

Occupational health and safety

Reducing occupational accidents

The Occupational Health and Safety Committee spearheads our effort to undertake thorough safety management and to create safe and comfortable work environments so that employees can work with peace of mind. As a result of these efforts, the rate of accidents at work has remained at an extremely low level, with commuting incidents accounting for the majority of cases. In the past 10 years, there have been no fatal accidents involving regular employees or contract employees.

Work accident frequency rate and severity rate (Yakult Honsha)

| Fiscal year | 2017 | 2018 | 2019 | 2020 | 2021 | Whole industry average*3 |
|--------------------------------|--------|--------|--------|--------|--------|--------------------------|
| Work accident frequency rate*1 | 0.53 | 1.06 | 1.39 | 0.20 | 0.40 | 2.09 |
| Work accident severity rate*2 | 0.0219 | 0.0109 | 0.0137 | 0.0020 | 0.0006 | 0.09 |

*1 Work accident frequency rate: Injuries and deaths caused by work accidents ÷ Total work hours x 1,000,000

*2 Work accident severity rate: Number of work days lost ÷ Total work hours x 1,000

*3 Whole industry average: Partial extract from the Ministry of Health, Labour and Welfare's Survey on Industrial Accidents (2020)

■ Safety and health inspection tours and environmental improvement measures at plants

We regularly conduct safety and health inspection tours at each of our plants in Japan and actively respond to any findings for improvement. As examples of improvements to address problems identified by these tours, we have recently replaced ladders with stairs to alleviate the physical strain of elderly workers during equipment inspections, repaired dangerous areas that were posing a risk on site, installed measures to stop shelving from tipping over in case of an earthquake, and installed conveyors to reduce lower back strain on operators during product disposal.

We are also improving working environments by choosing energy-saving and low-noise models when replacing older machinery.

■ Safety and health training at plants

We conduct safety and health training at each plant in Japan, using risk assessments to reduce workplace accidents. We also utilize external resources and internal and external trainers to provide safety training required for specific roles, including working with hydrogen sulfide and oxygen deficiency risk, handling of hazardous materials, and the use of safety harnesses for working at heights.

In cooperation with manufacturers of production and energy supply equipment, we also hold training sessions that cover the operation and function as well as the maintenance method of each type of equipment. This improves employee skill level and safety awareness, helping prevent work-related accidents.

Additionally, as many employees commute by car to our plants, we hold courses on traffic safety to raise awareness of safe driving.

■ Equipment to reduce workload and prevent workplace injury

In Japan, plant equipment is washed automatically at the end of production, but to prepare for this, detergent previously needed to be transported and inserted by workers. Out of concern that workers may fall or chemicals may spill, resulting in workplace injuries, we introduced an automatic detergent dispensing system.

In fiscal 2021, we installed a passageway in the space between the plant ceiling and roof, where securing a foothold had been difficult, to improve safety and reduce worker strain. We will continue to further improve the safety of daily inspections and maintenance work, as well as reducing workloads.

■ Raising awareness and understanding of the 5S method among plant employees: Tianjin Yakult Co., Ltd.

At the Tianjin Yakult Co., Ltd. plant, efforts are underway to improve the workplace environment through the 5S method of workplace organization (sort, set in order, shine, standardize and sustain). From October to December 2021, a 5S contest was held to encourage everyone working at the plant to participate in the effort. Certificates were awarded to the top three teams, and each member of the first-place team received a prize. Through the contest, employees became more motivated to participate in activities, helping realize a safe working environment. Shanghai Yakult Co., Ltd., Wuxi Yakult Co., Ltd. and Yakult (Malaysia) Sdn. Bhd. are also promoting 5S activities.

■ Occupational Health and Safety Committee: Yakult Philippines, Inc.

Yakult Philippines, Inc. has established the Yakult Occupational Health and Safety Committee that discusses safety in the workplace and works with local community groups to inform employees of disaster and fire safety measures.

■ Sales-related measures

To raise awareness of safe driving, we periodically conduct in-house information sessions and training at driving schools for medical representatives who use corporate vehicles. For the safety of our employees, all vehicles are equipped with automatic brake assist systems to help prevent rear-end collisions.