

# Safety Measures

## Efforts to prevent labor accidents

Based on the MES Occupational Safety and Health Management System Manual, we maintain our basic policy on occupational safety and health for the overall company declared by the employer (president). Based on this basic policy, we have developed and introduced the Company-Wide Occupational Safety and Health Management Plan. When we became a holding company on April 1, 2018, we retained the previous basic policy on occupational safety and health as the policy of the overall group. We will evolve this basic policy so that each operating company will take more meticulous, advanced measures for preventing labor accidents under the new structure.

### Mitsui E&S Group 2020 Policy on Health and Safety Management

#### 1. Basic policy

Regarding corporate behaviors relating to safety and health, we will achieve the followings by instilling a safety culture in each workplace and fostering human assets:

- (1) Safety first principle, for manufacturing and engineering practices as top priority to safety
- (2) Creating a comfortable workplace by proactively working on physical and mental health management

#### 2. Passing on safety principles\*

Actively communicate and build a good relationship that leads to understanding on both sides, the communicator and the one \*being communicated to, thereby achieving a safe working environment.

#### 3. Pointing and calling

Pointing and calling out whether things are OK when performing a task is a way to reduce errors.

#### 2. Targets

##### Safety Targets:

Deaths, serious injuries, or lost-worktime accidents: 0  
Accident frequency rate: 0.5 or less

##### Health Targets:

Work-related illnesses: 0  
Non work-related injuries and illnesses: Days off work frequency rate of 0.38% or less  
(Of which, mental health disorders are 0.11% or less)

#### 3. High-priority issues

##### (1) Safety

1. The 2S3TEI system of discipline and good habits  
Implement the 2S3TEI system with thorough discipline to form good habits.

#### (2) Health

1. Promote health management  
Think about health from a management perspective and understand health issues, strategically putting health management into practice.
2. Promote mental health care  
Create a good place to work by promoting these 4 types of care: 1. Self-care, 2. Line-care, 3. Care from occupational health staff, and 4. Care from resources outside of the workplace.
3. Promote a good work-life balance and measures against overwork  
Achieve a good work-life balance by implementing a system and measures for optimizing work hours, reducing mental and physical fatigue.



Ryoichi Oka  
Mitsui E&S Holdings Co., Ltd.  
President, Representative Director

By the end of March 2020, the following initiatives have been implemented.

#### Specific initiatives

- Cooperation with labor unions and government office-sponsored events
  1. Mitsui E&S Federation of Labor Unions - Health and Safety Awareness Month (February)
  2. National New Year Zero Accident Campaign, and New Year Road Safety Campaign (Dec to Jan)
- Monthly events
  1. National Safety Week, and Health and Safety Emphasis Month (July)
  2. National Occupational Health Week, and Occupational Health Month (October)

#### • Health and safety inspections

Health and safety inspection by the president of Mitsui E&S Holdings

#### • Other

Health and safety slogan (solicited during the health and safety emphasis month)

2020 Mitsui E&S Health and Safety Slogan  
"Be safe today and every day! Protect your family's smiles"

## Reducing the risk of occupational accidents through risk assessment

Based on its Occupational Safety and Health Management System (OSHMS), the Mitsui E&S Group strives to prevent work-related accidents by identifying their risk of occurrence, estimating and evaluating their extent and frequency through risk assessments, taking countermeasures that give priority to the highest risk, and continuing our risk-reduction activities to reach a stage where safety is an intrinsic part of our organization.

## Implementation of danger sensibility improvement training at the Safety Training Centers

In April of 2007, MES opened the Safety Training Center at our Tamano Works. One of the factors that led to its establishment was our growing number of MES retirees who were being replaced with young employees and workers from associated companies. To reinforce the effect of safety training, employees experience 21 different dangerous situations as part of danger experience training at this facility. In 2008, similar facilities were built at both our Oita and Chiba Works. We are now promoting and implementing danger experience training at each of these sites to improve danger sensibility of employees.



Danger experience training