

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

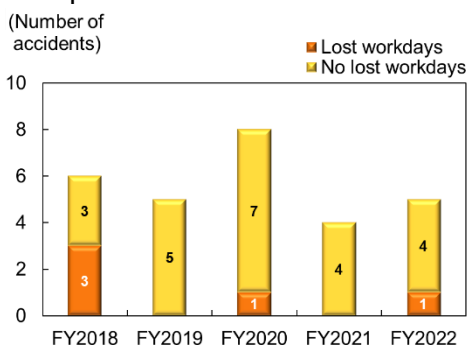


## Occupational Accidents

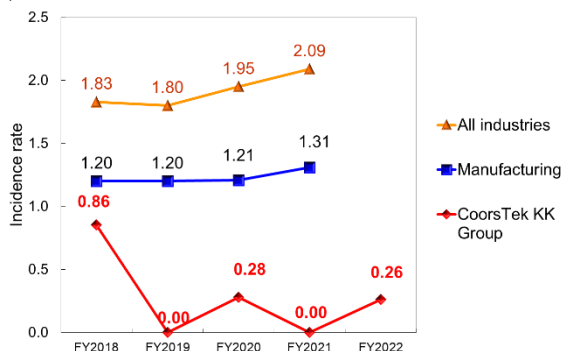
### Occupational accidents

In FY 2021, there were five occupational accidents in the CoorsTek KK Group. There was one lost work accident. This is the average number of occupational accidents in the last five years. All injured workers had less than 5 years of experience. Human error was cited as one of the factors. In the second half of FY2022, we conducted human performance education for managers and supervisors, and in FY2023, we plan to conduct human performance education for general employees. We will continue to provide safety training for workers and 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 2022, two facilities, Kariya Facility and CoorsTek Tokuyama, achieved zero occupational accidents and achieved no accidents for ten consecutive years.

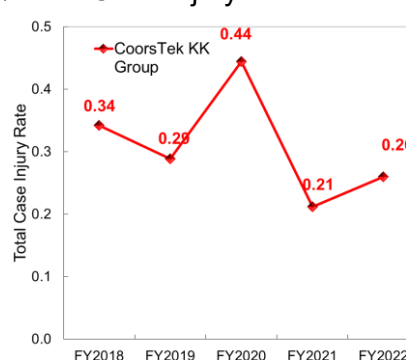
#### ◆ Occupational Accidents in the CoorsTek Group



#### ◆ 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.

#### ◆FY 2022 Priorities and Results

FY 2022 Priorities	Objectives	Performance	Evaluation*4
1. Initiatives to eliminate occupational accidents	(1) Improve Human Performance	·Conducted human performance education for managers and supervisors	○
	(2) Promote risk reduction ·Unification of risk assessment(RA) format ·Improvement of 5% or more for Risk Level*1 II and III ·Improvement based on ergonomics*2 ·Nearmiss(NM) Injury ratio*3: 221 or more	·Unification of RA evaluation criteria ·Level II, III: 12.6% improvement ·Ergonomics: 113% improvement ·NM Injury ratio: 288	◎
	(3) ·Introduction of CoorsTek global standards ·Enhancement of safety levels based on health and safety guidelines	·We have changed to horizontal deployment of countermeasures for incidents that have occurred since May. ·Completed all improvements for the initial failure of the machine guard.	◎
2. Physical and mental health maintenance and improvement	(1) COVID-19	·Infection prevention measures, response after infection and implementation of spread prevention measures	○
	(2) 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	○
	(3) 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: Optimizing machine design and work methods to reduce physical burden and prevent illness.

\*3 Nearmiss(NM) Injury ratio: Nearmiss number/Injury number

\*4 ◎ Objective exceeded ○ Objective achieved △ Objective not achieved

#### ◆FY 2023 Priorities

1. Initiatives to eliminate occupational accidents (1) Improve Human Performance (2) Promote risk reduction	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 2022, 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  
(Oguni Facility)



Foresight 4 Safety  
(Nagasaki Facility)



Live delivery of awards ceremonies and  
Plant Manager messages at National  
Safety Week events at each workplace  
(Hadano 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.



Foresight 4 Safety Training  
(Hadano Facility)



Health and Safety Training for  
new employees  
(Kariya Facility)



Health and Safety Training for  
new employees  
(Nagasaki 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.



Training to find risks  
(Oguni Facility)



Risk of caught in machine  
(Hadano Facility)



Risk of cut by sharp object  
(Kariya Facility)

## 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.

\*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).



LOTOTO Training  
(Oguni Facility)



LOTOTO Training  
(Coorstek Tokuyama)

## 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 had been systematically installed based on the evaluation results of risk assessment. In FY2022, we have completed improvements to initial machine guard failures at all facilities and CoorsTek Tokuyama. We will continue to improve our machine guards based on regular risk assessments, Foresight 4 Safety, near-miss information, and other risk reduction activities.

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

### 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

Improved heavy lifting work methods:  
Introduced lifting lifters with rollers  
(Oguni Facility)



Before



After

Improved disposal of heavy materials:  
Installed chain blocks  
(Hadano Facility)



Before



After

Improved storage method for muffle tools:  
Introduced dedicated carts  
(Kariya Facility)



Before



After

Improved solid matter removal work in slurry tanks:  
Introduced of high-pressure washing machine  
(Nagasaki Facility)



## **Risk assessment of workplaces for pregnant women**

In order to assess whether there are any operations that are burdensome for pregnant women, CoorsTek group categorizes the work environment, work posture, and work restrictions, and conducts risk assessments for each item, and strives to ensure that safety and health are maintained based on the evaluation results.

## **Employee health**

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### **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.

### **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 and are continuing.