

Occupational safety and health

Framework

GRI403-DMA
 GRI403-1
 GRI403-4

▶ Group Shared Policy on Occupational Safety and Health

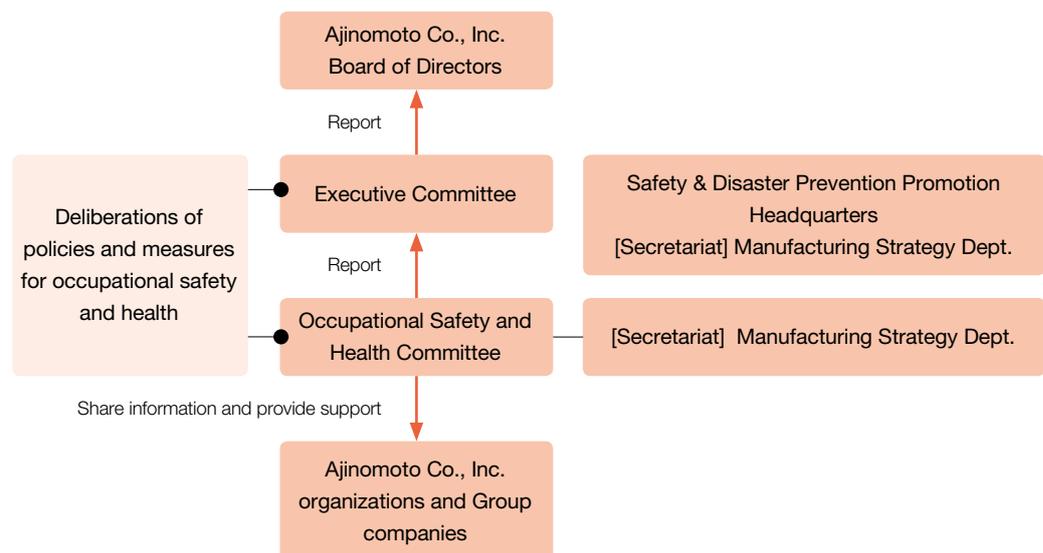
Performance

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Occupational safety and health management

The Occupational Safety and Health Committee, an organization under the Executive Committee, determines important policies, develops plans, and conducts reviews of activities related to occupational safety and health. Subject matters decided and deliberated by the Committee shall be reported to the Executive Committee. To foster an understanding of the Group Shared Policy on Occupational Safety and Health, we created the Occupational Safety and Health Management Guide and Standards and encourage Group companies to spread awareness of and use these guidelines.

In addition, we established the Safety & Disaster Prevention Promotion Headquarters to drive and support measures related to occupational accidents and disaster prevention. If an accident, disaster, or other emergency has occurred or may occur, that threatens Group occupational safety and health, this headquarters assesses the situation, makes recommendations, and provides guidance. The headquarters also reports to company executives and related departments.



ISO 45001 adoption

The Ajinomoto Group required all manufacture and R&D sites to obtain ISO 45001 certification as of fiscal 2020. We are also transitioning sites that have obtained OHSAS^[1] and other certifications to ISO 45001.

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

Strong Corporate Governance

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Safety and health assessments, audits and inspections

The Ajinomoto Group generally conducts the Occupational Safety and Health Assessments at the beginning stages of new product manufacturing. This is one means to prevent occupational accidents. In addition, we conduct internal audits at each company and business site to prevent accidents, disasters or violations of the law. These audits are based on our occupational safety and health management system.

Measures	Description	FY2019 performance
Occupational Safety and Health Assessments	Generally conducted at the start of new product manufacturing, when expanding production capacity or changing manufacturing processes, developing new substances, and during the planning stages of constructing or demolishing buildings, structures and equipment.	40 assessments
Occupational Safety and Health Audits and Inspections	Internal audits are implemented for each company and business site. In the event of a serious accident or disaster within the Group, Ajinomoto Co., Inc. conducts an on-site emergency Occupation Safety and Health Audit to investigate causes, determine corrective measures, and prevent recurrence. Certain sites in Japan contract with third-party consultants or institutions to perform Occupational Safety and Health Inspection.	<ul style="list-style-type: none"> • 1 post-construction safety audit (Ajinomoto Nongshim Foods, Co., Ltd.) • 3 internal safety audits (Ajinomoto Co., Inc. Kawasaki, Tokai, and Kyushu Plants)
Equipment inspections for safe and stable production	Regular maintenance and legal inspections are conducted at factories. For factories that operate 24 hours a day, we suspend production periodically to allow employees and specialists time to conduct legally mandated inspections.	Conducted at each site
Occupational accident prevention at designated worksites	Any sites considered a high risk by the chief of the Safety & Disaster Prevention Promotion Headquarters (frequent occupational accidents or disasters, inadequate management, etc.) are so designated as Special Safety Management Requested Site and given guidance for safety improvement.	No designated worksites during FY2019

Occupational safety and health activities

Fiscal 2019 key targets and performance

Key targets	Action plans
Prevent caught-in-machinery accidents	<ol style="list-style-type: none"> 1. Identify risks and implement measures related to equipment cleaning, maintenance and other peripheral production operation activities 2. Strict compliance with rules related to machinery shut-down during non-routine work 3. Perfect execution of all tangible measures
Prevent falls and lower back pain	<ol style="list-style-type: none"> 1. Accident prevention activities related to machinery, work processes, physical fitness and education 2. Adopt automation and introduce assistive robots when introducing new machinery 3. Simplify work processes and promote standardization

Major accidents and incidents

	FY2015	FY2016	FY2017	FY2018	FY2019
Number of serious accidents	26	16	23	16	21
Number of serious commuting accidents	18	9	19	13	10
Number of fatal accidents	1	0	0	0	1
Number of caught-in-machinery accidents* (persons)	5 (3)	5 (1)	10 (8)	8 (3)	6 (2)
Number of fall accidents* (persons)	31 (5)	30 (3)	23 (4)	32 (4)	22 (4)
Number of lower back pain accidents* (persons)	—	—	7 (0)	15 (0)	12 (1)

*Numbers in parentheses represent serious accidents.

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▶ Personnel and Labor-Related Data

Strong Corporate Governance

Performance

Performance

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Performance

The number of serious accidents during fiscal 2019 increased by five compared to fiscal 2018. Although the number of serious accidents in the production areas of our factories decreased, we saw an increase in accidents related to sales and other workplaces. The number of people involved in caught-in-machinery accidents decreased year on year.

In fiscal 2020, we intend to introduce measures based on analyses of indirect routine work and non-routine work accidents to achieve our goal of eliminating cases of individuals being caught, cut or pinched in machines, falls, or traffic accidents that result in sequelae. We also plan to publicize our Occupational Safety and Health Management Guide, focusing on strengthening PDCA cycle operations.

Response to safety and health laws and accidents

During fiscal 2019, the Ajinomoto Group received no notices of legal violations.

Employee occupational safety and health education

The Ajinomoto Group conducts occupational safety and health education tailored to employee job descriptions and tasks. We created and published a skills map that defines the skills and knowledge required of occupational safety and health managers at each Group company's site.

Major training programs

Persons, cumulative persons in parentheses

Program name	Program details	Recipients	Number of trainees
Occupational safety and health seminar for managers	Seminar on safety and health promotion, expertise (responsibilities for safety, etc.) for managers (one-day course / once annually); introduced in FY2010	Managers	48 (516)
ISO 45001 training for internal auditor development	Knowledge and skills training for ISO 45001 internal auditors (two-day course / once annually); introduced in FY2018	Leadership positions	26 (54)
Basic seminar for the management of chemical substances	Review of basic chemical substance management (laws, chemical substance RA, SDS use, GHS labeling, etc.) and skills related to chemical substance management, safety and health management (one-day course / once annually); introduced in FY2015	Supervisors in charge of chemicals	16 (114)
Fall and lower back pain prevention seminar	Training on the mechanisms and causes of falls and lower back pain; preventive measures related to machinery, processes, and physiology; management skills and education, and on-site practice (one-day course / once annually); introduced in FY2017	Management positions	13 (82)

Disaster preparedness

The Ajinomoto Group routinely collects information related to natural disaster forecasts and damage projections. On an ongoing basis, we confirm the safety of our buildings and production facilities, taking appropriate steps and revising training drills as necessary. Each Group company and site implement evacuation and fire-fighting drills. We continue to revise and update organizational structures, communications systems, and manuals.

We also partner with local governments to provide safety for local residents. Several sites are working with governments to determine how to offer safety and food to local residents in the event of a disaster.