



Health and Safety

Commitment to the elimination of industrial accidents

We thoroughly comply with the “Safety is our top priority” philosophy and perform comprehensive health and safety activities to ensure that employees can work with a sense of security.



Jon Poyner

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(SEWS) (U.S.)

Safety Is a Way of Life

I am currently in charge of safety management and disaster prevention activities at each SEWS site across North America. In the 22 years since I joined the company, I have been working to improve our safety management system, at first as an employee and then as a manager.

Under our corporate philosophy, “safety is our top priority,” we have adopted multifaceted approaches. However, what we really want is very simple; that is: “all employees go home the same way they came to work.”

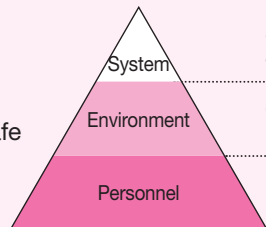
I believe in the idea that “safety is a way of life.” This means that our behaviors and attitudes toward safety should be the same at our workplace or home. We analyze the behavioral characteristics of individuals, promote efforts to help employees recognize their safety awareness and habits and recommend that they share safety knowledge with their family members and friends. All these organizational efforts are made simply because we want our employees to realize the idea that “safety is a way of life.” I’m very proud to be a member of a company that always strives to achieve the highest level of safety.

Philosophy and Policy

With “Safety is our top priority” as the foundation of our business, the SWS Group strives to secure the health and safety of its workers with a spirit of respect and rigor that affords no opportunity for industrial accidents. We will strive to achieve zero accidents by following our Safety Activity Policy, shown below.

› Safety Activity Policy

Vision 2017: Establish “Zero” risks
→ Achieve “Zero” accidents
Realize zero accidents with a safe environment and safe actions.



Safety management system

Standardize and establish an audit mechanism (compliance)

Safe environment

Implement 5S rules and create a safe environment for buildings, equipment and work

Prevent unsafe actions (education and training)

Improve safety knowledge and awareness

›› Focusing on Raising Global Awareness

Most of the industrial accidents that have occurred in our workplaces happened during non-core tasks such as transport, maintenance and cleaning as well as due to human error such as tripping or falling while walking. As a countermeasure to injuries caused by tripping or falling while walking, which have recently increased, we have implemented the “STOP Accident Campaign” for all Group employees (implementation periods: September 2014–June 2015 and February 2016–September 2016). We intend to eliminate industrial accidents through the campaign, which instructs employees on proper and efficient walking habits to prevent injuries caused by falling and promotes educational activities under the slogan “STOP” to raise safety awareness. Recognizing the importance of raising the level of safety awareness of every employee, we employ a wide range of approaches, such as putting up posters in different languages, having employees say safety phrases in unison, providing information through in-house broadcasting and a TV monitor display and conducting safety training. In addition, we created the Safety Handbook for Maintenance Work, which lists compliance matters for maintenance work, and distributed it to about 2,000 employees to raise safety awareness.

› STOP Slogan

- S** Do not take a short cut and watch your step
- T** Do not text or talk on the phone while walking
- O** Hold on to the handrails when using stairs
- P** Do not put your hands in your pocket while walking



Safety Handbook for Maintenance Work

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» Global Industrial Accident Statistics

Since we started compiling global industrial accident statistics in 2005, we have been working to unify disparate national standards by standardizing commonly used injury level definitions in order to facilitate comparative analysis. In fiscal 2016 we experienced a decrease in industrial accidents, including eight in Japan and three overseas. To further strengthen our health and safety management system, we are working to prevent the recurrence of industrial accidents through measures such as analyzing the underlying factors for each accident and changing programs for workplace equipment. We will take additional actions to address industrial accidents worldwide.

» Strengthening Safety Measures for Forklift Operators

Most of the transport work conducted in our workplaces uses forklifts, and forklift-related accidents can lead to fatal results. Therefore, we have been actively strengthening safety measures for forklift operators to eliminate these accidents since fiscal 2014. Some of the measures we have taken include the establishment of global forklift safety standards, separation of work areas, and the assigning of different work hours for regular workers and forklift operators so they are not present at the same times, and adopting a proximity alert system for pedestrians as well as warning lights. The effectiveness of these measures has been reflected in zero accidents caused by forklift operation in fiscal 2015 and 2016, and the measures have been completed in fiscal 2016.

» Equipment Certification

Since the introduction of a safety certification program for our production equipment in 2012, a risk assessment and safety confirmation must be conducted in areas where equipment is operated. Since most of the equipment, including locally procured equipment, was installed before this mandate, we started a review of our 15,418 pieces of equipment in fiscal 2016, which will continue into fiscal 2017, in order to confirm compliance with the current safety standards. In fiscal 2016, we placed priority on checking equipment with blades that could lead to serious accidents and those with rotating parts and crimping mechanisms and affixed safety stickers on equipment for which safety confirmation had been completed. As of the end of fiscal 2016, we have confirmed the safety of 81% of the total target equipment we intend to inspect by the end of fiscal 2017.

» Health Initiatives

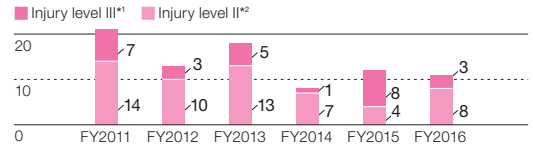
The “SWS Group’s Health Initiatives” were declared with the belief that the health of each employee is a prerequisite for a lively company. We have implemented specific health promotion measures along with three priority initiatives. For instance, in April 2017 we changed non-smoking day to a day on which we aim to prevent passive smoking, and we are promoting related awareness activities. Each worksite in Japan will put up informational posters and support maintenance and promotion of mental and physical health to contribute to the development of an effective workforce from the viewpoint of “Kenkokeiei*” (health and productivity management).

* “Kenkokeiei” is a trademark of the NPO Workshop for the Management of Health on Company and Employees.

• Walking Event

From the viewpoint of preventing metabolic and locomotive syndromes and encouraging employees to engage in exercise in enjoyable ways, we have been regularly holding walking events at the Suzuka Plant of Sumitomo Wiring Systems since fiscal 2013. In fiscal 2014, we added a road relay event for three-person teams to the walking event in order to facilitate communication among participants. We will strive for a healthy and vibrant corporate culture by promoting this event throughout the company and motivating employees to improve their physical and mental health.

» Number of Global Industrial Accidents



*1 Accidents resulting in lost work time (injuries involving partial or temporary functional decline and requiring ongoing medical treatment)

*2 Accidents resulting in no lost work time (injuries requiring short-term medical treatment)



Separating forklift operation from walking areas

» Three Priority Initiatives in Our Approaches to Health

- 1 Improvement of health systems in Japan and creation of a healthy workplace culture**
Improve the working environment to prevent the onset of physical and mental diseases.
- 2 Measures for mental healthcare**
Actively promote self-care (self-awareness and stress control) and line care (improving stress factors by supervisors).
- 3 Measures for physical healthcare**
Promote measures to prevent lifestyle-related diseases, aging and passive smoking.



Exercise Awakening through a Walking Event

Tan Lee (left) and Erika Satomi

Power Unit Division, Electronics Department, Sumitomo Wiring Systems

While participating in walking events, I naturally become friends with my teammates and those off my team by chatting about various subjects other than the numbers displayed on our pedometers. We had so much fun walking in groups with our friends and colleagues during a one-day walking event when the time just flew by. Afterward, we had lunch and everything was exceptionally delicious. A lottery event was held after the lunch, and surprisingly I won an admission ticket to the confectionary expo, which made me very happy. I was never that much into exercising, but participating in this event awakened something inside me. I am now running in ten-kilometer marathon events, and I'd love to participate in a walking day event such as the road relay again next year.



During a walking event