

# Labor safety and sanitation

We are promoting to improve our workshops where our employees can work safely and healthily without an industrial accident and an occupational disease under the concept of "Safety is the top priority," and from the point of view of "respecting human lives."

## Aiming at the workshops where our employees can work safely and healthily

We promote our safety and sanitation management based on "long-term accident decrease plan" for every five years started in 1973, and safety and sanitation guideline for every year. And it is separated into two parts, namely central safety and sanitation management, and each plant's safety and sanitation management (factory departments and construction departments). The main goals of it are "making structure" in which the safety culture could be fermented and "training humans."

And regarding labor safety and sanitation management system, we acquired OHSAS (Occupational Health and Safety Assessment Series) 18001 certificate in Hanshin plant (Mukogawa) in November 2003, following Tsukuba, Kashima and Ohama plants.

We also establish and operate a labor safety and sanitation management system one by one in the other plants based on our original standard "Kubota safety and sanitation management program."

- The goals of the seventh long-term accident decrease plan (2003 to 2007)**
- ① Eliminating serious accident completely
  - ② Preventing being pinched or caught in equipments and falling from a high place
  - ③ Improving working environment comfortably and being healthy in mind and body

## Our activities in the manufacturing departments

We are promoting the risk reduction activities by the introduction of risk assessment method, and the activities in which the machines and equipments should be essentially safe, as "making structure".

Regarding "training humans", we are tackling our activities, in which we not only obey law conventionally but also consider our employees' safety, by carrying out education and training positively.

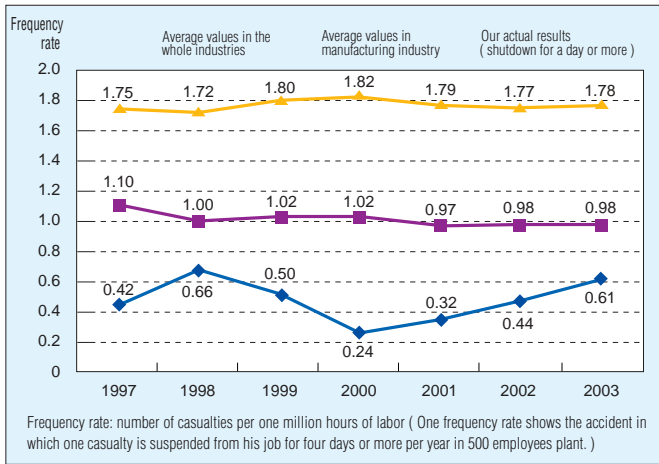
We are also tackling the improvement of safety and sanitation management, conducting safety and sanitation patrol to reinforce our safety and sanitation management activities in each plant.

## Status of safety and sanitation patrol activities



We patrol in all of our plants from the point of view of safety and sanitation, and guide them to improve the dangerous places.

## Transition of shutdown-accident-frequency rate in plants



## Our activities in the construction departments

From the point of view of "making structure, and training humans", we conduct the establishment and application of design standards, education and training, safety and sanitation patrol at the construction sites, and so on. In this way, we are trying to wipe out accidents, fortifying management function of the branches and the thorough controlling management of construction sites by the division concerned.



**A guidance scene of safety and sanitation patrol in a construction site**

## Our activities on mental health

The activities on mental health and care are required as people become interested in the health of mind. We are tackling the awareness activities positively to make our employees inform the knowledge of mental health through our in-house magazine and trainings, to find out mental health problems soon and to conduct suitable measures entirely.

## Introduction of easy diagnosis system of occupational stress to the whole offices

We introduced the system with which our employees can



easily check their stresses in their PCs, to the whole offices. We promote care by themselves which make them be aware of their stresses by this system, and promote care by industrial health staff.