

Occupational health and safety

Mitsui Kinzoku Group holds that occupational health and safety is essential for business continuity. We provide a safe worksite environment not only for our employees but also for cooperative companies, contractors, and visitors to plants. We are also improving occupational health and safety initiatives, including responses to COVID-19, global implementation of the initiatives, and reinforcing measures in line with the Mitsui Kinzoku human resources system reform.

Policy and management system

Mitsui Kinzoku Group is committed to creating a safe and comfortable work environment. This is based on our Basic Policy on Health and Safety, in which it states that "ensuring the health and safety of all people working for Mitsui Kinzoku Group is the most important element for conducting business activities." We also believe that the development of a corporate culture that places health and safety first will lead to increasing productivity and reducing operational and business risks, and even to strengthening our relationship of trust with employees and solidifying our business foundation in the medium to long term.

In areas with travel restrictions due to COVID-19, we implement safety audits in a remote format using ICT. Details that cannot be verified remotely are intensively checked during onsite inspections after the travel restrictions are lifted.



(Internal safety audit)

Health and safety training

Mitsui Kinzoku Group conducts health and safety training for employees regularly to increase their level of awareness of health and safety, ensure thorough compliance with health and safety regulations, and cultivate a corporate culture that places health and safety first.

We provide training materials in multiple languages and make them available on our corporate intranet for employees to review or reference at any time.

Health and safety training provided in FY2021

Purposes	Major training programs
Expand knowledge on health and safety across the Group (Knowledge required for each position, key initiatives in the year, good practices, latest trends)	<ul style="list-style-type: none"> New employee training Job-rank-based safety training Laws and regulations lecture Lecture by an external expert
* Conducted remotely	
Promote compliance with safety rules and improve risk perception at manufacturing sites	<ul style="list-style-type: none"> "Kiken Yochi" activity (hazard prediction) Experiential risk training Risk assessment training Safety communication activity PPE training Emergency training (fire/earthquake)
* Conducted face-to-face with measures for COVID-19	

* More information on occupational health and safety is available on our website. <https://www.mitsui-kinzoku.com/en/csr/society/occupational/>

Accident prevention initiatives

1. Promotion of the lockout system

Occupational accidents could occur caused by human errors, such as accidentally switching on a machine whose operation has been suspended for cleanup, refueling, inspection, repair, adjustment, construction, or other work. The lockout system is a system that shuts off and locks the power source of mechanical devices to prevent occupational accidents that could occur due to erroneous operation and protects the safety of workers. We launched this system in Japan in FY2019, and along with reviewing the operation of it, we started full-scale implementation at all our overseas sites in FY2021. In FY2022, we will consider introducing this system to shut off pressure, temperature and liquid, and will work to increase the number of facilities to which lockout can be applied.

2. Establishment of new safety standards

In FY2021, Mitsui Kinzoku Group newly established a Mitsui Kinzoku Forklift Equipment Standard and a Mitsui Kinzoku Disc Grinder Use Standard to prevent accidents caused by erroneous operation of machines and equipment. The standards were prepared with reference to internal and external accidents and were developed as group-wide standards for the installation and operation of machinery and equipment. Both standards and explanatory materials are available in Japanese, English and Chinese, and are now in use at all sites around the globe. We will review the status of operation through internal safety audits beginning in FY2022.

3. Safety initiatives for senior employees

Mitsui Kinzoku has raised the mandatory retirement age to 65 since FY2021. In addition, as the age range of our employees is expected to rise along with the aging of Japanese society, we are developing a safety management system for senior employees so that they can work safely and with peace of mind for an extended period of time.

Aging tends to reduce some physical functions, which may be a factor that increases the incidence of occupational accidents among senior employees. In FY2021, we implemented safety training for managers and senior employees. In addition, based on risk assessments, we worked to create a comfortable work environment by improving lighting, eliminating steps, and taking measures against heat, as well as reviewing some of the work manuals to ensure that even senior employees can operate equipment safely. We plan to pursue these activities going forward.

Safety performance in 2021

With the exception of domestic consolidated affiliates, the frequency rate of accidents in each of the categories was significantly lower than both the manufacturing average and the non-ferrous metal manufacturing average. And in each category, the severity rate of accidents was lower than the industry average.

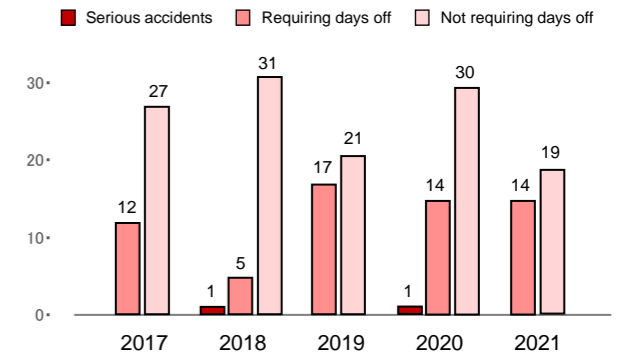
We will continue to analyze the causes of the accidents and take measures to prevent recurrence.

* Figures for the years 2017 to 2022 revised in this report due to an error in the frequency rate of accidents.

Safety performance in 2021

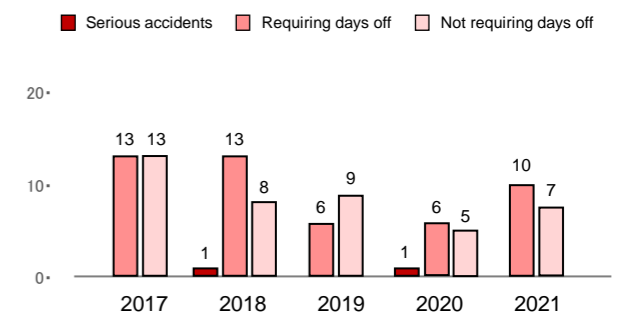
Trends in the number of accidents in sites in Japan

※ Including accidents that occurred in cooperative companies and contractors



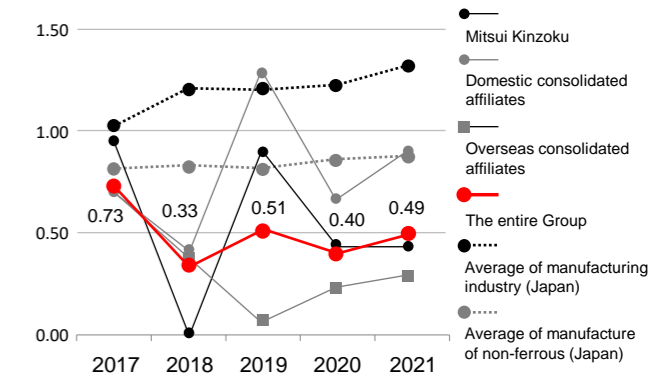
Trends in the number of accidents in overseas sites

※ Including accidents that occurred in cooperative companies and contractors



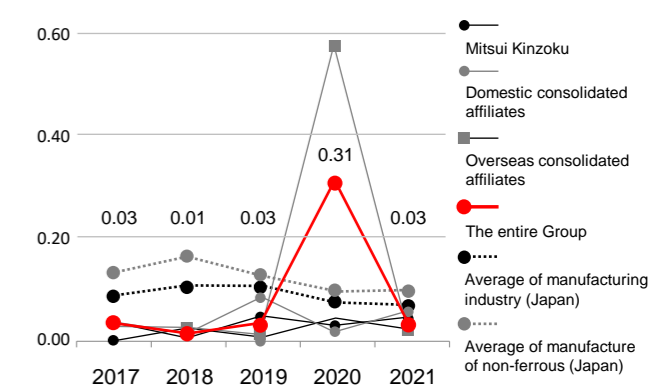
Frequency rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



Severity rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



The values shown in the graph are for the entire Mitsui Kinzoku Group as a whole