

# Creating a Safe and Healthy Environment

ROHM believes that securing employee safety and health is at the core of any business activity. The Company has organized the Central Safety and Sanitation Committee, with subcommittees of experts with respect to chemicals and pharmaceuticals, gas, equipment, incidental facilities, and safety and sanitation, as well as a subcommittee called the Health Promotion Committee. Through these committees, ROHM plans to secure employee safety and health, and is developing various measures to promote a pleasant and safe work environment. ROHM is implementing traffic safety programs for those who commute by company or private car, motorcycle, or bicycle.

## Safety and Public Health Activities

### ■No Disaster-related work Shutdown for 12 Years and Certificate of No Disaster Record

The ROHM head office has achieved 12 consecutive years of no disaster-related work shutdown. In the spring of 2007, the number of consecutive cumulative man-hours reached 53 million, and in 2004, ROHM received a "Certificate of No Disaster Record," the highest distinction (5th level) from the Labor Standards Inspection Office. ROHM uses risk assessments as an effective method of improving safety and sanitation levels of the workplace and eliminating workplace disasters, and are applying these assessments throughout the Company.



The No-Accident Record



Poster celebrating achievement of no disaster-related work shutdown for 12 years

### ■Safety and Sanitation Education and Traffic Safety Education

ROHM regularly implements internal training sessions and dispatches employees to outside lectures for safety and sanitation education. In addition, ROHM promotes obtaining legally necessary qualifications as well as qualifications related to internal safety and sanitation. More than 800 of ROHM's Safety Managers and Chiefs of Organic Solvents have completed this training. ROHM also requires vehicle commuters (automobiles, motorcycles, and bicycles) to take classes on the prevention of traffic accidents as well as increase the awareness of traffic safety.



In-house safety manager seminars

### ■Health and Safety Audits and In-house Patrols

ROHM has implemented monthly "Health and Safety Audits" carried out by "Health and Safety Advisors" who have been certified in-house for their considerable experience. Their objective is to give instruction to younger employees. Specialized department patrols identify problems in the work environment as well as the work performance and offer suggestions on how to correct these issues. Industrial-sanitation administrators are elected to each workplace to check the sanitary conditions at each location weekly. Industrial physicians also go on patrol to check for employee complaints and conduct healthcare follow-ups.



Guidance from a health and safety advisor

### ■ROHM Group Cooperation in Safety and Health Activities

ROHM holds a conference for employees in charge of safety and sanitation administration once every six months at all related company locations including overseas. ROHM plans to increase safety awareness throughout the ROHM Group in the interest of unifying awareness towards safety and sanitation.



ROHM Group Health and Safety Practice Supervisors Conference

## Creating a Happy and Healthy Workplace

### ■The Company-wide no Smoking Initiative

In 1998, the ROHM head office declared the entire office non-smoking. This was achieved after six years of efforts that began in 1992 and was led by the Health Committee through the sponsoring of a non-smoking marathon with voluntary participation by smoker-employees and presentation of lectures



A no smoking campaign poster created by employees

about the dangers of smoking. Following success at the ROHM head office, all domestic affiliates also achieved a non-smoking environment and overseas affiliates are working toward banning smoking at all offices and have achieved results. As a result of banning smoking throughout the entire company, ROHM achieved a clean and pleasant work environment. The Company subsequently continued to make efforts to build a pleasant workplace, and in 1999, ROHM's workplace was certified as a pleasant workplace by the Head of the Kyoto Labor Bureau.



Comfortable workplace certificate

### ■ Maintaining Good Health

ROHM provides health exams for all employees without exception and follow up on 100% of those with findings as well. The Company has opened infirmaries with resident industrial physicians and nurses for employees to go for consultation at any time.

### ■ Working Environment Measurement

ROHM is implementing special health exams in order to prevent employee health problems as well as implementing periodical working environment measurements.

The range of measurement includes environments with little danger of direct exposure to chemicals.

Furthermore, the measurement results resulted in a finding of a "Number one classification: optimal for work environment management."

## Activities for Healthy Living

### ■ Health Promotion Activities

ROHM has established a "Health Promotion Committee" within the Company for the purpose of improving health, and the Committee participates in various activities for employee health. The Walkathon, which is held in the spring and fall every year, was held for the thirtieth time this spring. The number of participants surpassed 150, with friends and families of employees who spent a healthy day together enjoying cherry blossoms. ROHM also sponsored a sports event, the "Dodge bee" Tournament, in 2006,



Spring and fall Walkathon



"Dodge bee" tournament, a sports event

with over 200 participants competing as teams for the championship. This was an excellent opportunity for employees to strengthen relationships with coworkers from their workplace. ROHM hosts seminars on the prevention of neck stiffness and back pain, yoga seminars, and relaxation seminars such as aromatherapy, color therapy, and smile therapy, in the interest of

### ■ Installment of AED (Automatic Exterior Defibrillator)

ROHM has installed an AED at each main Company building. ROHM has sponsored ongoing lectures so that employees can handle the device correctly when necessary and plan to prepare several hundred people to be capable of handling AEDs.



Lectures on AED Handling



An installed AED

establishing exercise routines, improving habits, and raising awareness related to mental health, including relaxation.



Power yoga seminar

### ■ Measures for Mental Health

As a measure to address employee mental health, ROHM engages in educational activities such as mental health training, which involves caring for others and caring for oneself. ROHM also distributes relevant pamphlets and brochures to spread a correct understanding of mental health problems. Also, ROHM has established a mental health counseling window at its clinic. ROHM has contracted with outside vendors to provide counseling services (EAP) that employees and their families may use with complete confidentiality as well as stress check services that allow employees to check their stress condition on their computers or mobile phones.



Mental health lectures