



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.



GLOBAL MESSAGE



Commitment to the Elimination of Industrial Accidents

“Safety is our top priority” as a business principle.

We recognise that the Health, Safety and welfare of our employees is vital to our organisation and are committed to the prevention of injury and ill health whilst maintaining a safe and clean working environment. I am responsible for Health Safety, Environment and Training across SEWS-E, covering Europe, Morocco and Egypt. I have worked for the company for 10 years and am very proud of all our employees’ efforts, in particular those of the HSE coordinators toward achieving Zero Accidents.

Safety is EVERYBODY’S responsibility! We strive to achieve “Zero risk condition” by educating our employees and sharing best practices. I realise that it can sometimes be difficult given the different cultures, but we must continue to look at different ways to fully support our employees and commit to “Safety first.” I believe that no one wants to get hurt in the workplace, but sometimes we neglect best safety practices because it takes extra time and effort. Therefore, I kindly request to you all to please take the time so you can fulfil life at home and work, as it is better to lose one minute in life than to lose a life in a minute! So please make work a safer place for us all, so we can indeed all enjoy the greater things in life.

Company Health Safety, Environment and Training Manager
Sumitomo Electric Wiring Systems - Europe Ltd. (SEWS-E UK Headquarters)

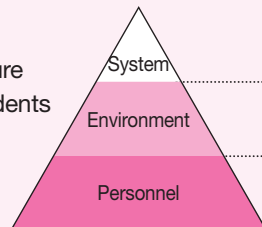
Dave Martin

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 2022: Foster a safety culture
→ Achieve “zero” risks and accidents



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 and engaging in unsafe behaviors, which have recently increased, we implemented the “STOP Accident Campaign” for all Group employees, which we originally introduced in 2014, and also began the STOP-USB* campaign in 2016. We intend to eliminate industrial accidents through these drives, in which employees are instructed on proper and efficient walking habits, as well as safe behavior, in order to prevent injuries caused by falling and also educational activities are promoted under the slogan “STOP” to raise safety awareness. In fiscal 2017, we created the Safety Handbook for Maintenance Work, which lists compliance items for maintenance work, and distributed it to all maintenance workers. Furthermore, we globally implemented the “Switch Power OFF” campaign to ensure that all maintenance workers comply with its three rules: “switch power off, protect yourself, and check procedure,” and we distributed 40,000 stickers translated into nine languages. In fiscal 2018, we will gradually introduce the “Safety Monitoring” campaign throughout our domestic and overseas locations to encourage onsite workers to warn and inform each

► 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



The Safety Handbook for Maintenance Work has been translated in various languages.



other of any unsafe situations or behavior.

* USB: Unsafe Behavior

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.

Globally in fiscal 2017, there were 11 accidents of injury level I and 4 accidents of injury level II. To strengthen our health and safety management system further, we will continue our efforts to prevent the recurrence of industrial accidents through measures such as analyzing the underlying factors for each accident and revising programs for workplace equipment.

Strengthening Safety Measures for Forklift Operators

Most of the transport work conducted in our workplaces requires forklifts, and forklift-related accidents can lead to fatal results. Therefore, since fiscal 2014 we have been actively strengthening safety measures for forklift operators to eliminate these accidents. 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 that 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, since fiscal 2015, caused by forklift operation.

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 18,778 units of equipment in fiscal 2016, in order to confirm compliance with the current safety standards.

We placed priority on checking 1,610 units of equipment with blades that could lead to serious accidents and those with rotating parts and crimping mechanisms. We affixed safety stickers on the equipment for which safety confirmation had been completed.

As of the end of fiscal 2017, we have confirmed the safety of 94.5% of all targeted equipment. We will continue to conduct quarterly reviews and follow-ups.

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.

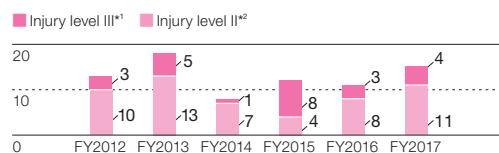
In fiscal 2017, we installed outdoor smoking areas while prohibiting smoking inside buildings as a measure to minimize passive exposure to smoking. We will continue to support all our employees in maintaining and improving their mental and physical health and take actions to contribute to the development of an effective workforce from the viewpoint of Kenkokeiei* (health and productivity management).

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

Employee Health Improvement Program

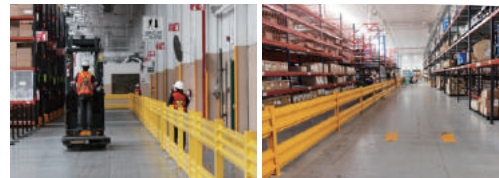
The importance of promoting health has been growing along with social concern over the declining state of public health related to life-style diseases and mental health problems. To encourage our employees to be more conscious of maintaining their health, we launched a three-month health improvement program in December 2017 in which approximately 1,300 employees of the SWS Group set their own health goals and took on various challenges, such as exercise goals, diet, giving up smoking and brain training. We will strive to establish a healthy and vibrant corporate culture by continually supporting and motivating employees to improve their physical and mental wellbeing.

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



Safety sticker

Three Priority Initiatives in Our Approaches to Health (FY2017)

1 High-risk approach

- Recommend employees with health risks to receive health checkups and thoroughly record their progress.
- Hold a skill-building seminar for improving high-stress workplace environments.

2 Group approach

- Plan and promote various events to improve the health knowledge of employees.
- Measures for improving mental health, communication and change of pace
- Measures for improving physical health through exercise and diet.

3 System development

- Establish company-wide health management regulations.
- Strengthen and develop indices of various health data.
- Share health activities between districts and companies in Japan.

Voice

Participating in the Employee Health Improvement Program

Kazutoshi Narita

GS Promotion Group 1, Quality Control Department, Sumitomo Wiring Systems (SWS)



Ever since I was diagnosed with abnormal glucose metabolism during a comprehensive medical examination, I have been continuing nutritional and exercise therapy. So, when I heard about the program, I instantly decided to participate. There are four health rules that I have been following for some time: (1) checking my weight (morning and night), (2) having three different walking courses (20-, 30- and 45-minute options) for commuting, (3) eating home-grown vegetables for lunch, and (4) doing a stair climbing workout during my lunch break. I am not sure if I will be able to continue to exercise as much as I am doing now after retirement, but I will certainly try to stay active. It is important to regularly exercise and keep track of your goals. Continuity is the father of success.