


Health and Safety

 Please refer to the JSR Sustainability Site for more details.
https://www.jsr.co.jp/jsr_e/sustainability/society/security_safety.shtml

Philosophy

Our goal is that every person who works for JSR Group, our own employees and those of contractors, can work safely and feel a sense of contentment. At the same time, as a responsible member of the local community, we continue to engage in business activities with a keen awareness of the environment and safety.

Guided by the conviction that safety is the most important value for every person working in the manufacturing industry and is a major premise of our business activities, JSR formulated the Philosophy for Occupational Health and Safety and the Policy for Security Management, targeting zero accidents and disasters.

Philosophy for Occupational Health and Safety

At JSR Group, safety is our highest priority and the foundation of all of our activities. Accordingly, we will create safe worksites and strive to maintain physical and mental health, with the goal of ensuring workers happily take it for granted that they will return home safely at the end of each workday.

Policy for Safety Management

(1) Extremely Safe Behavior

The Philosophy for Occupational Health and Safety has penetrated throughout the organization, the Courses of Action are established as applying to everyone, and safety competency is improving through independent safety activities.

(2) Enhanced Human Resources and Organizational Strength

High personal skill levels, organizational ability, and a healthy organizational culture are being maintained with the establishment and execution of the education and training programs needed for organizational management.

(3) Optimal Risk Management and Security Measures

Security measures corresponding to risk importance are being efficiently and effectively implemented using new technologies.

Courses of Action of the Philosophy for Occupational Health and Safety

1. No matter the situation, we will act with safety foremost in mind.
2. We will comply with established rules and never fail to act in accordance with safety basics.
3. We will maintain safety by identifying and eliminating both actual and potential hazards.
4. We will strive to create comfortable work environments and promote physical and mental health.
5. Through communication and ingenuity, we will aim to achieve 100% employee participation in all safety activities.

Message from the President



Nobuo Kawahashi

Representative Director,
President, COO

As a business that handles chemicals, ensuring safe and stable plant operations has always been our most important and unwavering consideration. Without this mindset, JSR Group would not have grown as a company and could not survive.

Safety is the bedrock of our business continuity and an investment in the growth of the Group. It is my duty to pursue safety as a key management issue, to ensure that JSR Group offers a sense of security to the local community and grows as an organization where all JSR Group employees and

employees of contractors feel contentment in their work, and to maintain this state into the future.

JSR completed the transfer of our former Elastomers Business in April 2022. Presently, we are working to achieve our business targets and build a resilient infrastructure for our business by FY2024. Safety is the most important element of this vision. As such, our job is to make our organization ready for how business will change going forward and strong enough to endure in a new environment.

As part of the top management team, I lead the development of our safety infrastructure and the fostering of a culture of safety to ensure that JSR continues to be a sustainable Group trusted by society. I will work with all JSR Group employees to improve our security capabilities and develop people who excel in safety.

I wish you safety.

Message from the Officer in Charge of Safety



Junichi Takahashi

General Manager of
Product Safety & Quality
Assurance Dept., Officer

JSR is continually enhancing occupational health and safety and security management as we seek to eliminate accidents and disasters. We are fostering a culture of safety through a variety of activities, including the propagation of basic safety principles, risk assessment activities, safety audits of

business site, and construction safety management.

The April 2022 split off of our former Elastomers Business changed some of our environmental factors, such as company organization and business processes, but our stance on safe and stable plant operations, a core principle of the manufacturing industry, has not changed.

We will work to provide a safe workplace not only for employees of JSR Group but also of contractors and to offer value for all our stakeholders, including local communities, customers, and shareholders.

I wish you safety.

Safety Management System and Targets

JSR Group has established and is executing the JSR Roadmap for Health & Safety and Security Management, a medium-term plan that clearly states our safety goals and which we periodically review. Following this roadmap, we pursue a variety of safety initiatives aiming to eliminate equipment and workplace accidents. We have also developed and are operating a Safety Management System with established regulations and procedures relating to occupational health and safety and accident prevention. It takes account of each company's and each business site's equipment and operations as well as relevant laws and regulations.

To confirm the effectiveness of these activities, an auditing team led by the president conducts annual Headquarters Environment and Safety Audits in plants and laboratories. We also provide opportunities for dialog between top management and employees so managers and front-line workers can share their thoughts with one another. These give new energy to our environment and safety activities. Each year at each business site, moreover, there is an internal audit or the head of the business site conducts a management review. Through these we aim to confirm the effectiveness of our management system and continually improve it.



Audits by top management (From left, Chiba Plant and Kashima Plant. Both audits conducted online)

Activity Record

JSR Group had only half as many equipment accidents in FY2021 as in the previous year, but there were many workplace accidents among employees of contractors, so we continue trying to take construction safety management to the next level.

We are also working to increase knowledge, skills, and sensitivity in respect to security management. For example, we give training designed to enhance the precision of the risk assessments that are so crucial to safety activities. Tools like VR are used to learn by sensory experience. Workers also get practical training with a miniature plant as well as emergency response training for each type of risk.

We host the Safety Activity Forum where exemplary safety activities are presented. Its objectives are to improve employee motivation and raise the quality of safety activities Group-wide.



Sensory experience learning with VR



Disaster prevention training using a drone

Physical and Mental Health

JSR Group feels that a healthy mind and body are extremely important for employees and their families to live happy lives. We also feel that they are imperative in the creation of a productive and vibrant workplace. We actively adopt various measures to help our employees work in good health, both mentally and physically and some of our sites have established a Health Declaration spelling out this policy.

In our JSR Health Promotion initiative, moreover, we establish the necessary internal rules and share information so we can promote employee work style reform and health in tandem with each other. Top management spreads the word on the importance of health, hosts periodic Health Promotion Meetings led by occupational health nurses, and monitors the implementation and status of measures that reach across different business sites and organizations.

JSR Health Promotion Framework

