


# Occupational Health and Safety

Relevant material issue	Initiatives
 People	<ul style="list-style-type: none"> <li>• Creating a safe and healthy workplace</li> <li>• Safety measures aimed at zero workplace accidents</li> </ul>

**Basic Approach**

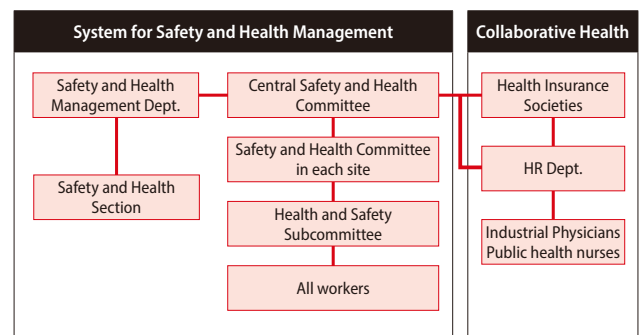
Occupational accidents within the Yokohama Rubber Group occur at a lower frequency than the averages across all industries and the manufacturing sector, but the number is still not zero, and when the causes of these accidents are analyzed, we recognize that many of them could have been prevented if measures had been taken in advance.

As it is necessary to handle large machinery at our production plants due to the nature of our business, defects in equipment specifications or incorrect operation can lead to serious accidents, and appropriate safety measures need to be taken. Additionally, with mental conditions accounting for an increasing proportion of long-term absences from work, we must properly look after the mental health of employees in addition to their physical wellbeing. The Yokohama Rubber Group strives to develop safe and comfortable workplaces and promote employee health, and also aims to foster a culture of safety to remove all hazards, and achieve zero occupational accidents.

## Health and Safety Management System

In Japan, under the Central Safety and Health Committee chaired by the General Manager of the CSR Division, each business site has its own Safety and Health Committee (statutory) and each division and workplace has its own Safety and Health Subcommittee. Safety and health activities are important initiatives common to both the company and the union, and we are promoting them in a united labor-management effort while sharing safety information with other companies and labor unions. In addition, to create a workplace where employees can work in good health for a long time, we promote health and physical fitness based on “Collaborative Health\*” in cooperation with health insurance unions. Each overseas company has its own system in place in accordance with the laws of each country. The Safety and Health Management Dept. coordinates health and safety activities in Japan and overseas.

### » Health and Productivity Management Structure



\* Collaborative Health: An approach where health insurance societies and businesses actively collaborate to efficiently and effectively implement prevention and health development for insured employees based on a clear division of roles and a good workplace environment.

## Initiatives to Improve Occupational Health and Safety

### Enhancing equipment measures

We systematically and continually conduct risk assessments for all facilities and operations, and implement safety measures for prevention from the facility side. To this end, we operate a system for monthly follow-up on the number of risks and improvements. Top safety diagnoses are conducted by directors at our domestic plants. We are also strengthening the horizontal deployment of accident countermeasures to prevent the occurrence of similar accidents.



Safety diagnosis

### Developing safety-conscious human resources

We aim to develop people with the sensitivity to perceive hazardous events as dangerous. To this end, we implement hazard prediction training (KYT), which all employees practice every day, Hiyari-Hatto (near-miss) detection and improvement activities, which are voluntary activities with the participation of all employees, and training at the “Taikan Dojo” (experiential training to prevent accidents). In addition, we



Overseas factory safety personnel experiencing hands-on training (Experiencing using stairs while carrying a package)

continue to promote safety education that emphasizes communication, where supervisors talk with workers one-on-one to get them to understand the meaning of each task and are able to act more safely and independently.

In addition, as colleagues who work together, we encourage our partner employees to participate in these activities to prevent the occurrence of accidents and improve their safety level.

**Development of standard work manuals**

We are systematically and continually conduct open work observation to identify all unsafe behaviors and areas of insecurity, and to developing standard work manuals. In workplaces where foreign workers are employed, the standard work manuals are also written in the workers' native languages.

**Promoting both physical and mental health**

Mental health initiatives include managing working hours through an attendance management system, work improvement and interview guidance for those working long hours, and education to improve communication skills, such as workshops on listening techniques. For employees who have been absent from work for a long period of time due to mental health issues, we conduct an interview with the employee, then check with the attending physician, industrial physician, public health nurse, and workplace to determine the method, timing, work restrictions, etc., before allowing the employee to return to work in a planned manner. After returning to work, regular meetings are held between the employee, the occupational physician, and the workplace, and the restrictions on work are lifted one by one until the restrictions are completely removed.

We also conduct activities to help employees quit smoking and hold seminars on physical fitness in order to promote health.



Stress check workshop at the Onomichi Plant

**Improvements in workplaces**

We have promoted the maintenance of equipment and provision of personal protective equipment, improvement of work methods, and maintenance management to maintain comfortable conditions

**Future Issues and Measures**

Despite our various initiatives to create safe and comfortable workplaces and promote health, we have yet to reach the goal of zero accidents.

based on work environment measurements. In addition, based on the 5Ss (seiri [tidiness], seiton [being organized], seisou [cleanliness], seiketsu [hygiene], and shitsuke [discipline]) activities, we are promoting manufacturing that produces only what is needed, when it is needed, without any areas of insecurity.

In recent years, we have experienced life-threatening heat, and we think of heat stroke as an accident that can lead to death just as injuries do, so we are measuring WBGT (WetBulb Globe Temperature, a heat index) values in the workplace and working to lower these values, such as by discharging hot air.

**Prevention of traffic accidents**

At each of our locations, we hold traffic safety seminars by local police departments and conduct educational activities in cooperation with traffic safety-related organizations. In addition, we are working to raise traffic safety awareness through education using drive recorders and by calling out to people at the front gate.

**Establishment of a safety and health platform**

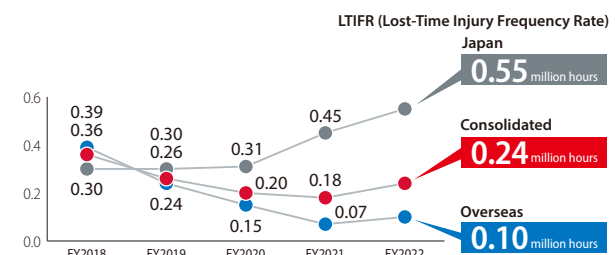
Eighteen sites in Japan and overseas have acquired occupational health and safety management system (JISHA/OSHMS/ISO45001) certification, and eight sites renewed their certification in FY2022. (The certification of other business sites is still ongoing.)

We will continue to improve our management system and implement the PDCA cycle - Plan, Do, Check, and Action - to enhance our safety and health infrastructure.

The frequency of occupational accidents (consolidated) was 0.24. We will continue our efforts to achieve zero accidents and zero risk.



Occupational safety and health management system (OSHMS) renewal audit at the Hangzhou Plant (China)



We will promote facility measures focusing on isolation from hazardous sources, as well as training people to take safe actions.