

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	1. Tangible measures (1) For new food processing and packaging equipment, request manufacturers to include safety measures at design and fabrication stages (2) Consider and implement tangible measures for work tasks that require removing protective covers, etc. 2. Intangible measures Education and other measures to reinforce fundamentals, such as stopping equipment for work tasks that require removing protective covers
Prevent falls and low back pain	1. Prevent comprehensively through work infrastructure, work methods, maintaining physical fitness, and education 2. Promote automation and use of assistive robots 3. Hold low back pain prevention seminars

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

Performance

Performance

GRI403-5

In fiscal 2018, the number of serious accidents across the whole Ajinomoto Group declined. The number of caught-in-machinery declined, however, critical fall accident cases of employees over 45 years old increased in Japan. The number of low back pain incidents increased although they did not lead to serious incidents.

Starting from fiscal 2019, the Group plans to implement measures to prevent falls and low back pain as well as traffic safety education and guidance that focus on factors specific to each site; measures to prevent caught-in-machinery accidents during equipment cleaning and maintenance and other incidental work; and measures that reinforce PDCA cycle operations by advancing ISO 45001 certification and adopting the occupational safety and health management guide.

Response to safety and health laws and accidents

In fiscal 2018, there were nine cases of legal violations at three Group companies (three sites) in Japan. All of these cases have been fully addressed upon receipt of corrective advice and no serious accidents have occurred related to these violations. The Group will continue to conduct assessments, safety audits and inspections for the safety and security of production activities.

Employee education

The Ajinomoto Group conducts a variety of occupational safety and health training tailored to the work role and tasks of employees. In addition, a skills map that classifies the skills and knowledge required of all occupational safety and health officers at each site was created and shared within the Group.

Training at Group companies in Japan in fiscal 2018

Persons, cumulative in ()

Name of training	Details	Recipients	Number of trainees
Occupational safety and health seminar for top management	Seminar for top management to acquire the necessary safety and health knowledge (e.g., responsibility to consider safety) and to learn how to promote safety and health in a company (one full-day course) : Began in fiscal 2010	Managers	43 (468)
Training course for ISO 45001 internal auditors	Acquisition of the necessary knowledge and skills as ISO 45001 internal auditors to promote occupational safety and health through exercises (one one-day course, one two-day course): Began in fiscal 2018	Leadership positions	28 (28)
Basic seminar for the management of chemical substances	Training for supervisors of chemical substances/safety and health to improve their skills by reviewing basic information on chemicals management (regulatory changes, risk assessment, safety data sheets (SDS), GHS labeling) (one full-day course) : Began in fiscal 2015	Chemicals supervisors	10 (98)
Fall and lower back pain prevention seminar	Training to consider the mechanisms and causes of falls and lower back pain, and study measures from equipment, work method and physical aspects that will lead to the management guiding, inspiring and practicing such measures in the workplace (one one-day course): Began in fiscal 2017	Management positions	26 (69)
Fall prevention seminar	Training to study the mechanisms of falls, raise awareness through survey and self-check, experience actual body-movement exercises, learn how to prevent fall accidents, consider equipment- and work method-related measures suited to each workplace, and study how to put them into practice (one one-day course): Began in fiscal 2018	Management positions / leadership positions	15 (15)