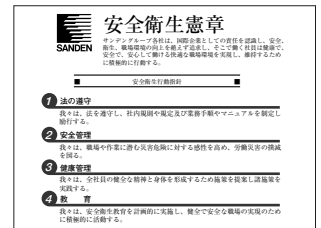


We will enable our employees to achieve a healthy lifestyle by creating an environment that assures their health and safety.

**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 have provided "SAFETY AND HEALTH CHAPTER", and we are taking active steps to create a comfortable work environment that is healthy, safe, and secure for employees.



**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 2006, 100 participants took part in this convention, and listened to Fumiko Numazawa, the head of the Total Health Support Center, speak on the subject of "the mental health of management." Ms. Numazawa directed her remarks to how we should view the issue of mental health, which is being treated as an increasingly more serious issue under Japan's revised Labor Safety and Hygiene Law.



General meeting for safety and health

**Health and Hygiene Activities**

Sanden's health and hygiene activities are organized around health management activities to address various health-related issues, including "metabolic syndrome," which includes the problems that arise in mid-life due to overweight, and mental health.

**1. Effective Medical Checkups and Health Guidance**

Sanden employees undergo regular physical examinations that include all legally mandated checks along with additional ones 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.

**2. Group Training for Staying Healthy**

**(1) Mental Health Initiatives**

At various workplaces, Sanden holds seminars based on the lecture and case study regarding "line care," which refers to enhancing the awareness of supervisory personnel the need for providing mental health support for their employees, conducting group training related to improving the workplace environment, and other related activities. Other activities include talks on health given by industrial medical personnel in meetings of Sanden's Safety and Hygiene Committee as well as comments by health maintenance personnel at regular morning meetings.

**(2) Health maintenance seminars for differing age groups**

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

**3. Expanding Opportunities for Receiving Advice**

Sanden also offers opportunities for employees to receive advice from industrial medical personnel and health maintenance personnel, obtaining mental health counseling from health insurance associations, and family health consultation.

**4. Health Management and Improvement Activities at Domestic Business Locations**

Sanden provides periodic health checks and follow-up guidance as part of its common health management system. Also, by having health maintenance personnel visit the workplace at Sanden's various business locations, opportunities are made available for receiving face-to-face health counseling.

**5. Health Management at Business Locations Outside Japan**

For employees and their families who are to be assigned to overseas posts, Sanden provides health management orientations and specific guidance following health examinations conducted prior to moving overseas as well as health consultation. After employees have taken up their overseas assignments, they can obtain guidance and advice from industrial medical personnel and health maintenance personnel via e-mail and telephone. We have also included a section on the Company intranet for persons stationed overseas and are continuing to strengthen health support for these personnel. In addition, Sanden contracts with specialized outside organizations to provide counseling prior to overseas assignments and to advisory services from medical personnel via e-mail, facsimile, and/or telephone.

**6. Teamwork with Group Companies**

To standardize safety and hygiene activities among Group companies, the persons in charge of safety and health in each company become the key players responsible for the active implementation of safety and health initiatives and facilitating the sharing of the latest information, based on Sanden's Safety and Health Charter. Health and safety issues of personnel in Group companies are addressed through periodic visits of health maintenance personnel, attendance at meetings of the Safety and Hygiene Committee, and the provision of health advice and guidance.