

Health and Safety Report

Safety and Health Report

Occupational Safety and Health Management Structure

Occupational safety and health management structure

The CoorsTek KK Group has an integrated management and operating structure with the Group Safety and Health Committee as the top decision-making body for matters related to safety and health management. We perform risk reduction activities that conform to the Ministry of Health, Labour and Welfare's Guidelines on Occupational Safety and Health Management Systems.

◆ Occupational Safety and Health Management Structure

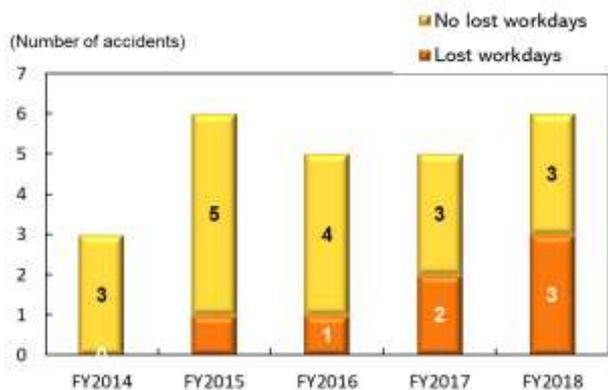


Occupational Accidents

Occupational accidents

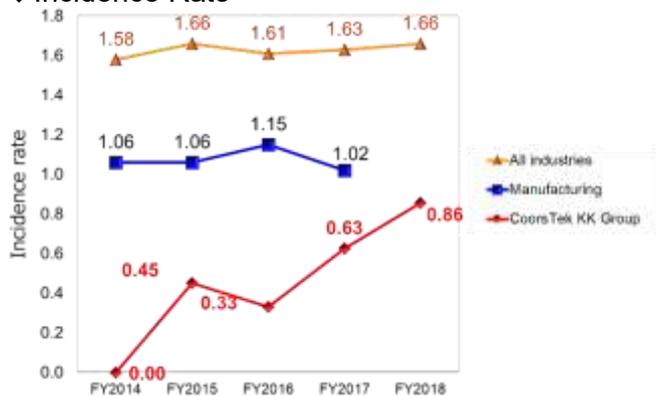
In fiscal 2018, there were six occupational accidents in the CoorsTek KK Group, an increase of one over the previous year, which involved three lost workdays. We strive to eliminate all accidents through initiatives such as protective guards on machines, improving risk levels of safety and maintenance devices, KY ("kiken yochi," or hazard prediction) - the point-and-call risk reduction system, and policies for risk reduction. In 2018, there were no accidents at Hadano and Tokuyama.

◆ Occupational Accidents in the CoorsTek Group

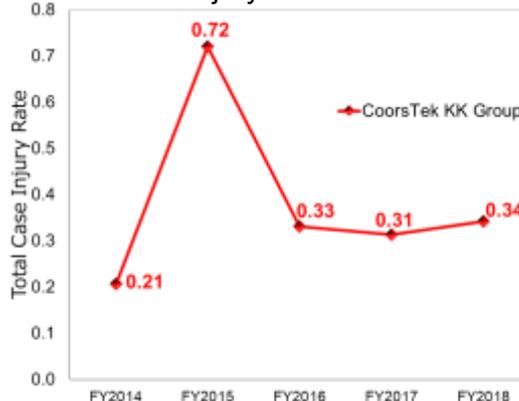


Note: Beginning in 2015, the fiscal year was changed to start on January 1 and end on December 31.

◆ Incidence Rate*1



◆ Total Case Injury Rate*2



Note: Figures other than CoorsTek KK Group are based on statistics from the Ministry of Health, Labour and Welfare on occupational accidents.

*1 Incidence rate: Number of accidents involving one or more lost workdays per million work hours

*2 Total Case Injury Rate: Number of total accidents per 200-thousand work hours

Objectives and Results of Occupational Safety and Health Activities

Objectives of occupational safety and health

The CoorsTek KK Group accords the highest priority to human life. To ensure workplace safety and to safeguard the health of employees and other concerned parties, we have established the Basic Policy on Safety and Health Management in which we maintain safe, comfortable workplaces. We work to prevent occupational accidents and illnesses and encourage employees to maintain their health.

◆ Fiscal 2018 Priorities and Results

Fiscal 2018 Priorities	Objectives	Performance	Evaluation*2
1. Initiatives to eliminate occupational accidents	(1) Establish “kiken yochi” hazard prediction and point-and-call system	Systematically conducted	○
	(2) Improvement of 5% or more for Risk Level*1 II and III	Level II: 9.6%, Level III:43.8% improvement	◎
	(3) Enhancement of safety levels based on health and safety guidelines	Systematically conducted	○
2. Physical and mental health maintenance and improvement	(1) Promote awareness of the importance of improving medical checkup results (awareness activities about irregularity rates above the national average)	Provide health Counseling for employees with observed irregularities	○
	(2) Improvement and enhancement of mental health environment	Systematically conducted	○

*1 Risk Level I: Maintenance of current safety measures Level II: Risk requiring systematic reduction measures
 Level III: Risk requiring prioritized reduction measures Level IV: Unacceptable risk

*2 ◎ Objective exceeded ○ Objective achieved △ Objective not achieved

◆ Fiscal 2019 Priorities

1. Initiatives to eliminate occupational accidents (1) Establish “kiken yochi” hazard prediction and point-and-call system (2) Promote risk reduction (3) Introduction of CT Global Standards and enhancement of safety levels based on health and safety guidelines	2. Physical and mental health maintenance and improvement (1) Awareness of the importance of improving medical checkup results (2) Improvement and enhancement of mental health environment
---	---

Occupational Safety and Health Management

Raising awareness of safety and health

At each workplace during National Safety Week and National Occupational Safety and Health Week, all employees, including those of affiliated companies and cooperating companies, attend safety meetings, lectures, and award ceremonies to raise awareness of safety and health.



Safety Week awards (Oguni Facility)



Lecture on occupational health by consultant during Occupational Health Week (Hadano Facility)



Speech at a safety conference by the safety and health section manager of the Labor Standards Inspection Office (CoorsTek Nagasaki)



Accident case work at the second section of the safety conference (CoorsTek Nagasaki)

Occupational safety and health education and training

The Group conducts education programs related to safety and health based on an annual occupational safety and health education and training plan. We work to ensure employees' safety and raise safety and health awareness.



Training for newly hired employees (Hadano Facility)



Special education based on the Industrial Safety and Health Law (CoorsTek Nagasaki)

Hands-on safety training

We consider raising each employee's risk awareness important for eliminating occupational accidents and we provide accident simulation training to enable employees to recognize the risks inherent in their work through personal experience.



Hands-on training on dangerous work at high places (Oguni Facility)



Hands-on training on the dangers of chemical injury (Hadano Facility)

Implementation of complete lock out and tag out

Lock Out/Tag Out* is a critical procedure for protecting employees who inspect, clean, or maintain machinery or equipment from dangers due to malfunction or incorrect use of the machinery. From 2017 to 2018, we focused on developing Lock Out and Tag Out tools and procedures, and held education and training at all of our facilities.

*Lock Out: To shut off the source of energy (power) supplied to the machine or device, lock the starting device, and prevent others from operating the machine.

*Tag Out: The use of tags to prohibit the operation of machinery shut off or equipment during shutdown of the energy source of the machinery.



Lock Out/Tag Out station in each workplace



Locked out of the breaker of the machine.

Ergonomics evaluation

Ergonomics evaluations are conducted at all CoorsTek Group business sites. In fiscal 2018, ergonomics experts from the U.S. evaluated Oguni, Hadano, Kariya, and CoorsTek Nagasaki sites (CoorsTek Tokuyama is scheduled to be implemented in 2019).

Each site is initiating planned improvements based on the evaluation results.

*Ergonomics: Optimize machine design and work methods to reduce burdens on the body and to prevent illness.



Hadano Facility



Kariya Facility



CoorsTek Nagasaki

Employee health

Physical health management

To create workplaces conducive to employee health, the CoorsTek KK Group mandates medical checkups and provides opportunities for health management and counseling about all aspects of health based on the medical checkup results. As a measure to prevent health problems due to overwork, we address the health problems of individual employees by offering consultations with industrial physicians, which can also be arranged based on employee requests.

Mental health

The Group provides preventive training for managers to promote early stage awareness of persons who might have mental health problems and ensure that they are not overlooked, and provides education to enable employees to recognize any change in their mental health. We provide care for employees by assigning counselors and instituting return-to-work support programs for employees who have taken leave due to mental health problems so they can smoothly return to work.



Learning about mental health issues (Oguni Facility)



Learning about mental health issues (CoorsTek Tokuyama)

Promotion of health

The CoorsTek Group holds various activities and recreational activities to promote the health of employees. At our Oguni Facility, employees from six companies in the town held softball events to promote health and interact with other companies.



Softball tournaments (Oguni Facility)



Soft volleyball tournament (CoorsTek Tokuyama)



Labor-Management Mutual Aid mini volleyball Tournament (CoorsTek Nagasaki)