



Initiatives for Occupational Health and Safety

The ADEKA Group considers safety and security to be the most important issues for companies, and as such strives to establish a safe workplace by enhancing the awareness of all employees through the operation of OHSAS 18001, an occupational health and safety management system, the establishment of health and safety committees at every workplace, and the activities of the Zero Accident Committee.

Occupational Safety

The ADEKA Group strives to eradicate workplace accidents and injuries and maintain safe operations.

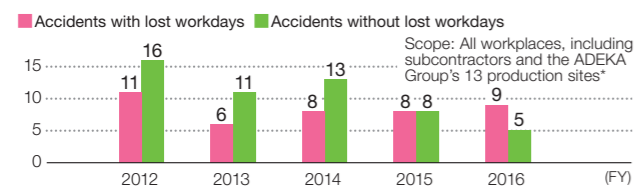
• Safety achievements and issues for fiscal 2016

In fiscal 2016, 9 accidents occurred at the ADEKA Group that resulted in lost workdays and 5 without lost workdays. Although the overall number of accidents dropped from fiscal 2015, accidents resulting from actions by young employees that deviated from the rules increased, creating some concern for the Group in terms of achieving an accident-free workplace.

ADEKA's plants, laboratories, and the Group's production bases within Japan are audited annually by the company's Environmental Protection Division. The audit process reviews the annual activities of these sites and provides guidance to improve any unsafe conditions identified during the site visit.

In addition, to prevent unsafe behavior that deviates

▶ Number of accidents by year



*In fiscal 2017 the scope was changed to ADEKA Group's production base, diverging from the prior year's report.

▶ Targets and Actual Results for Fiscal 2016 and Targets for Fiscal 2017

Item	Targets for FY2016	Actual results for FY2016	Targets for FY2017
Workplace safety and security reinforcement	• Promoting zero-accident workplaces	• Made repeated and persistent calls to be attentive at workplaces • Produced a safety awareness video in Japanese, English, and Chinese, distributed to the Group's production sites and laboratories	• Continue information-sharing toward achieving zero-accident workplaces • Enrich the content of the safety awareness video • Ensure that employees understand basic rules on safety; strengthen onsite inspections
	• Reinforcing safety measures	• Conducted "know-why" training ^{*1} at all plants and laboratories on an ongoing basis and confirmed the effectiveness of these educational activities through an audit	• Repeatedly drill young employees and transferees and continue "know-why" training
	• Improving Group-wide safety level	• In addition to the Group's production bases in Japan, 5 overseas production bases were included to the sites for onsite inspection	• ADEKA Mother Plant and Environment Safety & Quality Assurance Department will cooperate to continue providing safety support and guidance to overseas Group production bases

*1 Understanding the reasons and objectives for and principles of certain procedures by questioning why things are done the way they are, rather than merely applying the details in operating manuals without giving them much thought.

from the rules, we are taking steps to broaden prevention activities throughout each division by performing repeated and persistent reviews as a corrective to the tendency to forget or take shortcuts, calling employee attention to this matter, and making headway with education and guidance, thereby ensuring that measures to prevent the reoccurrence of accidents are put into practice.

• Initiatives to prevent workplace accidents and injuries

Following frequent workplace accidents involving young employees, we have initiated activities to deepen the understanding of fear and danger among the younger employees toward preventing accidents.

At the Chiba Plant, 109 young employees participated in a program which demonstrated serious accidents that can occur during work hours, such as an explosive boil caused by enthalpy of neutralization. The demonstration was videotaped and converted into a safety awareness video in Japanese, English, and Chinese. It included scenes from serious accidents that have occurred in and outside of Japan and indicated what to watch out for. The video was distributed to the ADEKA Group's production sites.

In addition, to better prepare our employees by cultivating a sense of dangerous situations, we set up a facility in the Urawa R&D Laboratory where employees can experience simulations of accidents that can occur during routine work, such as dust and solvent explosions.

• Fostering safety cultures for production sites at overseas Group companies

As part of our initiative to manage the increasing number of overseas production sites, the ADEKA Group is fostering safety cultures by ensuring four areas of safety^{*2} throughout the Group.

Improvement Activity Presentations are held twice a year at all production sites. Their purpose is to build employee awareness through the sharing of accident prevention activities undertaken by staff, streamlining production, and reducing waste, including waste water, and more.

In fiscal 2016, onsite inspections were conducted at the overseas production sites where accidents had occurred. Information on prevention measures and details on the guidance provided during the onsite inspections were shared with the local companies, the main plant in Japan, and the Environment Safety & Quality Assurance Department, and follow-up was also provided.



Onsite inspection at an overseas Group production site

*2 ADEKA Group's exclusively designed initiative for conducting PDCA cycles in four areas of safety: occupational, quality, equipment, and environmental, the items deemed important for plant management and require top priority.

VOICE

Safety Awareness Video Offers Another Opportunity to Think about Safety

Ludovic Fleury
Team Manager in Production
ADEKA PALMAROLE SAS



This video demonstrates how potentially dangerous situations may happen in daily working operations, even if specific situations cannot occur in our plant. We are more concerned about static electricity associated with filling big bags. Friction between granules may generate dust and static electricity, potentially creating a momentary explosive atmosphere. It is important to be involved in security matters both for ourselves, our colleagues, the equipment and the plant and always comply with safety rules. In our plant signalization exists on production lines and in hazardous zones. A map displays potential risk areas. In addition, management information and controls are maintained every day.

Employee Health Management

• Mental health care initiatives

ADEKA conducted a stress check test in May 2016 under the revised Industrial Safety and Health Law, and each workplace implemented improvement activities based on the test results. Also, mental health training was conducted for managers so that they can better support their staff by enhancing understanding of the supervisor's role and to prevent mental health disorders. A total of 387 managers in the Group took part in the training.

• Reinforcing the health and safety of overseas employees

The ADEKA Group is reinforcing its health and safety measures to adapt to the rising number of employees working overseas as well as those traveling abroad on business. In fiscal 2016, training for overseas safety and medical care was conducted to safeguard traveling employees, and 380 employees from throughout the Group attended, including those participating through video conference.

Employees working overseas use the medical examination program as well as telephone interviews with an industrial doctor or face-to-face interviews with the doctor during temporary returns. A 24-hour medical assistance service provides consultation with doctors and other support for any emergency that may arise during an employee's overseas stay. In addition, we have been taking steps since fiscal 2016 to provide external training for medical and mental health care to all employees scheduled to work overseas as well as their families. We will continue our health and safety training activities to improve employee awareness of health management.



Overseas crisis management seminar

• Preventing impaired health from chemical substance

New findings have been recently announced on the hazardous properties of chemical substances, such as related to the rising occurrence of bladder cancer. Information on such hazardous properties and revisions to the Industrial Safety and Health Law are immediately distributed to plants and laboratories as soon as they are available. This is followed by actions, such as confirming the use of such substances and their control status, in order to prevent employee impairment resulting from chemical substances.