

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

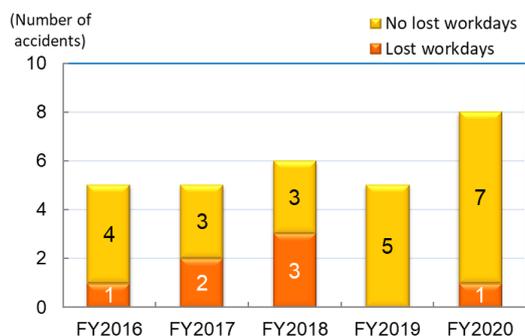


Occupational Accidents

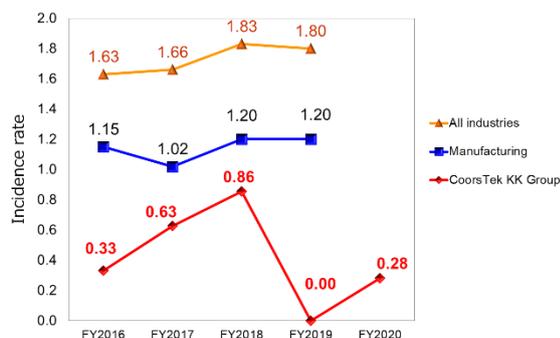
Occupational accidents

In fiscal 2020, there were eight occupational accidents in the CoorsTek KK Group. One of them was a lost work accident. This is the highest number of occupational accidents in the last five years. Since there are many occupational accidents involving workers with relatively inexperienced years, we once again provided safety training for workers who have been in the company for less than five years. We strive to eliminate all accidents through initiatives such as using protective guards on machines, improving risk levels of safety and maintenance devices, Foresight 4 Safety ("kiken yochi," or hazard prediction) - the point-and-call risk reduction system, and policies for risk reduction. In 2020, one facility in CoorsTek Tokuyama achieved zero occupational accidents and achieved no accidents for the ninth consecutive year.

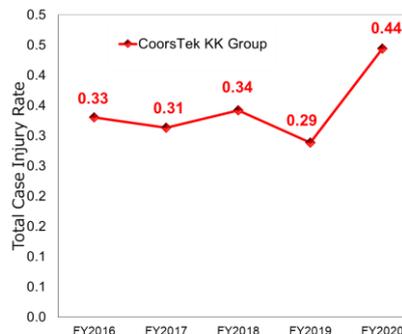
◆ Occupational Accidents in the CoorsTek Group



◆ 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 2020 Priorities and Results

Fiscal 2019 Priorities	Objectives	Performance	Evaluation*4
1. Initiatives to eliminate occupational accidents	(1) Establish “kiken yochi” hazard prediction and point-and-call system	Systematically conducted	○
	(2) Promote risk reduction • Unification of risk assessment(RA) format • Improvement of 5% or more for Risk Level*1 II and III • Improvement of 5% or more for Ergonomics evaluation A and B *2 • Nearmiss(NM) Injury ratio*3: 154 or more	• Unification of RA evaluation criteria • Level II III:9.6% • Ergonomics:18.5% improvement • NM Injury ratio:166	◎
	(3) • Introduction of CoorsTek global standards • 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)	Education by industrial physicians and occupational health consultants	○
	(2) Improvement and enhancement of mental health environment	Systematically conducted	○

*1 Risk Level II: Risk requiring systematic reduction measures, Level III: Risk requiring prioritized reduction measures
 *2 Ergonomics evaluation A: Tasks with a high amount of stress, B: Tasks with a moderate amount of stress
 *3 Nearmiss(NM) Injury ratio: Nearmiss number/Injury number
 *4 ◎ Objective exceeded ○ Objective achieved △ Objective not achieved

◆Fiscal 2020 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 CoorsTek Global Standards and enhancement of safety levels based on health and safety guidelines	2. Physical and mental health maintenance and improvement (1) COVID-19 (2) Awareness of the importance of improving medical checkup results (3) Improvement and enhancement of mental health environment
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Occupational Safety and Health Management

Raising awareness of safety and health

Every year, at each workplace, we are working to raise health and safety awareness by Foresight 4 Safety and 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.

In 2020, Message transmission, health and safety commendations, awareness-raising activities, etc. during National Safety Week were held using a remote system, taking measures to prevent infection due to the influence of COVID-19.



Foresight 4 Safety (Kariya Facility)



Foresight 4 Safety (Coorstek Tokuyama)



Live delivery of awards ceremonies and Plant Manager messages at National Safety Week events to each workplace (Oguni Facility)

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.



Health and Safety Training for newly hired employees (Oguni Facility)



Health and Safety Training for newly hired employees (Kariya Facility)

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 for newly hired employees (Oguni Facility)



Hands-on training (Kariya Facility)



Hands-on training(Risk test) (CoorsTek Nagasaki)

Implementation of complete lock out , tag out, and try out

Lock Out/Tag Out/Try 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, Tag Out and Try 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.

*Try Out: Confirm that mechanical equipment does not move by checking residual energy and turning on the start switch (testing).

Activities of risk reduction

Installation of Machine Guarding

All CoorsTek KK Group is working on the installation of machine guarding * based on the Group Safety and Health Guidelines. For newly installed equipment, safety is evaluated by pre-installation environmental evaluation and equipment design review, and for existing equipment, machine guarding is systematically installed based on the evaluation results of risk assessment.

* Machine Guarding: Doors, fences, automatic machine stop function, etc. to prevent workers from touching the hazards of the machine.



A guarding with an interlock is installed at the doorway of the auto stocker. (Oguni Facility)



Minimize the exposure of the rotating parts of the processing machine, and install a guarding on the outside of the device. (Kariya Facility)



Install a cover with an interlock on the processing machine (CoorsTek Nagasaki)

Ergonomics improvement

All CoorsTek KK Group is working on planned improvements based on the evaluation results of Ergonomics with the aim of reducing the workload of employees.



Before



After

The work load is reduced by pulling out the polishing table toward you and adjusting the height. (Oguni Facility)



Before



After

Change to the lifting carriage, reduce the burden on the waist (Kariya Facility)



Before



After

Lower the position of the product carry-in port of the device, reduce the work to lift the product (Hadano Facility)

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 Health and mental health issues
(Hadano Facility)

COVID-19 measures

CoorsTek KK Group has established, disseminated, and implemented rules regarding changes to New Way of Working in response to the COVID-19 pandemic. For example, temperature screening, ensuring social distancing, setting up partitions in living rooms and conference rooms, thorough disinfection and ventilation, and disinfection training in the event of an infected person. In addition, the staggered shifts and work from home system was also introduced.



Temperature screening at the guard house
(Oguni Facility)



Confirmation of the disinfection procedure
(Oguni Facility)



Daily disinfection work
(Oguni Facility)



Partition installation
(Hadano Facility)

Award

Hadano Facility received the "Kanagawa Labor Bureau Director's Commendation: Award for Excellence" at the Occupational Safety and Health Awards held during 2020 National Safety Week. The award, intended to be awarded to the business park, which is recognized as standards related to safety and health in the region is particularly good and a model for others, is what is awarded to one facility in Kanagawa Prefecture.



Kanagawa Labor Bureau Director's Commendation
(Hadano Facility)