

# Society

## Safety-related Activities

### Health and safety policies and ISO 45001 certification

#### Fundamental Policy on Health and Safety

Based on its people-oriented management philosophy the DAIDO METAL GROUP does its utmost to protect the health and safety of its valued employees. Maintaining high levels of employee safety is a top company priority, and the Company invests whatever management resources are required to maintain the highest possible levels of safety.

Having adopted a management philosophy that places great emphasis on people, the Company engages in occupational health and safety activities aimed at completely eliminating workplace accidents. With our focus on the Company's major production sites in Japan, we first gained Occupational Health and Safety Assessment Series (OHSAS) certification in 2003, and our occupational health and safety management systems were certified as compliant with the ISO 45001 international standard in September 2020.



Certificate number: JQA-OH0045

#### Scope of certification: Operations certified under ISO 45001

- DAIDO METAL CO., LTD.
  - ・Headquarters
  - ・Inuyama Site Office
  - ・Gifu Plant
- DAIDO METAL SALES CO., LTD.
- DAIDO LOGITECH CO., LTD.
- Daido Plain Bearings Co., Ltd.
- Daido Industrial Bearings Japan Co., Ltd.

### State of improvements in the working environment

The DAIDO METAL GROUP uses processes such as cutting and pressing to machine its products, and in some workplaces this results in noise. In such workplaces, measurements of the working environment are taken every six months in accordance with laws and regulations, and actions are taken to improve noisy workplaces.

With regard to these actions for improvement, the CALME sound-absorbing material manufactured and sold by DAIDO METAL GROUP company NDC Co., Ltd. is also used, and companies cooperate within the Group to achieve results.

### Checks on the state of the work site by the top management and the workforce

In conjunction with the National Occupational Safety Week (July), National Occupational Health Week (October) and the New Year's Disaster Prevention Program (January), the Company carries out on-site assessments that involve cooperation between top management and the workforce. In terms of safety, the Company checks the status of countermeasures and of activities to mitigate risk in workplaces where accidents have occurred. In terms of health, the Company strives to maintain a good working environment in the workplace by improving the working environment with regard to heatstroke, noise, and other problems, and in particular by confirming the measures to prevent the spread of COVID-19. In terms of education, the top management and the workforce hold meetings regarding the details of on-site managers' efforts and provide advice to promote increased safety awareness.



### Promoting safety checks through equipment audits

As part of the DAIDO METAL GROUP's safety activities, checks on the safety of facilities and of workers are implemented when facilities are installed. In addition, the Company aims to create even safer equipment by having workers perform the work on the equipment that will actually be installed and implementing improvements after listening to the opinions of designers, fabricators and workers.

