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Labor Practices Promoting Occupational Health and Safety

## Promoting Occupational Health and Safety

### Hitachi's Approach

As a corporate group that engages in multinational business activities, building safe, healthy, and hygienic workplace environments at business sites around the world is a Group-wide management task for Hitachi. This means that we must be sure to take into careful consideration the social conditions and workplace environment of each country and region.

Hitachi has thoroughly implemented measures for occupational health and safety since its founding. Currently, we are advancing a global occupational health and safety system based on the concept of decent work while also drawing on the lessons and knowledge gained at workplaces in Japan.

### Occupational Health and Safety

#### Fundamental Idea for Occupational Health and Safety

Ensuring the health and safety of all employees is the basic principle underlining the Hitachi Group Health and Safety Policy. This policy is shared by all Hitachi Group companies around the world. Employees work together to create safe, secure work environments that aim to be accident free.

#### Hitachi Group Health and Safety Policy

##### Principle

"Health and Safety Comes First."

##### Policies

In accordance with our mission, "Contribute to society through the development of superior, original technology and products," the Hitachi Group will endeavor to ensure safe and healthy workplaces under the principle of "Health and Safety Always Comes First."

##### To accomplish this, we will:

1. Continually be involved in health and safety activities in order to prevent work-related injuries and sickness by designating the health and safety of employees as management's top priority.
2. Comply with the local laws and regulations in each company regarding health and safety.
3. Develop a safe and comfortable work environment by encouraging employees to maintain their own health and taking a proactive stance on health and safety activities in the workplace.
4. Require an understanding of Hitachi's principle and the promotion of health and safety awareness from all business partners of the Hitachi Group.
5. Contribute to the creation of a safe and pleasant society by emphasizing activities that make health and safety a top priority in all of Hitachi's business activities.

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#### Framework for Promoting Health and Safety

Hitachi views occupational health and safety as vital preconditions for advancing our Social Innovation Business.

We promote a range of Group-wide occupational health and safety activities that include preventing workplace accidents by setting and applying minimum safety standards to be observed by Group manufacturers around the globe and by taking into consideration the specific conditions at each company. We respond quickly when an accident occurs, using incidents to make improvements and boost our levels of health and safety management.

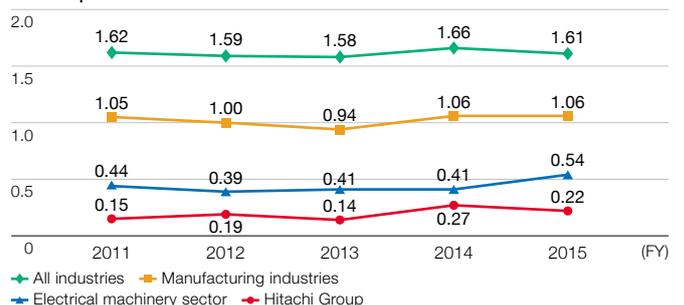
In accordance with Japanese law, a health and safety commission—composed of company representatives, labor-union officials, and employees—is organized at each business site and is convened every month to discuss and share information related to such issues as workplace accident causes and countermeasures, the situation regarding employees who have taken sick leave, and other points of concern.

In fiscal 2011 we introduced the Hitachi Group Key Safety Management Designation System. This initiative tracks key safety management improvements at Hitachi Group companies and business sites in Japan that have experienced serious work accidents. Under the leadership of top executives, these companies and business sites take on management-driven and bottom-up initiatives to formulate and promote specific improvement plans. We are also reshaping the Group's safety management framework and introducing targeted safety measures, including extensive investigations of the cause of serious accidents, reviews of risks to reduce potential accidents, and engagement of third parties with a high level of health and safety expertise to diagnose safety issues.

In fiscal 2015, we became able to grasp our safety management level overseas through the application of safety statistics and minimum standards. Moving forward, we aim to continually make improvements to further raise the level of safety.

#### Key Indicators

##### Occupational Accident Rates



Notes: Occupational accidents are defined as those involving fatality or work-time loss of more than one day. Hitachi Group figures for Japan, including Hitachi, Ltd., are for 90 Group companies in 2011; for 175 Group companies in 2012; for 195 Group companies in 2013; for 251 Group companies in 2014; and for 240 Group companies in 2015.



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### Hitachi Group's Global Safety Figures (Occurrence rate\*1)

	2014	2015
Americas	2.25	4.35
Europe	3.34	2.02
China	2.38	2.10
Rest of Asia	1.65	0.80
Other	20.53	22.05
Japan	0.53	0.42
Global total	1.23	1.21

\*1 Occurrence rate is the rate of workplace accidents per 1,000 employees resulting in fatality or work-time loss of more than one day.

### Response to Laws Related to Occupational Health and Safety

In terms of legal compliance, the Hitachi Group goes beyond meeting all legal requirements to also make efforts specified in the law even when they are not mandatory. As one part of these efforts, we made a new Stress Check System mandatory in Japan in December 2015. We are encouraging employees to be aware of their own stress levels and striving to improve workplaces to help prevent mental health disorders, while also strategically using the results of group analysis as a means of enlivening the workplaces.

In addition, we are carrying out risk assessments of chemical substances, which became mandatory in Japan in June 2016, to reconfirm the dangers and harmful effects of chemical substances in the workplace and to implement measures well integrated with management conditions to keep employees who handle such substances from damaging their health.

### Sharing Health and Safety Information in the Hitachi Group

We built the Hitachi Group Health and Safety Portal System in 2012 to ensure that every Hitachi Group company in Japan can track the health and safety performance of the entire Hitachi Group.

Group-wide information on work accidents is registered in the system so that companies can track causes and see what preventive measures have been initiated. To help prevent recurrences, statistics are kept on types of accidents. Since 2014, we have carried out initiatives to share information on workplace accidents globally, including one that tracks and provides feedback on accidents occurring at Group companies outside of Japan.

Once a year we hold the Hitachi Group Health and Safety Research Presentation Meeting for Hitachi health and safety officers. The 59th gathering, held in November 2015, attracted around 150 participants, who shared newfound knowledge from case studies and heard special lectures from outside experts on ways to improve health and safety activities at companies. Around 70 occupational healthcare workers, including physicians and public health workers, participated in the 15th Hitachi Group Industrial Health Conference in February 2016. Participants presented

research results, shared information on methods for improving occupational health programs at business sites, and discussed training approaches for relevant healthcare workers.

### The Hitachi Group Health and Safety Award Program

We have implemented the Hitachi Group Health and Safety Award Program to recognize Group companies in Japan that extend their accident-free records or that receive prizes for health and safety from external organizations.

### Initiatives to Improve Employee Health

Health is the foundation for being able to work with energy and peace of mind. The fundamental principle of the Hitachi Group Health and Safety Policy is that "Health and Safety Always Comes First." Based on this principle, we are engaged in efforts to maintain and improve the health of employees.

Occupational healthcare workers, human resource departments, and the Hitachi Health Insurance Society work together to provide a range of health support and appropriate health management in accordance with Japan's Industrial Safety and Health Act.

In Ibaraki, Tokyo, and Kanagawa Prefectures, where many Hitachi Group business sites are concentrated, a system of health-management centers has been put in place, staffed with occupational doctors, nurses, and other medical personnel. The centers support the health maintenance of employees by providing them with health guidance based on periodic health checks and other examinations to prevent serious disease, while also offering medical interviews and advice to employees working long hours to head off mental and physical disorders. Support is also provided to raise health awareness through consultations that can help relieve employees' health concerns and promote regular exercise.

In addition, Hitachi Group companies carry out activities including sporting competitions and other events for employees and their families as a way of encouraging workplace cohesion and promoting health.



Participants wait to take part in a strength-measurement test at a health event.