

Basic Policy on Health and Safety

The Morinaga Milk Group recognizes that health and safety are the foundation of the company and its management. We also recognized that ensuring safety in cooperation with the employees is the most important responsibility of the management and engages in activities to ensure safe and comfortable workplace for the employees.

<Basic Policy>

1. All employees work on safety and health activities and act to realize "safety first" practices and "zero accidents" at the workplace.
2. We promote the creation of a corporate culture and environment where "everyone always follows prescribed rules," and comply with the Industrial Safety and Health Act, related laws, and internal regulations.
3. We promote the creation of a work environment that is both physically and mentally comfortable and cooperate with industrial physicians to conduct periodic health examinations and health guidance to improve our employees' health.
4. We, especially our manufacturing department, work on the following safety and health activities:
 - (1) Implementation of measures to eliminate and reduce potential hazards and harmful effects through risk assessment
 - (2) Preparation of work standards for regular and irregular works, dissemination of those standards to employees, and compliance with the rules
 - (3) Prevention of the recurrence of occupational accidents through information-sharing and the promotion of activities to prevent similar disasters In particular, the implementation of measures based on past disaster lessons to completely prevent the recurrence of accidents such as "pinched and rolled," "falling," and "burn injury" types
 - (4) Implementation of safety and health audits (formal audit and internal audit) for the continuous improvement of health and safety levels
 - (5) Implementation of safety and health education and training to improve safety knowledge and safety awareness
 - (6) Promotion of the "Keep safe!" activities by all employees

Est. April 2017

Yohichi Ohnuki

President and Representative Director

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