

# Occupational Health and Safety

Principle five of our Corporate Philosophy: We will enable our employees to achieve a healthy lifestyle by creating an environment that assures their health and safety.

## Putting Our Corporate Philosophy into Practice

"We will enable our employees to achieve a healthy lifestyle by creating an environment that assures their health and safety." In line with this principle, we are taking active steps to create a comfortable work environment—an environment that is healthy, safe, and secure for employees.

**安全衛生憲章**

SANDEN

センターグループ各社は、国際企業としての責任を認識し、安全、衛生、職場環境の向上を絶えず追求し、そこで働く社員は健康で、安全で、安心して働ける最適な職場環境を築き、維持するために積極的に行動する。

安全衛生行動指針

- 1 **法の遵守**  
我々は、法を遵守し、社内規則や規定及び業務手順やマニュアルを制定し、厳格に執行する。
- 2 **安全管理**  
我々は、職場や作業に潜む災害危険に対する感性を高め、労働災害の発生を回避する。
- 3 **健康管理**  
我々は、全社員の健全な精神と身体を形成するため施策を提案し、諸施策を実施する。
- 4 **教育**  
我々は、安全衛生教育を計画的に実施し、健全で安全な職場の実現のために積極的に活動する。

## Convention on Health, Safety, and the Environment

Every year in June, Sanden holds its Convention on Health, Safety, and the Environment, which includes participation by domestic parts manufacturer affiliates, to promote the health, safety, and environmental activities of the Company and the rest of the Group and raise consciousness regarding related issues.

In fiscal 2005, Sanden held a seminar on earthquakes in Japan. Attracting about 160 participants, the seminar featured a presentation by Dr. Masayuki Takemura, a well-known scientist who works at Kajima Corporation. The event provided valuable information on how employees and companies should be prepared for an earthquake.



Dr. Masayuki Takemura gives a presentation on earthquakes in Japan.

## Health and Hygiene Activities

### Effective Medical Checkups and Health Guidance

Sanden employees undergo regular physical examinations that include all legally mandated items along with additional items designated by Sanden. We exercise care to assist everyone, including new employees, to lead a healthy life and prevent the onset of lifestyle diseases. We have created a periodic health checkup system in which industrial physicians evaluate employees. The system is designed to reduce wasteful healthcare expenses while providing for timely and effective follow-up tests when problems are discovered.

### Health and Hygiene Activities at Group Companies

Sanden backs up the health and hygiene activities of 12 Group companies. We visit workplaces on a regular basis, attend Health and Hygiene Committee meetings, and conduct consultations concerning follow-up tests for annual physical examinations and other healthcare matters. Assistance is provided in a manner that reflects the level and priorities of health and hygiene activities at each company.

### Health Management Education

Sanden has health management courses tailored to the needs of different age-groups. Activities include classes and individual study. At each monthly meeting of the Workplace Health and Safety Committee, an industrial physician discusses health-related themes applicable to specific Sanden business sites. Furthermore, at the pre-work morning health discussion periods, a workplace health professional discusses various themes to raise awareness of the importance of staying healthy. This gives all employees a better knowledge of health-related issues.

Training for new employees	Health Management Basics and Mental Healthcare
Life plan seminar For employees age 40 and older	Mental Healthcare and Prevention of Metabolic Syndrome
Life plan seminar For employees age 55 and older	Health Issues after Age 50 and Health Management to Lead a Better Life

### Support for Health Management and Improvement by Employees of Sales Offices in Japan

Occupational health professionals visited all 18 Sanden sales offices in Japan during fiscal 2005. The purpose was to gain firsthand information on the workplaces, jobs, morale, and working environments for employees posted at locations that are often far from their families. This information provided the basis for consultations concerning health-related issues. We also follow up on the results of employee physical checkups. Moreover, we hold one-on-one meetings with employees who are at least 40 and assigned to a post away from their families. We want to be certain they understand how to prevent the onset of lifestyle diseases. In a new initiative, we are collaborating with the health insurance association to conduct a campaign that encourages all employees at Sanden sales bases to stay healthy. Part of this campaign is an enjoyable team-based competition that helps employees to keep their weight down.



A brief occupational health gathering prior to the start of work

### Offering More Sources of Support

- We offer employees several ways to receive information concerning health-related subjects.
- Consultations with industrial physicians and occupational health professionals
- Mental health counselors and family health support provided by the health insurance association
- Consultations for individuals assigned to overseas posts (by e-mail, facsimile, or telephone)

## Fiscal 2005 Performance

### Sanden Group Workplace Accidents

There were two workplace accidents during in fiscal 2005 that caused a loss in working time and 14 other accidents that did not interrupt work. To prevent accidents, we have established a Workplace Health and Safety Committee and conduct a hazard prediction training.

