

Occupational safety and health

P16 CSR Policy 7

● Measures for occupational safety and health

The Hitachi Chemical Group is actively involved in preventing occupational accidents and in maintaining and improving employees' health to create a safe and comfortable working environment.

In our domestic operations, within the framework of the Industrial Safety and Health Law and related laws as well as our own working regulations, Safety and Health Committees comprising company physicians and health supervisors, along with management and labor unions have been arranged at each business site to implement measures for securing the safety and health of employees and for maintaining their physical and mental health.

To increase the effectiveness of these measures for preventing occupational accidents, we have been working to obtain OHSAS 18001* certification and to firmly establish these standards. As of May 2009, all Hitachi Chemical business sites have obtained certification. Next we intend to thoroughly establish occupational safety and health measures incorporating the concepts of this system at all Group companies, which will then be encouraged to obtain certification as appropriate.

We will continue to reduce the risk of accidents and disasters by combining management systems for occupational safety and health and risk assessment under OHSAS 18001* with "Hiyari-Hatto" (Near-miss) programs and risk prevention training.

* OHSAS 18001: International standards for occupational safety and health management system

● Implementing OHSAS 18001 standards

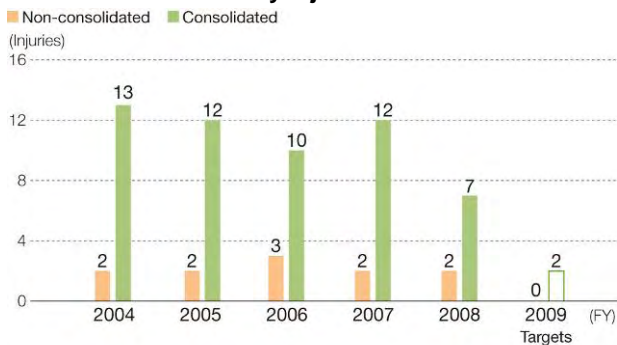
Hitachi Chemical reduces occupational accidents and related management risks by systematically and effectively analyzing and controlling occupational safety and health risks faced by employees and other stakeholders during operations. This is done in line with OHSAS 18001 standards and by consistently improving our management system for occupational safety and health.



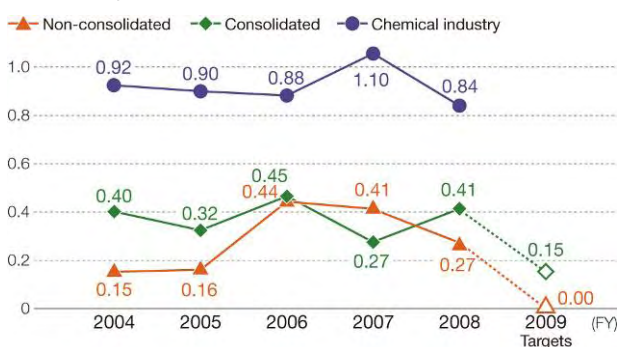
Review for OHSAS 18001 certification

We will continue to create a safer and more comfortable working environment for all employees.

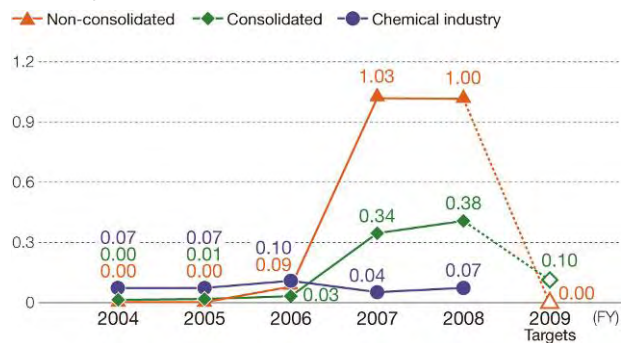
Number of lost-workday injuries



Frequency rate



Severity rate



● Implementing safety audits

The Hitachi Chemical Group conducts annual environmental safety audits at each domestic business site. An audit team composed of staff from other sites is organized according to the size of the site being audited. The team checks the effectiveness of the safety management system by reviewing documentation and conducting on-site audits and provides guidance for improvement where necessary.

Overseas, we are conducting Environmental Safety Mutual Audits between the Southeast Asian Block and the Chinese Block every year in order to maintain and improve occupational safety and health.

● Promoting occupational safety and health education

The Hitachi Chemical Group regularly conducts safety and health management training. Three programs are offered according to position level: a Basic Course, a Supervisory Management Course and a Manager Course.

The Checkpoints for Workplace Safety Audit, which identifies the checkpoints for each machine and equipment based on past examples of accidents, is used as the textbook in these training courses. We also prepared English and Chinese language versions for training employees at overseas Group companies.

In July, we hold an annual Group-wide Environmental Safety Presentation Workshop, attended primarily by managers and supervisors, to share information on promoting measures for environmental protection, and employee safety and health.

● Conducting disaster drills

Every year, comprehensive disaster prevention drills are conducted at each business site in May and November to review our disaster prevention management plans and safety facilities and to raise employee awareness of safety.

The Hitachi Chemical Group also maintains its own firefighting teams to provide emergency response in case of accidents and disasters. The teams regularly conduct drills ensuring rapid response to emergencies.

- **Physical and mental healthcare**

The Hitachi Chemical Group provides health checkups for all employees at least once a year. We particularly emphasize the prevention of lifestyle diseases, and we offer specialized checkups and guidance based on the results in collaboration with the health insurance union. We help our employees maintain their health by encouraging them to undergo a variety of checkups, including complete physical and psychological examinations. Medical checkups are also available for employee spouses.

With respect to mental healthcare, a variety of our measures includes allocating certified psychological counselors on a full-time basis at Hitachi Chemical's head office and provision of counseling services for all employees. In addition, at each of our business sites, we regularly offer opportunities for interviews with company physicians as well as mental healthcare lectures to raise employee awareness of the importance of maintaining both physical and mental health, thereby encouraging them to care for themselves.