

Occupational Health and Safety

If employees are to maximize their abilities and potential, they must be physically and mentally healthy, and work in a safe, comfortable environment. Because Nichirei considers our employees to be irreplaceable, we are working with them to create a safe, open, and invigorating work environment.

Health and Safety Committee

<https://nichirei.disclosure.site/en/themes/125>

The Nichirei Group established Health and Safety Committees, to fulfill the requirements of Japan's Industrial Safety and Health Act, while striving to promote health and safety management aimed at preventing occupational accidents and managing the health of employees. At our Head Office, as well as at each branch office, we strive to prevent long working hours and reduce overtime work, while at food factories and refrigerated warehouses, we do our best to prevent accidents. This is in addition to other working environment improvement efforts we undertake, tailored to the conditions of each workplace.

Health Management Initiatives

<https://nichirei.disclosure.site/en/themes/125>

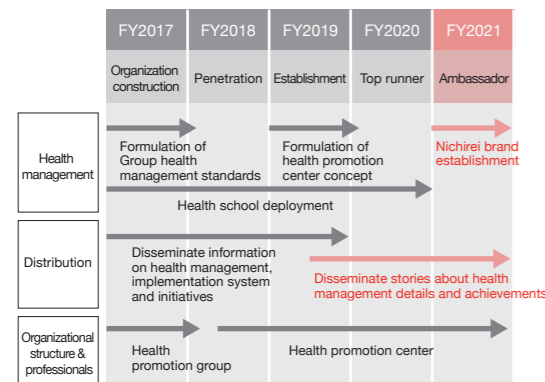
Nichirei Group Health Declaration

**Creating Savory Moments.
With that core value deep in our hearts, every single person who works at Nichirei Group will strive for good health maintenance.**

Basic policy

1. We will promote the creation of a workspace that has a lively cooperation between labor and management, based on the ideal that states that good work has its basis in a healthy mind and body.
2. Each of our employees will work hard to increase his/her health awareness, and will take an active role in creating a work environment that promotes good health.
3. We will strive for health management based on the three pillars of "health maintenance and improvement," "mental health measures," and "safety and hygiene control."

Health Management Action Plan (Five-Year)

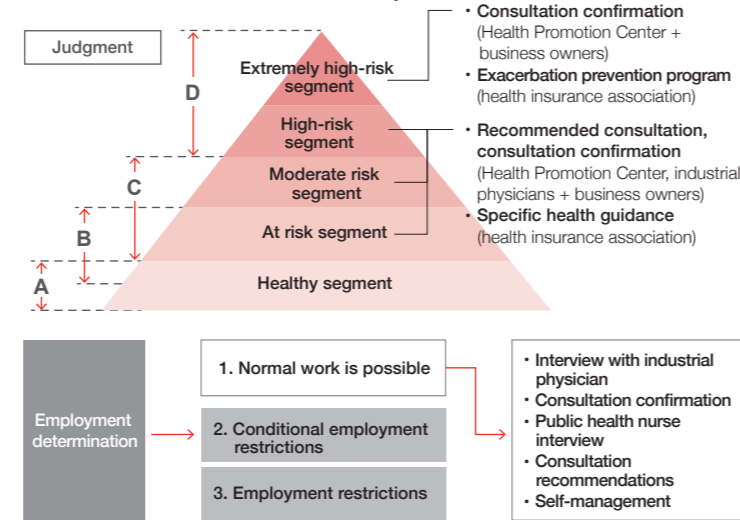


Recognizing employees as corporate assets and these people's health as an important management issue for a company seeking sustainable growth, in fiscal 2016 Nichirei set up the Health Promotion Group. It is a dedicated health management section within the Human Resources Strategy & General Affairs division.

In fiscal 2017, we formulated the Nichirei Group Health Declaration and Group Health Management Standards. In addition to disseminating the declaration both inside and outside the Company, to promote Group-wide health we have appointed a holding company health promotion manager, as well as health promotion managers and representatives at each Group company.

Regular medical checkups—including X-ray screening for the early detection of TB and cancer—together with thorough follow-up measures are led by occupational health staff. For our small offices and employees overseas, we conduct remote interviews using information and communication technology systems.

Post Medical Exam Follow-up



After health examinations, based on the judgment of an industrial physician, follow-ups will be conducted with those who should consider employment restrictions (some of D rank segment) via the persons in charge at each operating company.

Afterwards, if ongoing support is required, a public health nurse will contact the employee via email or in writing. After confirming consultation status, interviews by public health nurses and industrial physicians will be conducted as needed.

Overall Health and Smoking Cessation Programs

Since 2016, the Nichirei Group has been providing lectures and participatory events led by professionals. These include public health nurses, registered dietitians, and health fitness professionals, who provide employees at risk for lifestyle-related diseases with specific health promotion opportunities.

In FY2020, a total of 1,200 people participated in 14 meetings on a wide range of themes, such as exercise guidance, diet, sleep improvement, and the health of working women.

In addition, we launched a smoking cessation program in 2019. Of the 88 people who participated, 34 succeeded in quitting smoking.

Health White Paper, Health Management Guidebook

Nichirei publishes a health white paper and a health management guidebook (provided to all employees in July 2020) in order to foster awareness of health issues among employees and encourage them to improve their health.



Health white paper (left), health management guidebook (right)

Logistics Center Safety and Quality-related Training

Placing importance on quality, the environment, and safety, the Nichirei Logistics Group has opened safety and quality-related training centers across Japan. These facilities enable logistics staff to acquire knowledge regarding safety and quality, as well as to develop skills and an appropriate mindset.

The core training content includes "reconfirmation of basic knowledge through classroom learning," information about "dangerous experiences," and the "reconfirmation of basic forklift operations." Videos and illustrations are used to enable students to develop an intuitive understanding of the topics.

All training programs and teaching materials are original, and veteran employees with a wealth of knowledge and experience give lectures while providing hands-on experience as part of a systematic curriculum.

At logistics centers, heavy loads are carried using forklifts to enable cargo to be sorted at high places. We thus strive to improve occupational safety and quality by incorporating into the curriculum practical training to ensure that equipment is correctly used to prevent items from falling.



Specialized course for developing the skill of confirming safety while driving a forklift using the "point and call out" method



Confirming the usefulness of "falling prevention equipment" while suspended in midair

Food Factory Safety

Nichirei Foods has set up three pillars of its safety-related activities, namely, safety patrols, near-miss-related activities, and the mandatory observation of safety rules. These are food factory priority measures.

Safety patrols are customized for each factory and their efficacy is based on site feedback. Patrols are conducted mainly in the early morning and late at night, when managers are short-handed. We ask employees to share work-related problems and opinions relevant to those times.

Near-miss-related activities are designed to inform employees about possible dangers through the sharing of information about near accidents. Evaluation criteria have been reconfirmed, to ensure that there are no variations in near-miss evaluation methods, while a mechanism is in place to ensure preventive steps are taken.

We try to ensure that safety-related rules are recognized, correctly understood, and strictly observed.

Occupational Safety and Health Initiatives for Foreign Technical Interns

The Nichirei Group provides occupational safety- and health-related training for technical interns from abroad. We are doing this to prevent occupational accidents and facilitate health management for those unfamiliar with life in Japan, while at the same time helping the trainees improve their Japanese-language skills. Our goal is to create workplaces where all Nichirei Group employees can work safely and healthily with purpose.



A poster for Vietnamese employees



A poster for Japanese speech contest