

Diverse Talent

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)