

Employees

Occupational Health and Safety Policy

Based on the idea that work satisfaction depends on physical and mental health, the Nichirei Group continuously works to strengthen its safety management systems at each worksite. All officers and employees work together to create a satisfying workplace. We also ask our suppliers to carry out various measures and regularly carry out initiatives related to occupational health and safety in accordance with this policy.

■ Occupational Health and Safety https://www.nichirei.co.jp/english/sustainability/policy/occupational_safety.html

■ Management Framework

The proceedings of the Group Human Resources Committee, including occupational health and safety initiatives, are regularly reported to the Board of Directors.



■ Main Initiatives

The Nichirei Group established health and safety committees to fulfill the requirements of Japan's Industrial Safety and Health Act, and is working 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 eliminate long working hours and manage working hours, while at food factories and refrigerated warehouses, the main issue is the prevention of accidents. Other workplace environment improvement efforts are conducted according to the conditions of each workplace.

Safety at Food Factories

Nichirei Foods has identified three priority measures for safety-related activities at food factories: safety patrols, near-miss-related activities and the mandatory observation of safety rules. Monthly safety patrols are tailored to each factory, with effective checklist items determined based on worksite feedback. Patrols are conducted mainly in the early morning and late at night, when fewer managers are on staff. We also ask employees to share work-related issues and opinions. Held as needed, near-miss-related activities are designed to reinforce reporting practices and inform employees about possible dangers through the sharing of information about accident near-misses. Activities reconfirm evaluation criteria, thus ensuring consistency in methodologies for classifying an incident as a near-miss. Preventive steps are then taken as needed.

Occupational Health and Safety Initiatives for Foreign Technical Interns

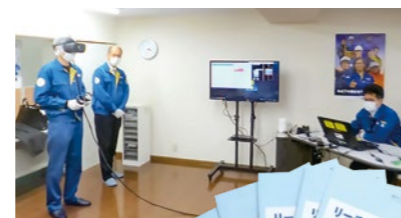
The Nichirei Group provides occupational health and safety training and other training for foreign technical interns before they start on-the-job training at the Group's food factories in Japan. This helps to prevent occupational accidents and facilitates health management for the interns, who are adjusting to life in another country, while at the same time helping them improve their Japanese-language skills.



Bilingual poster in Japanese and Vietnamese

Safety and Quality Training Centers Aimed at Achieving Zero Accidents

The top priority issues at Nichirei Logistics Group's Safety and Quality Training Centers are safety, quality and the environment. The centers work to eliminate accidents involving personal injury at worksites and achieve zero accidents involving products. We work to promote safe behavior at worksites through interactive education that involves active trainee participation. To further improve safety and quality at worksites, we completed renovation of the Tokyo training center in 2021 and the Nagoya training center in 2022. We conduct classroom training as well as practical training that utilizes digital technologies such as virtual reality (VR) tailored to the features of each worksite.



VR training

Training textbooks created by Nagoya Nichirei Service



Labor-Management Council with the Labor Union

The Nichirei Group has established the Central Council, a labor-management council involving the Company in Japan. It convenes annually based on a collective agreement. Consisting of 13 members from management and 13 members from the labor union, the council engages in frank discussions on issues such as the Group's business development, improvements to business operations, and the welfare of union members. (In FY2023, the scale of the event was reduced to prevent the spread of COVID-19.)



Nichirei Labor Union Newspaper 99

Dialogue between Employees and Management

Every year since 2011, Nichirei Foods and Nichirei Fresh have held dialogue sessions between management and employees. The aim of these sessions is to promote the Nichirei Group's Mission and Vision, create an open, communicative workplace and listen to the valuable opinions of employees working on the factory floor. Each session provides an opportunity for management to directly convey their thoughts, and for employees to talk with management about issues that interest them and to share their ideas.



Nichirei Foods "Agura" dialogue between employees and management



Nichirei Fresh "OPEN DOOR" dialogue between employees and management

Nichirei Logistics Group "The First Choice of Clients" Awards

In FY2008, Nichirei Logistics Group introduced "The First Choice of Clients" awards based on a desire to always be the first choice of customers in the food logistics industry. These awards recognize regular employees, temporary employees, part-time workers and employees of outsourced service providers for their contributions to improving the value of customer experiences and creating a satisfying workplace. At the 17th (FY2023) awards ceremony in May 2023, a total of 28 individuals and teams from Japan and overseas received awards.

🌐 "The First Choice of Clients" Awards ceremony (FY2023) <https://nichirei-logi.co.jp/news/2023/20230518.html> (Japanese only)



Engineering team from SCG Nichirei Logistics Co., Ltd.



Logi Kansai Logistic, Nichirei Logistics Kansai, Inc.