

# Occupational safety and health

## Framework

GRI403-DMA  
 GRI403-1  
 GRI403-4

▶ Group Shared Policy on Occupational Safety and Health

## Occupational Safety and Health Management

The Ajinomoto Group established the Occupational Safety and Health Committee under the Executive Committee to decide on important policies, develop plans, and conduct reviews of activities related to occupational safety and health. To foster understanding of the Group Shared Policy on Occupational Safety and Health, the Group formulated a guide and standards for occupational safety and health management in February 2019 and encourages its awareness and use at Group companies.

In addition, the Group established the Safety & Disaster Prevention Promotion Headquarters to promote and support the smooth implementation of matters concerning occupational accidents and disaster prevention. If it has been determined that an accident, disaster or other emergency which seriously impacts the Group's occupational safety and health has occurred or may possibly occur, the Headquarters is responsible for assessing the situation, making recommendations, providing guidance, as well as reporting to company executives and related divisions.

### Occupational safety and health management system



### ISO 45001 adoption

From January 2019, the Ajinomoto Group has required all business sites to obtain ISO 45001 certification and is now in the process of transitioning even those sites that have previously obtained OHSAS<sup>[1]</sup> and other certifications.

[1] Occupational Health and Safety Assessment Series (OHSAS): An international standard for occupational safety and health management.

## Performance

## Diverse Talent

### Performance

GRI403-DMA  
GRI403-1  
GRI403-2  
GRI403-3  
GRI403-7

### Safety and health assessments, audits and inspections

The Ajinomoto Group conducts occupational safety and health assessments mainly at the starting stage of new product manufacturing as a way to prevent occupational accidents. In addition, the Group strives to prevent accidents, disasters or legal violations by carrying out internal audits at each company and business site based on the occupational safety and health management system.

Items	Description	FY2018 record
Safety and health assessment	Carried out to prevent occupational accidents, and mainly conducted at the start of new product manufacturing, when stepping up, changing manufacturing processes, developing new substances, and at the planning stages of constructing or demolishing buildings, structures, and equipment.	63 times
Safety audits and inspections	Internal audits are conducted at each company and site. In the event of a serious accident at a Group site, Ajinomoto Co., Inc. conducts on-site emergency safety audits to investigate the causes of the accident, determine corrective measures, and prevent recurrence. Some sites in Japan bring in third-party consultants or institutions to perform safety inspections.	4 times (AJINOMOTO BAKERY CO., LTD., PT AJINOMOTO INDONESIA, PTT Factory at AJINOMOTO CO., (THAILAND) LTD., and Amoy Food Ltd.)
Equipment inspection for safe and stable production	For factories, regular maintenance and legal inspections are conducted. At factories that operate 24 hours a day, production is periodically shut down completely to allow employees and specialists to inspect equipment for maintenance.	Conducted at each site
Occupational accident prevention at designated worksites	Worksites considered high-risk from a safety and health standpoint by the Chief of Safety & Disaster Prevention Promotion Headquarters (e.g., due to recurrence of accidents or injuries, or inadequate management functions) are designated and provided with safety enhancement guidance.	No designated worksites in FY2018

## Occupational Safety and Health Activities

### Fiscal 2018 key targets and performance

Key targets	Action plans
Prevent caught-in-machinery accidents	<ol style="list-style-type: none"> <li>Tangible measures               <ol style="list-style-type: none"> <li>For new food processing and packaging equipment, request manufacturers to include safety measures at design and fabrication stages</li> <li>Consider and implement tangible measures for work tasks that require removing protective covers, etc.</li> </ol> </li> <li>Intangible measures               <p>Education and other measures to reinforce fundamentals, such as stopping equipment for work tasks that require removing protective covers</p> </li> </ol>
Prevent falls and low back pain	<ol style="list-style-type: none"> <li>Prevent comprehensively through work infrastructure, work methods, maintaining physical fitness, and education</li> <li>Promote automation and use of assistive robots</li> <li>Hold low back pain prevention seminars</li> </ol>

### Major accidents/incidents

	FY2014	FY2015	FY2016	FY2017	FY2018
Number of serious accidents	16	26	16	23	16
Number of serious commuting accidents	25	18	9	19	13
Number of fatal accidents	0	1	0	0	0
Number of caught-in accidents*(Persons)	9 (6)	5 (3)	5 (1)	10 (8)	8 (3)
Number of accident victims*(Persons)	19 (5)	31 (5)	30 (3)	23 (4)	32 (4)
Number of low back pain incidents*(Persons)	—	—	—	7 (0)	15 (0)

\* Serious incidents in ( )

### Performance

GRI403-DMA  
GRI403-7  
GRI403-9  
GRI403-10

▶ Personnel and Labor-Related Data