

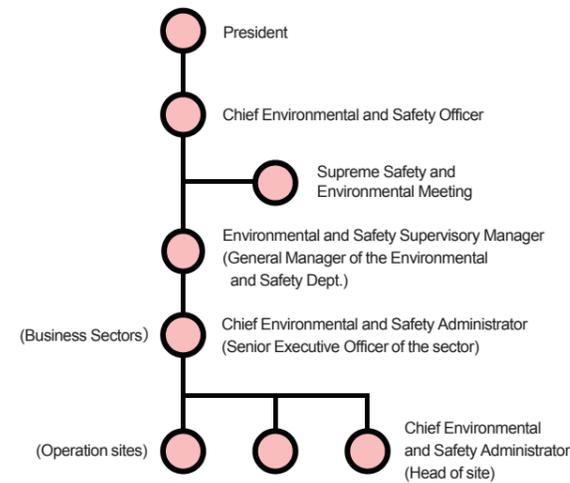
Occupational health and safety

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.

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.

Environmental and Safety Management System



Health and safety management system

Mitsui Kinzoku Group adopted the occupational health and safety management system, OHSAS 18001, for major sites. Currently, we are working to sequentially change this to ISO 45001 certification. For small-sized sites, we developed an internal certification system. At each site we work to realize an upward spiral motion by going through the PDCA cycle in accordance with the management system. Improvements to the issues identified by the review are incorporated into measures such as risk assessments and health and safety training.

We implement internal safety audits both in Japan and overseas in order to confirm the operational situation of the management system at the manufacturing sites. The internal safety auditing body checks for compliance with laws and regulations, such as regarding the notifications, inspections, and measurements, in addition to pointing out hazardous places and following up on improvements made.

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.

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 Rank-based safety training Laws and regulations lecture Hands-on training at other companies Lecture by an external lecturer Training for instructors of the lock out system*
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 Safety equipment training Emergency training (fire/earthquake)

* Newly introduced in 2019



Training for instructors of the lockout system

Promotion of the lockout system

Mitsui Kinzoku Group defines the "President's policy on Important health and safety issues" every year that raises key initiatives for the following year. The President's policy for 2020 gives priority to preventative management. As one of the actions to achieve this, a lockout system has been introduced within the Group.

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.

To introduce the lockout system, a promotion project team made up of members from the Environment & Safety Department and technical and machinery managers of each site was launched in FY2018. In FY2019 the lockout standard was established as the standard of operation of the system. Sixty managers of the sites have been trained as instructors, who, in turn, have provided training to applicable workers at their respective sites, using video materials created by the company, to ensure that the lockout system will be operated effectively across all the sites. Lockout kits including locks have also been made available for use at the sites gradually to begin the full-scale operation of the system. From FY2020, we will review and improve the system regularly to maintain their effective operation in order to prevent occupational accidents.



Lock out of valves

Safety performance in 2019

The frequency rate of accidents of Mitsui Kinzoku as well as domestic consolidated affiliates exceeded the average for the manufacturing industry as also for the non-ferrous metal manufacturing industry. We are analyzing the causes of accidents and taking measures for recurrence prevention.

Health and safety support against COVID-19

Mitsui Kinzoku Group strives to ensure the health and safety of employees when an emergency occurs. With the spread of COVID-19 in Japan and overseas, we are giving first priority to the safety and peace of mind of employees and taking measures to ensure health and safety in their workplaces.

For office workers

- Provided information about health management and mental health care for working from home
- Provided information on how to set up an environment for working from home

For workers at manufacturing sites

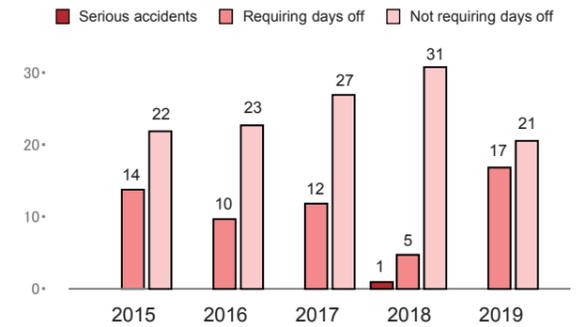
- Took measures to both prevent heat stroke and avoid the "Three Cs."*
- Thoroughly disseminated rules for wearing masks in hot environments
- Shared disaster prevention precautions when restarting operations
- Emergency measures (fever/heat stroke)

* "Three Cs.": Abbreviation for "closed spaces, crowded places and close-contact settings", which is presented by the Ministry of Health, Labor and Welfare of Japan.

Safety performance in 2019

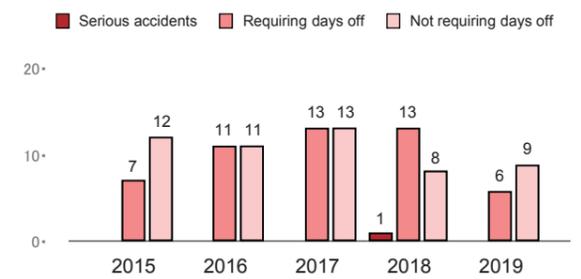
Trends in the number of accidents in sites in Japan

※ Including accidents that occurred in cooperative companies and contractors



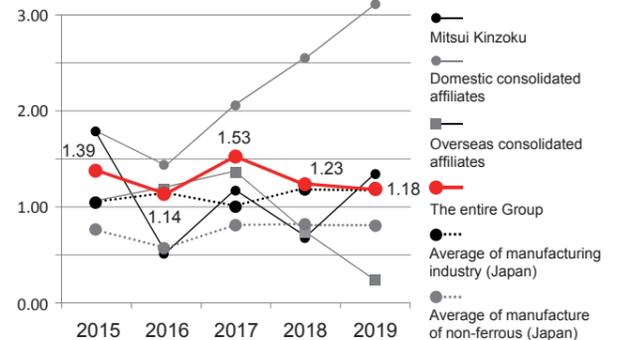
Trends in the number of accidents in overseas sites

※ Including accidents that occurred in cooperative companies and contractors



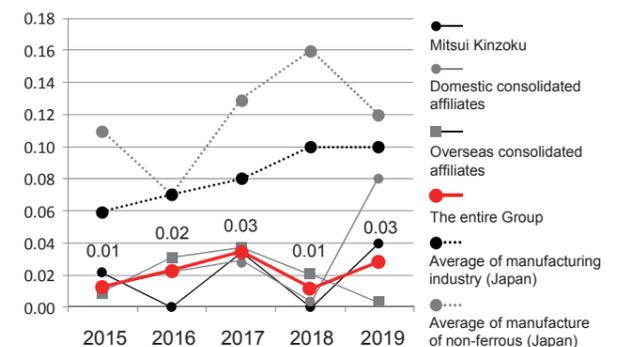
Frequency rate of accidents

※ 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