

## **Kawasaki Group Policy on a Management Approach Prioritizing Occupational Safety, Hygiene and Health**

### **1. Fundamental Concepts**

In line with its tenets of maintaining respect for individuals and putting health first, the Kawasaki Group is committed to creating a workplace culture that places the utmost priority on safety and health. Accordingly, the Group will not only comply with laws and regulations related to occupational safety, hygiene and health but also give even more careful consideration to maintaining safe, hygienic and healthy workplace settings for all those working at its facilities. Under this policy, the Group will thus create a safe and comfortable workplace environment in which every worker can stay mentally and physically healthy, to this end promoting close collaboration involving its management, all people working in our Group, labor unions and health insurance associations (if any), and other stakeholders to maintain and improve occupational safety, hygiene and health, with the aim of solidifying a foundation supporting its Group Mission, "Kawasaki, working as one for the good of the planet."

### **2. Policy on a Management Approach Prioritizing Occupational Safety, Hygiene and Health**

#### **(1) Safety: Provision of a Safe and Secure Labor Environment**

- We will strive to reduce workplace dangers, including the risk of exposure to harmful substances, to prevent occupational accidents and health problems.
- We will develop a proper occupational safety and health management system and constantly operate a PDCA cycle to improve the level of management.
- We will promote the creation of a workplace culture that embraces open-minded communication and is supported by safety-oriented disciplines.

#### **(2) Hygiene: Prevention of Occupational Illness and Mental Health Issues**

- We will carry out the thoroughgoing management of working environments, work procedures and worker health to prevent the occurrence of occupational illness.
- We will implement mental healthcare for employees and strive to

reduce work-related stress, with the aim of preventing mental health issues.

- We will also prevent other health problems through the appropriate management of labor hours, provision of face-to-face interviews to offer guidance and the implementation of precautionary measures based on feedback from such interview.

(3) Health: Promotion of Health and Realization of a Fulfilling Life

- We will proactively implement health-oriented management measures along with assisting individual employees in their autonomous efforts to improve their health, with the aim of promoting across-the-board initiatives to build up mental and physical health.
- We will provide employees with periodic health checkups to ensure the early detection and proper treatment of diseases in addition to utilizing checkup results to maintain and improve employee health.
- We will encourage employees to utilize various systems that enable them to switch workstyles and/or take leave in order to support their pursuit of a harmonious work-life balance.