

Health and Safety

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, targeting zero accidents and disasters.

Safety Philosophy

At JSR Corporation, 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.

Safety Policy

• Extremely Safe Behavior

The Safety Policy has penetrated through the organization, the Course of Action is established as applying to everyone, and safety competency is improving through proactive safety activities.

• Enhanced Human Resources and Organizational Strength

High personal skills, 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.

• 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 Safety

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

Safety Management System

JSR has established and operates a safety management system comprised of each business location and containing rules and procedures on occupational safety, security and accident prevention based on the safety management regulations. At Group companies, we steadily implement the PDCA cycle in accordance with the management system of each respective company in an effort to mitigate risks both potential and present.

To verify the effectiveness of this management system and our activities, our business sites regularly conduct audits, safety patrols and management reviews and Headquarters Environment and Safety Audits led by the President in an effort to achieve continuous improvement.

We have compiled manuals that contain appropriate and effective response measures that help to prevent damages from spreading in the event of an accident or disaster. In addition, to prevent recurrences, we investigate to determine the root cause, implement countermeasures, and verify their effectiveness. In turn, we share this information within the Group to stop accidents before they occur.

Based on the belief that “safety is the foundation of business continuity and a key management issue necessary for corporate growth,” we establish targets and priorities for subsequent fiscal years in light of the results of environment and safety audits and management reviews. Through a selection-and-concentration approach to address priorities, we implement more efficient occupational safety, security, and accident prevention efforts.



Please refer to the JSR Sustainability Site for more details.

https://www.jsr.co.jp/jsr_e/sustainability/environment/reduction.shtml

In FY2022, to advance concrete efforts towards the defined targets, we have set the number of occupational and facility accidents as a key performance indicator (KPI) of the material issue of “safety and health” within the Group. We have also globally standardized the evaluation criteria and have begun monitoring.

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. Therefore, we take various actions in support of our employees so that they can remain healthy at work both mentally and physically.

JSR will advance “JSR Health Promotion” as an activity to promote health and fitness among our employees, who are the foundation of organizational activity, and thereby increase engagement and improve work productivity.

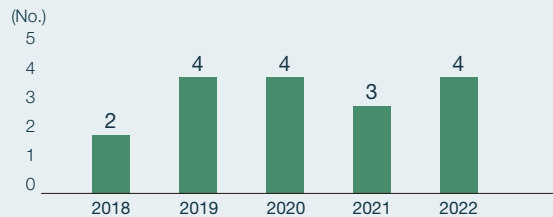
The ultimate vision and goal of this initiative is to become an organization where all employees can think about their own health and take action. We aim to provide measures to maintain and improve the health of each employee in ways that suit them and that can be performed autonomously.

By objectively evaluating and improving the results of these initiatives through a third-party survey, and implementing the PDCA cycle, we will develop more effective health maintenance and improvement measures and support the health of our employees.

Create a safe work environment

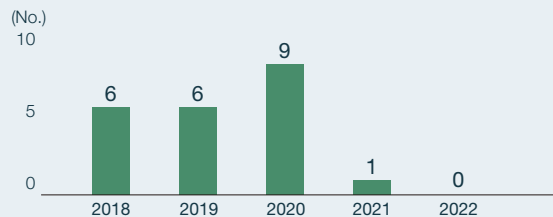
Goal: Zero workplace accidents

The number of workplace accidents
(at least four days of work lost: JSR Group)



Goal: Zero facility accidents

The number of facility accidents
(serious injuries: JSR Group)



Occupational Accidents

In FY2022, there was one occupational accident involving four or more lost work days at JSR, and there were three at Group companies for a total of four, in contrast to the Group's target of zero. There were many accidents such as

lower back pain that had not occurred in recent years, pinching and entanglement in the office, and slipping and tripping, and based on an analysis of the cause of these accidents, we have determined that there are issues with "education" and "identification of risks."

In FY2023, we are working on the items below as measures to prevent the recurrence of these occupational accidents.

- Enhancement of risk assessments (work risk management with additional focus on lower back pain from improper posture or repetitive tasks)
- Implementation of education (enhancement of clerical work risk awareness and education)

Facility Accidents

There were no facility accidents (serious facility accidents^{*1}) within JSR Group in 2022, meaning we achieved our goal.

We believe that one of the reasons we were able to achieve our target this year was that we were successful in our efforts to control corrosion at our facilities and engage in risk-based facility and crisis management^{*2}. These measures have already been incorporated into the facility management system and will continue to be implemented in the future.

^{*1} Facility accidents that fall under Risk Level I and II of our standards

^{*2} Evaluation of each facility and equipment based on safety, frequency of failure, etc., and management of inspections and maintenance based on the results

Activity Record

In FY2022, following the split and transfer of the Elastomer Business in April, we focused not only on safety activities centered on petrochemical plants, but also on building a foundation for safety at all JSR Group sites in Japan and overseas, including the Life Sciences Business.



Please refer to the JSR Sustainability Site for more details.

https://www.jsr.co.jp/jsr_e/sustainability/society/security_safety.shtml

Environment and Safety Audit

In FY2022, we conducted in-person audits of JSR's three business locations and seven Group companies in Japan in relation to the impact of the transfer of the Elastomer Business on the environmental and safety management structure, in addition to the key areas of risk management, legal compliance management, and accident management. There were no non-conformities at any of these business sites or companies that would significantly impact safety activities.

On the other hand, there was room for improvement in the maintenance and management of risk countermeasures. In order to further improve the level of safety, we will implement the following items.

- Strengthen risk countermeasure management (advance maintenance and management of high risk countermeasures)

Thorough Risk Management

In FY2022, we identified the status of important risks using an expanded scope of JSR Group. In FY2023, we will review our risk management standards related to the environment and safety and strengthen the management of important risks throughout JSR Group.

Fostering Safety Culture

We are in the process of setting KPIs for fostering a culture of safety within JSR Group. In FY2022, we established the JSR Group's philosophy on safety globally. We will strive to spread this from 2023 onwards, and at the same time, we plan to set goals (KPIs) for JSR Group and regularly monitor the safety status of each business site.