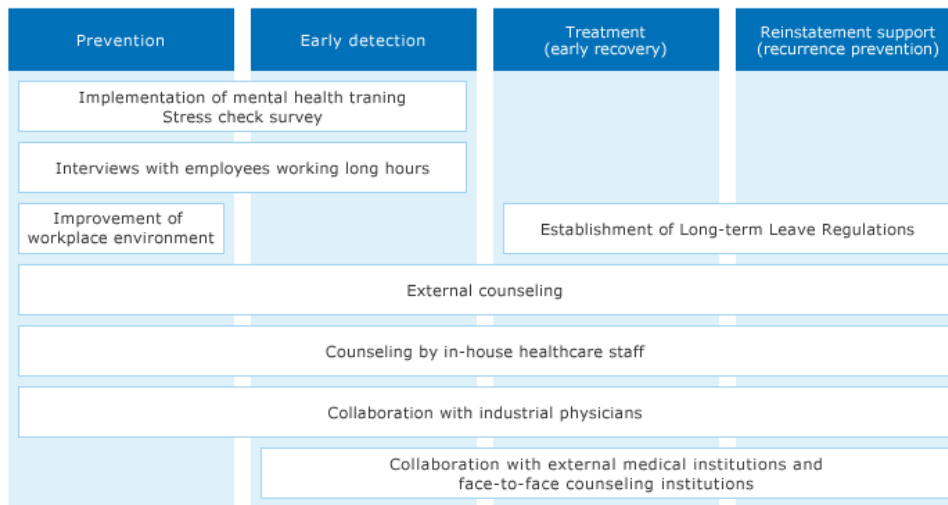
"Employee-friendly Workplace" page in Nissha internal newsletter

As part of our mental health support offering, we organize mental health classes, covering self-care and line care, by a clinical psychologist each year since the fiscal year ended March 2010, and introduced stress check surveys in the fiscal year ended March 2013 ahead of a mandatory system coming into effect in December 2015. We distributed a mental health handbook to all employees so that they can recognize and cope with stress based on their survey results.

We also continue to promote the creation of employee-friendly workplaces. In fiscal year ended March 2015, we provided line care education about supporting the process of improving workplace environments. And in fiscal year ended March 2016, we sought pilot workplaces for administering general checkups with the aim of creating pleasant workplaces from the bottom up. The checkup teams first identified the good points of each workplace, the points that require improvement, and the reasons for improvement, and then formulated a plan based on the members' input, and set to work topic by topic. Ideas for creating employee-friendly workplaces are published in our internal newsletter to familiarize employees with the concept. In future, we plan to spread the initiative across Nissha Group companies. In the fiscal year ended December 2018, we provided feedback for and explanation of the results for the stress check workplace analysis to workplace leaders. Our aim is to use the results of this workplace analysis to create a workplace that is easy and comfortable to work in.

As for support on a personal level, we have an outside web counseling service through which a specialized counselor offers mental health advice online. Being accessible even to employees who have difficulty juggling their work schedule with an appointment, and offering the benefit of privacy protection, the service is used several times each year. For employees working long hours, appointments are arranged with our healthcare staff and industrial physician. This helps us understand the employees' health condition as well as coordinate with their superior and the human resources division in providing any required follow-up.

Also, for employees who require special attention in terms of mental health, we follow our Long-term Leave Regulations and offer time to recover from their condition as well as consideration in the workplace upon reinstatement, in an aim to prevent recurrence and achieve a smooth return to work. We will carry on promoting collaboration between each division, the human resources division, and our healthcare staff in efforts to create comfortable workplaces.



Mental health support structure

## Certification as Health and Productivity Management Organization (White 500)



Nissha Co., Ltd. was certified as a Health and Productivity Management Organization in the large enterprise category (White 500) for the third consecutive year at an announcement ceremony on February 21, 2019, co-hosted by the Japanese Ministry of Economy, Trade and Industry, and Nippon Kenko Kaigi. Certification was granted in recognition of our initiatives for promoting health-conscious activities. We will continue to encourage the participation of all in creating safe, comfortable workplace environments and promoting sound physical and mental health.