

Occupational Safety and Health



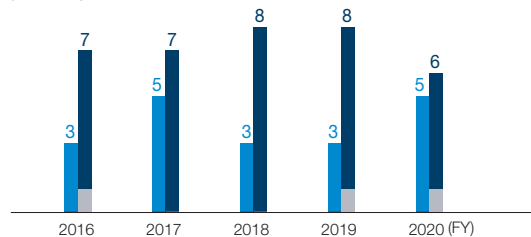
Measures to Prevent Occupational Accidents

Fostering a Safety-Driven Corporate Culture

To make existing safety activities more comprehensive and effective, in fiscal 2016 we launched initiatives aimed at fostering a safety-driven corporate culture, encompassing eight elements. These are organizational governance, positive involvement, resource management, work management, motivation, learning and knowledge transmission, risk perception, and mutual understanding. In keeping with findings from assessments based on headquarters' evaluation standards, business sites identify issues and formulate and execute plans to cultivate a safety culture as part of ongoing improvement efforts.

Number of Fatal and Lost-Time Incidents among Domestic Operations

Number of Lost-Time Incidents
 ■ UBE Group employees
 ■ Employees of partner companies of the UBE Group*
 (■ Number of fatal incidents)
 (Incidents)

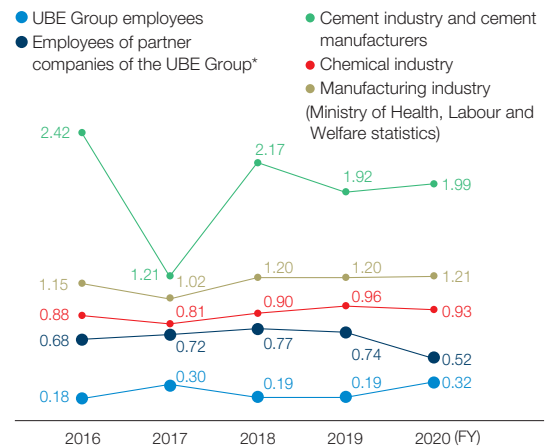


Eliminating Major Disasters

We have undertaken a range of activities to prevent occupational accidents. In fiscal 2018, we initiated efforts that centered on eliminating major incidents. We conduct risk assessments of work that is highly susceptible to serious accidents. We implement systematic risk reduction measures and endeavor to make operations inherently safe. From fiscal 2020, we undertook safety activities with partner companies* that we added as a priority item.

We investigate the causes of all incidents regardless of whether they result in lost time, striving to prevent similar incidents by assessing and rolling out measures.

Lost-Time Injury Frequency Rate



Process Safety and Disaster Prevention



We endeavor to eliminate process accidents through initiatives that ensure our facilities are safe and secure. We also undertake activities to minimize damage in the event of major natural disasters. In fiscal 2020, we focused on comprehensive measures to address the risks of accidents at aging facilities, improving safety at certified high-pressure gas sites, and implementing natural disaster measures.

Measures to address the risks of accidents at aging facilities entail each business site inspecting and assessing aging facilities and formulating

improvement plans. We have rolled out initiatives to prevent electrical equipment problems that have arisen in recent years from recurring. By undertaking comprehensive risk measures, we endeavor to build business sites that are impervious to accidents.

For certified high-pressure gas sites, we set up an improvement agenda in line with assessment findings from the Japan Safety Competency Center and engage in systematic improvement initiatives.

We push ahead with measures to address natural disasters by having each business site conduct self-assessments in line with self-assessment criteria for such measures, and pursue ongoing improvements. We also respond to the Industrial Process Safety Action Plan of the Japan Petrochemical Industry Association.

Industrial Safety Action Plans
 Page 4 of the 2021 Integrated Report Supplementary Information (Environment and Safety) presents these initiatives.



https://www.ube-ind.co.jp/ube/en/ir/ir_library/integrated_report/pdf/2021/integrated_report_environmental_safety_2.pdf

Glossary

* Partner companies: Please see the glossary on page 58.