Prevention of Occupational Accidents

Measures to Prevent Occupational Accidents

	Goals	Activities	Status and history of initiatives
1. Setting occupational accident-related goals	Prevent occupational accidents	Establish numerical goals	Fiscal 2019 goal: 4 incidents with lost work time and 19 without, for a total of 23 Fiscal 2019 result: 11 incidents with lost work time and 28 without, for a total of 39
2. Use of occupational accident information	Prevent similar accidents	Create occupational accident information database	We are using information on occupational accident at each business site as important data sources for facilities and operational risk assessments.
3. Audits and inspections	Drive ongoing improvements at business sites • Improve weak areas • Enhance safety levels	(1) Audits • Audits conducted by the head office and business site environmental safety personnel • Quantitative evaluation of offices in line with checklists and feedback • Chemical substance management audits Audit three management areas (work, work environments, and health) as covered by the Occupational Safety and Health Act (2) Inspections • Members of the president-chaired Strategic Management Meeting visit business sites • Confirming results of audit and activity achievements and conveying reviews	History of improvement activities inspired by audits and inspections • Fiscal 2013: Summarize outstanding activities and internally publish in Best Practices and Safety and Health Guidelines • Fiscal 2016: Begin assessments according to eight culture of safety components, which are organizational governance, positive involvement, resource management, work management, motivation, learning and knowledge transmission, risk perception and mutual understanding • Fiscal 2017: Start disclosing evaluation criteria and verifying gaps between these and self-evaluations • Fiscal 2018: Publish evaluation criteria on intranet and integrate UBE Group evaluation criteria in a culture of safety • Fiscal 2018: Audit all Chemicals business sites • Fiscal 2019: Audit Research and Development Department • Fiscal 2019: Establish Companywide criteria in three management areas, build database for substances handled in-house and related regulations, formulate quantitative risk assessment techniques for chemical substances, and sequentially and continuously improve • Fiscal 2017: Launch small safety team reports and group discussions
4. Safety and health rallies	Share information Encourage activities	Annual UBE Group health and safety rallies Participants: Around 400 people (Group executives and employees) participating	Zero accident efforts and resolutions to enhance workplace environments • Recognition by the president (to entities and individuals for outstanding contributions to health and safety) • Small safety team presentations on experiences • Special lectures from outside instructors on safety and health management • Executives and all employees reciting safety goals after rallies

Occupational Safety and Health Council

This is a forum in which representatives of the Companywide union and Ube's occupational safety and health officers gather to review annual occupational safety and health results and plans for the new fiscal year and discuss requests from both sides. Participants share prevailing issues and discuss ways to address them. We reflect forum results in the following year's plans. Several workplace accidents involving the employees of subcontractors have occurred in recent years. Labor representatives and management recognize the importance of coordinating better with subcontractors. Our annual plans accordingly include measures to foster safety activities with subcontractors.

Labor-Management Councils

Following Occupational Health and Safety Council discussions with Companywide union representatives, regional business sites convene gatherings to discuss local union and management requests.