

# Creating a Safe and Healthy Environment

Because we believe that ensuring the health and safety of our employees is the foundation of our business activities, we have organized a Central Health and Safety Committee. We have also established special committees and health promotion committees relating to chemical products, gas, equipment, accessory equipment, and health and safety as subsidiary organizations as well as organizing workplace health and safety committees for each workplace. We are also rolling out a variety of measures and policies to promote the creation of a pleasant work environment in order to ensure the safety of our employees and to improve the maintenance of health. We have also organized a Traffic Accident Prevention Committee and instituted traffic safety activities aimed at company vehicles as well as employee automobiles, motorcycles and bicycles.

## Safety and public health activities

### Health and safety education

As part of their ongoing health and safety education, ROHM employees attend periodic in-house training and outside seminars, and are encouraged to obtain appropriate licenses.

As a result, at the ROHM headquarters more than 800 employees have completed the educational-course requirements for licenses as safety managers and authorized chief organic-solvent operators.

Education programs are formulated and implemented at each workplace according to job type.



In-house safety manager seminars

### Traffic safety education

We have introduced our own strict company vehicle license system, conduct seminars and ride-along instruction. In addition, for employees using their own automobiles, motorcycles and bicycles, we have implemented traffic accident prevention seminars.



Traffic accident prevention seminar by a training instructor

### Health and safety audits and in-house patrols

We have implemented monthly "Health and Safety Audits" carried out by "Health and Safety Advisors" who have been certified in-house for their considerable experience. Their objective is to give instruction to younger employees. Specialized department patrols identify problems in the work environment as well as the work performance and offer suggestions on how to correct these issues. Industrial-sanitation administrators are elected to each workplace to check the sanitary conditions at each location weekly. Industrial physicians also go on patrol to check for employee complaints and conduct healthcare follow-ups.



Guidance from a health and safety advisor

### ROHM Group cooperation in safety and health activities

Semi-annually, health and safety supervisors from our manufacturing companies, including overseas companies, meet on a rotating basis and hold a "Health and Safety Practice Supervisors Conference." This is done to raise the level of consciousness regarding safety throughout the entire ROHM Group.



ROHM Group Health and Safety Practice Supervisors Conference

## Receiving the No-Accident Record

At ROHM headquarters, we have had a No-Accident Record for the past eleven years. In the spring of 2005, we achieved 45 million continuous hours of labor and received a No-Accident Record from the Labor Standards Inspection Office in 2004.

We will continue to aim for zero accidents in the future as well.



The No-Accident Record

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## Creating a happy and healthy workplace

### ■The company-wide no smoking initiative

ROHM succeeded in announcing a company-wide ban on smoking in 1998. This was achieved as a result of a six-year campaign that started in 1992, during which the internal Health Promotion Committee invited smokers at the company to participate in a “no-smoking marathon” and provided education on the health dangers of smoking. Taking the example of ROHM headquarters, our domestic affiliates achieved a company-wide ban on smoking as well, and we have successively achieved such company-wide bans on smoking at our overseas affiliates as well.



A no smoking campaign poster created by employees

### ■Maintaining good health

We provide health exams for all employees without exception and follow up on 100% of those with findings as well.

Inside of the company we have opened infirmaries with resident industrial physicians and nurses, allowing a system where employees can go for consultation at any time.

### ■In-house pamphlet distribution

Every month, the pamphlet "MYSELF," which contains useful health management information or information for the season, is distributed to every employee. In addition, the pamphlet "SAFETY NEWS," which contains information relating to anti-theft measures, is issued periodically to raise employees' awareness.



Providing health and safety-related information

### ■Working environment measurement

We are implementing special health exams in order to prevent employee health problems, and we are also implementing periodical working environment measurements in addition to this.

The range of measurement includes environments with little danger of direct exposure to chemicals.

Furthermore, the measurement results resulted in a finding of a “Number one classification: optimal for work environment management.”

## Activities for healthy living

ROHM has established an internal “Health Promotion Committee” in order to promote healthy living. Activities are made available to individuals in order to encourage the development of good exercise habits, improve quality of life and mental health awareness (including relaxation seminars). We have contracted an external mental health counselor to consult individuals—under absolute confidentiality—on any issues they care to address. In addition, we have



Mental health seminar



Relaxation seminar

also introduced a service through an external organization where employees can check their own mental stress levels on the computer.

At the “Walkathon” held at ROHM headquarters every spring and fall, over one hundred participants enjoy exercise with their families while enjoying the ancient capital.



One link to healthy living, the “Walkathon”