

Safety and Health Management Report 2024

OSG Corporation

Safety and Health Promotion Secretariat
Human Resources and General Affair Dept.



CONTENTS

Company Overview	2
OSG Fundamental Business Policy Message from Top Management	
Medium-Term Management Plan (FY2022 to 2024)	3
OSG Group Materiality Safety and Health Management Principles	
OSG Declaration of Safety and Health Management	4
Safety and Health Management Support Structure	
Safety and Health Management Promotion System Company-wide Safety and Health Committee Structure	
Further Progress on Safety and Health Initiatives	6
Safety and Health Promotion Education System	
Safety and Health Initiatives for Our Supply Chain and Group Companies	
Safety and Health Strategy Maps in Pursuit of Employees' Well-Being	8, 9
Safety Activities: Activities to Protect Employees	10
Health Activities: Activities to Energize Employees	14
Social Activities: Activities to Contribute to Society	19
Safety and Health Promotion Secretariat Afterword 2024	21
Database	22



OSG official brand mascot
Tap-kun (Tap boy)

Editorial Policy

Ever since fiscal year 2021, OSG has published its “Safety and Health Management Report” dealing with the following five aspects aimed at providing shareholders with detailed information on our safety and health management.

- (1) Management principles and policy
- (2) Organizational framework
- (3) Applying system and measures
- (4) Evaluations and improvements
- (5) Legal compliance and risk management

OSG has established and implements a safety and health management system based on the Japanese Industrial Safety and Health Law.



Company Overview (current as of November 30, 2023)

Name: OSG Corporation
Headquarters: 3-22 Honnogahara, Toyokawa-City, Aichi, 442-8543, Japan
Telephone: +81-533-82-1111
Representative: Norio Ishikawa, Chairman and CEO
Nobuaki Osawa, President and COO
Established: March 26, 1938
Capital: 13,044 million yen
Sales amount: 147,703 million yen (consolidated) / 55,362 million yen (non-consolidated)
Number of employees: 7,563 (consolidated) / 1,900 (non-consolidated)
Business profile: Manufacture and sales of cutting tools, rolling dies, gauges, machine tools and machine parts; import and sales of tools
Website: <https://www.osg.co.jp/en>

OSG Fundamental Business Policy

- By always being aware that a company is a public entity of society, we provide products that truly satisfy customers.
- We assign appropriate jobs to employees and help improve the quality of their life.
- We strive to pay consistent dividends to shareholders.
- We strive to develop ourselves into a global company through solid business management while enhancing social trust.

Message from top management



Since its founding in 1938, OSG has been engaged in the manufacture and development of precision cutting and machining tools. Industrial and technological innovations are essential for us to live a stable life in terms of both the economy and environment while enjoying modern conveniences. On the other hand, a very important management issue in recent years is how to make efforts to create a sustainable society that takes the global environment into consideration, rather than just pursuing profit, efficiency and convenience in our daily lives.

In January 2022, here at OSG we announced a three-year medium-term management plan called "Beyond the Limit 2024" that started from the fiscal year ending November 2022. The theme "Beyond the Limit" expresses our determination to "go beyond the limit, set no limits, break out of the shell, and break out of the norm." In our long-term vision covering the period through November 2030, we will work as an essential player to contribute to the global manufacturing industry, and aim to build a solid corporate structure that can cope with all manner of changes while looking ahead to the year 2030 when we will have to actually shift to a carbon-neutral era. To achieve further growth even in this era of VUCA* that is full of uncertainty, we will contribute to achieve a sustainable society in line with our corporate philosophy "globally-oriented company."

* VUCA stands for volatile, uncertain, complex, and ambiguous.

Medium-Term Management Plan (FY2022 to 2024)

Applying a strategy from our medium-term management plan called “Beyond the Limit 2024,” we will boost productivity to achieve our medium-term management targets by working to achieve the well-being of every employee.

Management targets (period ending Nov. 2024):
ROA (operating income basis) 15%, Operating income 30 billion yen

OSG Group’s Materiality (Key Issues)

Materiality	Priority themes	Initiative
Contributing to the manufacturing industry through our business	Expand global market share for our core products “taps”	Global expansion of high-quality and high-value-added product series
	Optimize business portfolio	Development of markets for micro-precision machining
	Expand new business and after-sales service	Global expansion of reconditioning and coating business
Developing an environment where employees are respected and able to play active roles	Increase employee engagement	Promotion of comfortable working environment and systems
		Promotion of safety and health management
	Enhance the capabilities of human resources and do strategic staffing	Development of next generation leaders and management leaders
		Promotion of professional human resources
	Respect diversity	Promotion of active roles for women and people with disabilities
Respect for human rights		
Contributing to a sustainable global environment	Achieve carbon neutrality	Improvement of operation and introduction of energy-saving equipment
		Implementation of on-site and off-site PPA Purchase of CO2-free electricity
	Reduce user’s environmental impact	Development of new eco-friendly products
Maintaining and strengthening our governance structure to achieve sustainable growth	Maintain our corporate governance structure	Strengthening of business execution supervisory functions
		Establishment of an effective execution system
	Construct a group governance structure	Strengthening of OSG group governance based on affiliate management regulations
	Thoroughly manage risk and ensure compliance	Strengthening of information security measures
Formulation of business continuity plan and conducting of periodic disaster prevention drills		

► Safety and Health Management Principles

In 1996, here at OSG we declared ourselves a "globally-oriented company," "healthy company," and "eco-friendly company." Then, in 2014, we adopted the tagline "Shaping your dreams" as our brand identity. We believe that we can attain a prosperous future by creating an environment where every employee is cheerful, happy and energetic in their daily work, and also by contributing to sustainable development of the community, society and the Earth based on the philosophy that a company is a public entity of society. As we approach our 100th anniversary, we will strive for the well-being of people, society, and the Earth, and give shape to our dreams through human resource development and manufacturing as a globally-oriented company that shines ever brighter.

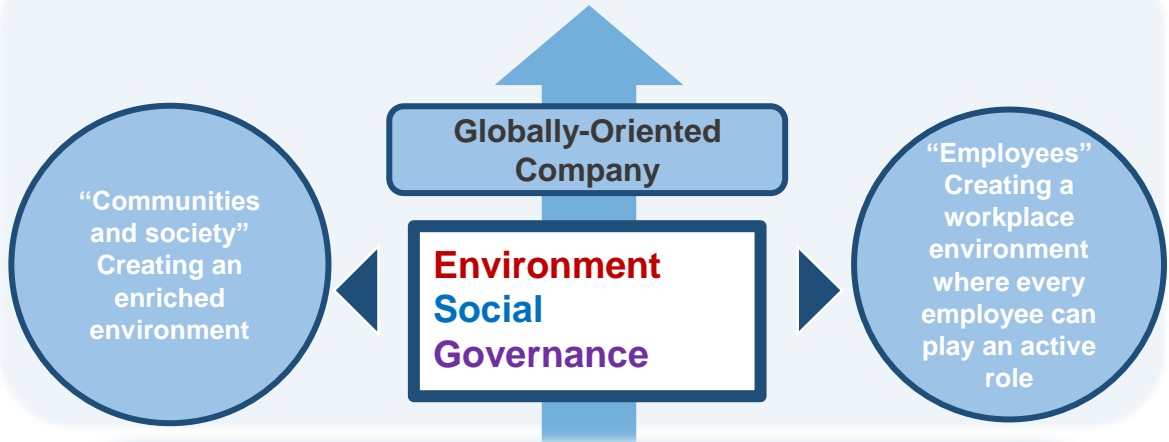
shaping your dreams

► OSG Declaration of Safety and Health Management

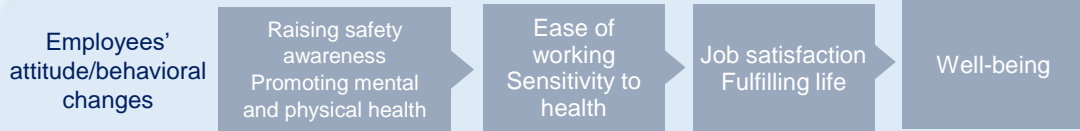
We will strive for the well-being of our employees and contribute to creating a prosperous future for both them and their families as well as for customers, communities, society, and the Earth.

We believe that creating a workplace environment where all employees can play an active role will absolutely lead to a wonderful future. OSG continuously strives to be a company that can firmly support each and every employee.







SUSTAINABLE DEVELOPMENT GOALS



OSG Safety and Health Management



Company's Initiatives

Safety – Returning home from work as healthy as when you arrived at work –		Health – Creating environments where employees can work in good mental and physical health –	
Safety experience training  Experiencing hazardous situations raises one's safety awareness	Inspections by board members  Workplace environment inspections by board members	Health consultation desk  Staffed by occupational health physicians, counselors, and healthcare personnel	Combatting COVID-19  Workplace vaccination for peace of mind at work
Traffic safety patrol  Education on traffic safety for employees and communities	New employee safety training  New employees learn safety basics	Offering healthy meals  Balanced healthy meals offered at company cafeterias	Promoting communication  Employees and their families take part in welfare and benefit programs

► Safety and Health Management Support Structure

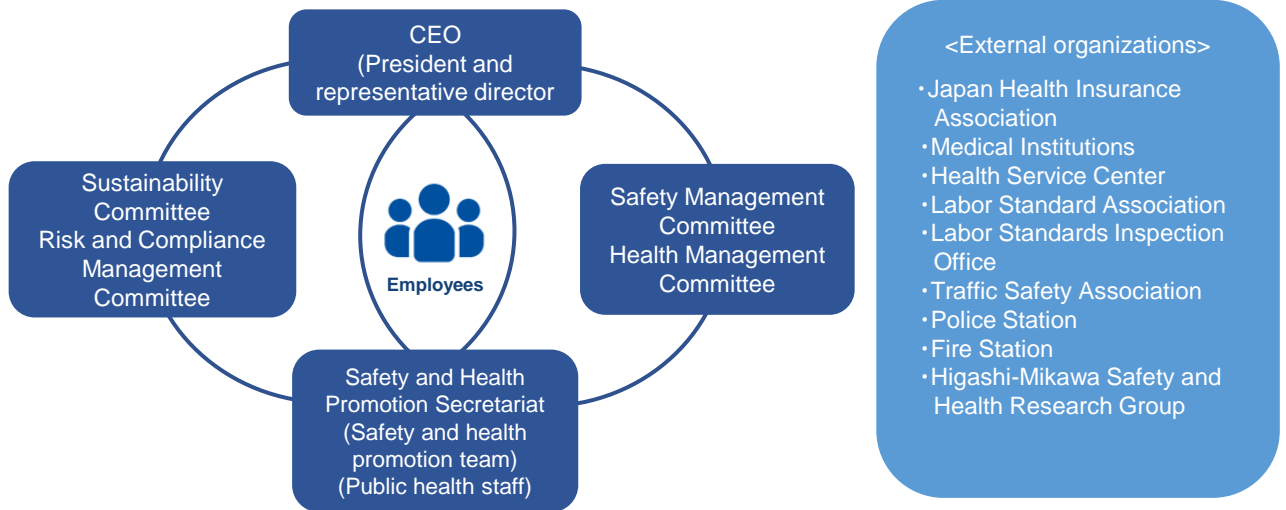
Professional staff work to promote safety and health activities for all employees in each business site.

- Industrial physicians: 2 (outsiders)
- Industrial counselor: 1 (outsider)
- Public health nurse: 3
- Hygiene managers: 13
- Safety managers: 7
- Safety and health promotion secretariat staff: 5



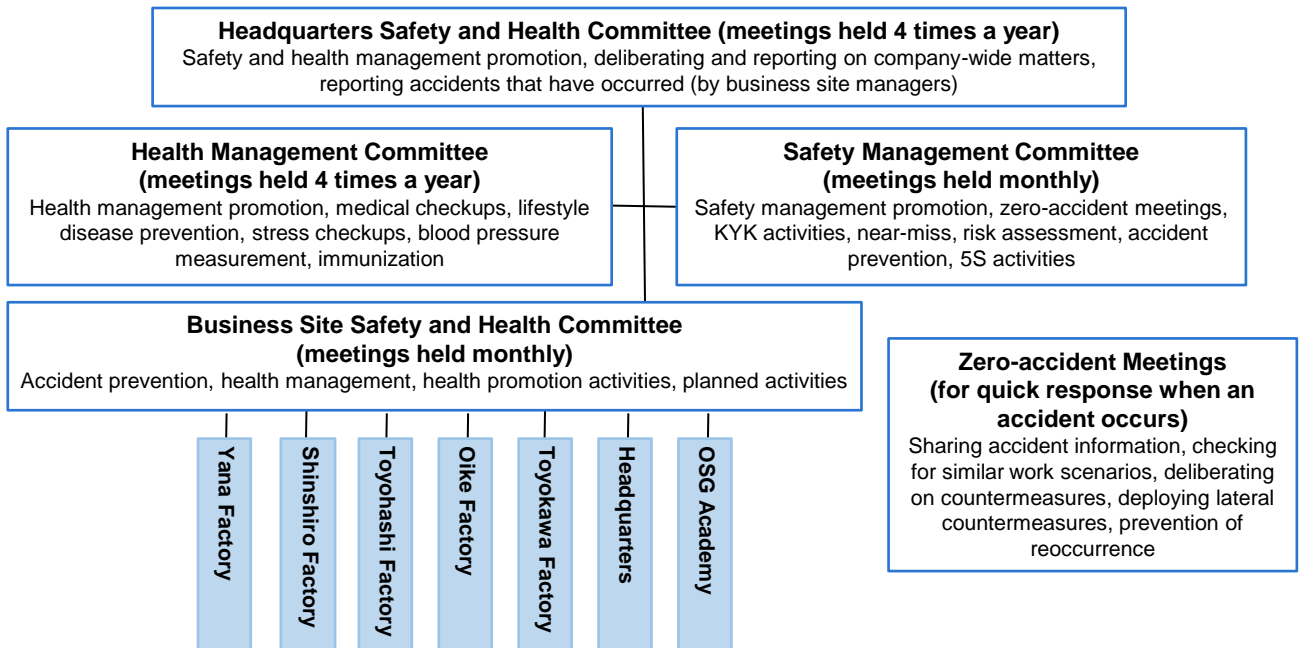
► Safety and Health Management Promotion System

The Safety and Health Promotion Secretariat, the Safety and Health Management Committee at each business site, the workplace, industrial physicians and other professional staff all work together to promote safety and health activities based on the top management's policy on safety and health management. We also cooperate with external organizations to evaluate and verify the effectiveness of our activities.



As of Sept. 2023

► Company-wide Safety and Health Committee Structure



▶ Further Progress on Health and Safety Initiatives

Based on experience and knowledge accumulated through our long business history, here at OSG we are making steady progress toward more extensive safety and health initiatives.

Declared ourselves a "globally-oriented company," "healthy company" and "eco-friendly company."

Prohibited smoking in all workplaces during working hours.



Took countermeasures against COVID-19.

Declared our stand on "OSG Safety and Health Management."

Started publishing the "OSG Safety and Health Management Report."

Recognized as an "Excellent Health Management Company 2023 (White 500)"



Recognized as an "Excellent Health Management Company 2024 (White 500)."



Recognized as an "Aichi Health Management Promotion Company."

1996

2001

2002

2007

2016

2020

2021

2022

2023

2024

Started safety risk assessment activities.

Started safety and hygiene education for all employees.

Started "Zero-accident meetings."

Started safety experience training (in the event of disasters).



Started the "Let's face the danger!" activity advocated by Aichi Labour Bureau.



Recognized as an "Excellent Company for Safety and Health."

Declared ourselves a "Risk Assessment Promotion Workplace."

Registered as a supporting workplace for "Safe Management in Aichi."



▶ Other Certifications and Participation

健康寿命をのばそう
SMART LIFE PROJECT

Smart life project led by the Ministry of Health, Labour and Welfare and Sports Agency

This project aims for "Healthy Nation Nippon" via the four pillars of diet, exercise, health checkup, and non-smoking.



SAFE Consortium led by the Ministry of Health, Labour and Welfare

The SAFE consortium promotes safety action strategies for the well-being of employees.



Human Capital Management Consortium led by METI *

This consortium shares advanced cases of human capital management practices, discusses them with a view to business-to-business cooperation, and also collects, publishes and disseminates the necessary information.

* METI: Ministry of Economy, Trade and Industry of Japan

▶ Safety and Health Promotion Education System

Employees for training/education		Work qualifications	Training/education after work or during work
Worker	General work employee		Training/education when hired or work description is changed
	Hazardous work employee	Work restrictions Special training Other hazardous work	License exam, skill seminar Special training Education matching the special training
Safety and health supervisor	Safety supervisor	Training when appointed. License exam	Upskilling training
	Health supervisor		
	Health promoter	Training seminar	Education of foreman
	Safety promoter	Training seminar	
	Operations chief	License exam, Skill seminar	Education according to upskilling training (about once every 5 years)
	Foreman		Training when appointed or designated
	Operations leader		Specialized training for staff development
Person in charge of preventing cargo handling accidents		Education and training for promoting mental health	
Person in charge of preventing traffic accidents at work			
Chemical substance manager			
Health preservation and promotion staff			
Person in charge of promoting mental health			
Top management	Business owner		Safety and health seminars, etc.
	General safety and health supervisor		
	Management officer		

▶ Safety and health initiatives for our supply chain and group companies

We conduct hearings on CSR with our business partners to educate them on how to comply with laws and regulations and to promote occupational safety and health. We also support all group companies by training them and exchanging opinions on safety and health.

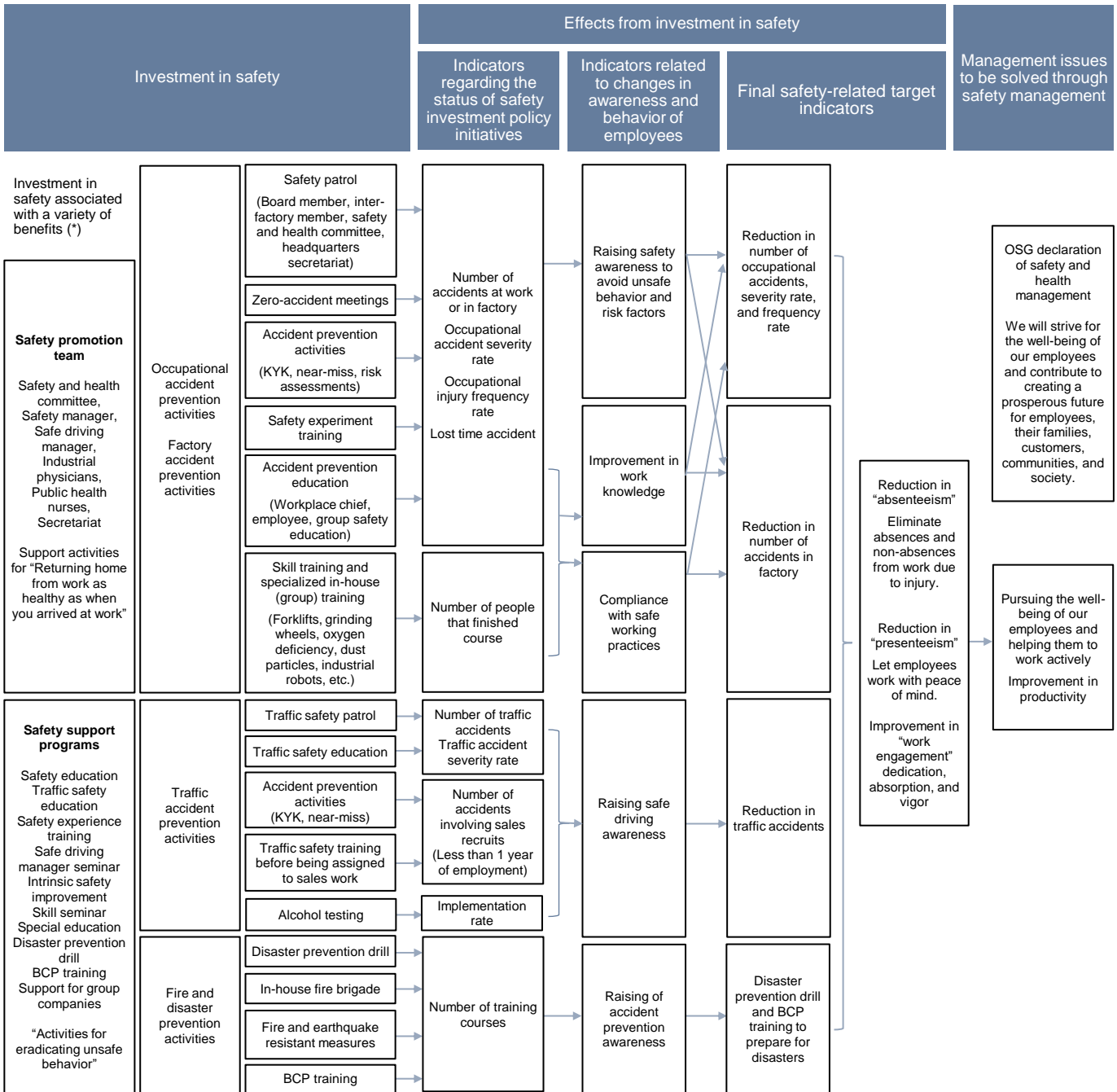


Safety education for supply chains

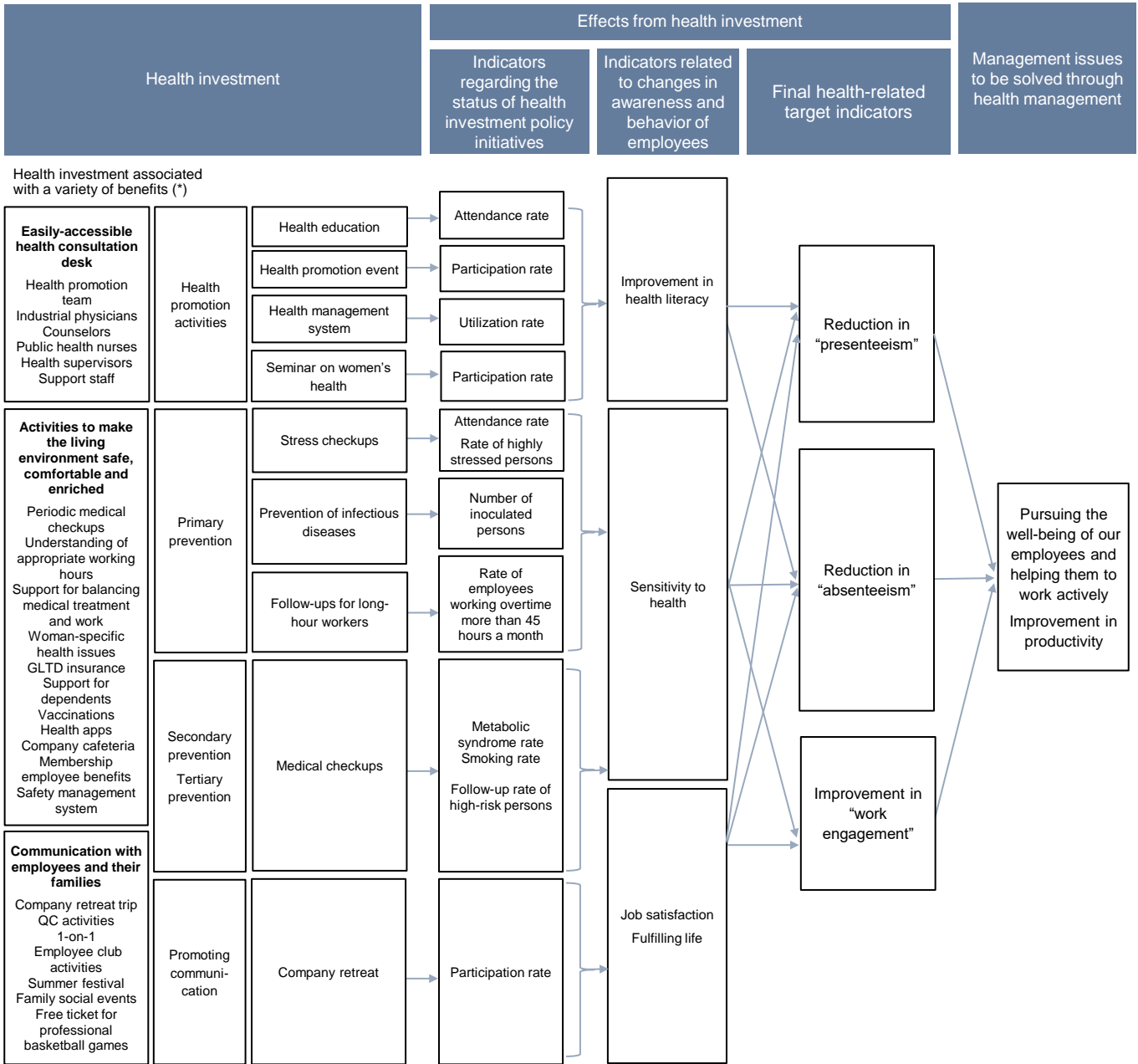


Safety education for group companies

► Safety Strategy Map



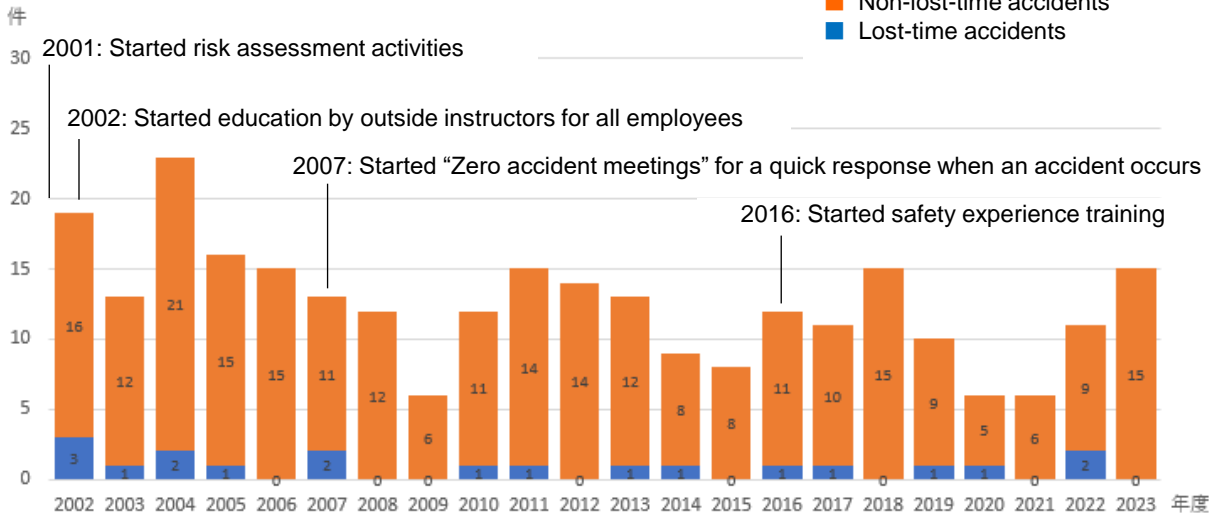
► Health Strategy Map





▶ Occupational Accidents

Number of occupational accidents in OSG

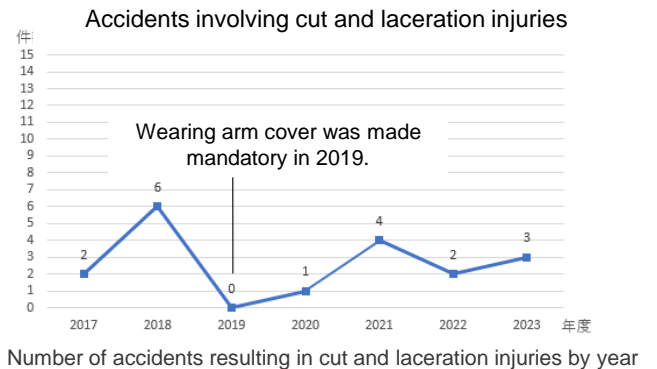


▶ Mandatory Arm Coverings

Since 2019 we have made it mandatory for employees to wear arm coverings for their own safety. As a result, the average number of cut and laceration injuries was reduced to a total of 2 in 2019 onward, compared to an average of 5 from 2011 to 2018.



Wearing arm coverings

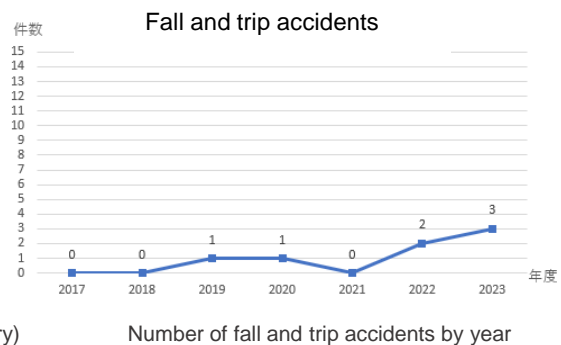


▶ Measures to Prevent Falls and Trips

As the average age of workers increases and they have been with the company longer, they may not be aware of their own physical deterioration, so the actual number of accidents resulting from falls does not reach zero. We provide fall prevention education and hardware countermeasures.



Barrier-free for preventing tripping and falling (Yana Factory)



▶ Safety Education

• Education for managers and supervisors

We conduct safety education for managers and supervisors once a year.

In FY2024, we invited outside lecturers to conduct a two-day seminar on “chemical substance conduct safety education for managers and supervisors once a year. management.



• Safety Education for All Employees

We started safety experience training for all employees with the aim of challenging them to experience hazardous work and improve their own safety awareness. This compensates for the decline in the ability to predict hazards due to automation and the lack of experience among increasing younger workers.



Safety experience training

• Special In-House Training

We conduct five trainings for handling forklifts, grinding wheels, oxygen deficiency, dust particles, and industrial robots as special in-house training.



Forklift truck training

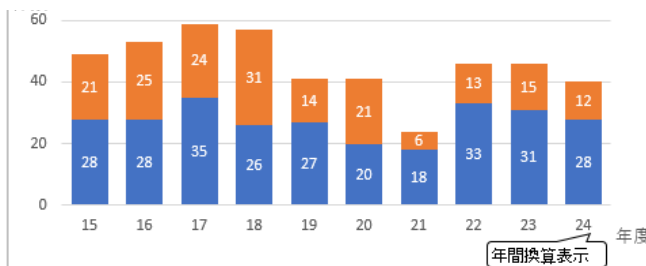
• Traffic Safety Education

Number of traffic accidents over 10 years up to May 2024 (Fiscal year 2024)



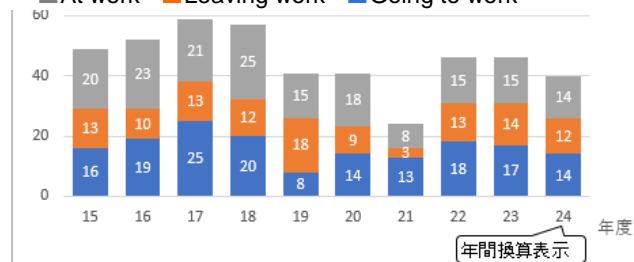
Number of accidents by year (including no-fault accidents)

■ Sales ■ Production



Number of accidents by time of day (including no-fault accidents)

■ At work ■ Leaving work ■ Going to work



We also conduct traffic safety education for all employees three times a year before long vacations. The content varies and includes traffic safety videos and traffic safety lectures by lecturers invited from the local traffic police office.

We aim for zero traffic accidents throughout the company by requiring our driver employees to regularly measure and record their alcohol levels using an alcohol checker and also by providing traffic safety training for our sales staff.

▶ Earthquake Disaster BCP (Business Continuity Plan)

To ensure the safety of employees and the continuity of the company in the event of a disaster, we have formulated our Business Continuity Plan (BCP) for earthquake disasters and we conduct training under the direction of our top management.

Earthquake model

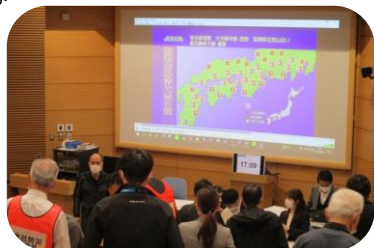
Among earthquakes and tsunamis that have repeatedly occurred in the Nankai trough, the contours for five especially large earthquakes (called Hoei, Ansei Tokai, Ansei Nankai, Showa Tonankai, and Showa Nankai) were superimposed on each other and utilized as a model of the largest past earthquakes.

BCP document (portion of document)

Estimated damage by business site

	Name of facility	Yana	Shinshiro	Toyohashi	Oike	Toyokawa	Hongu	DC	Headquarters	Honnogahara
		Tomioka Shinshiro City	Arumi Shinshiro City	Kamo Toyohashi City	Ichinomiya Toyokawa City	Shirakumo Toyokawa City	Kaminagayama Toyokawa City	Ichinomiya Toyokawa City	Honnogahara Toyokawa City	Honnogahara Toyokawa City
Anticipated seismic intensity		6 Lower	6 Upper							
Hazard map	Terrain	Gravel plateau				Middle plane	Gravel plateau			
	Possibility of liquefaction	Extremely low								
	Surface ground amplification factor	0.87	1.09	0.91	0.99	1.12	0.84	0.99	1.12	1.12
	Shakiness	Not likely to shake				Slightly less shaking	Not likely to shake		Slightly less shaking	
	Tsunami	No impact								
Lifeline recovery period	Electricity	1 to 4 days	▽Power supply outage from the electric power company							
	Water supply	7 to 30 days	▽Water supply stoppage by the waterworks bureau							
	Sewerage	7 to 21 days	▽Water supply stoppage by the waterworks bureau							
	Gas	3 to 7 days	▽Available after safety inspections							
	Communication, landline phones, cellular phones	1 to 4 days	▽Unable to make phone calls due to line outage							
	Road	3 to 10 days	▽Heavy traffic jams due to road closures or traffic restrictions, etc.							
	Railway	7 to 30 days	▽Railway services are suspended or only partially operated on a limited basis due to damage							

*Surface ground amplification factor: Less than 1.5 means slight shaking, more than 1.5 means caution is needed, and more than 2.0 means strong shaking.



BCP education and training

▶ Registered as supporting workplaces for “Safe Management in Aichi”

We agreed to help promote and widely spread the “Safe Management in Aichi®” program advocated by the Aichi Labour Bureau, with the aim of demonstrating the initiatives of “safe management” and proactive approach to risk assessment that become the basis for safe management. Each of our business sites was recognized and registered as a supporting workplace and therefore received the registration certificate.

グループ・リスクアセスメント表

事業所名	所在地	工場	営業所	作業員	作業内容	危険性	評価	対策
Yana Factory	愛知県新城市	○	○	100	生産	高	高	安全対策
Shinshiro Factory	愛知県新城市	○	○	100	生産	高	高	安全対策
Toyohashi Factory	愛知県豊橋市	○	○	100	生産	高	高	安全対策
Oike Factory	愛知県豊橋市	○	○	100	生産	高	高	安全対策
Toyokawa Factory	愛知県豊橋市	○	○	100	生産	高	高	安全対策
Hongu Factory	愛知県豊橋市	○	○	100	生産	高	高	安全対策
DC	愛知県豊橋市	○	○	100	生産	高	高	安全対策
Headquarters	愛知県豊橋市	○	○	100	事務	低	低	安全対策
Honnogahara	愛知県豊橋市	○	○	100	生産	高	高	安全対策

Risk assessment table (extracted Excel sheet)

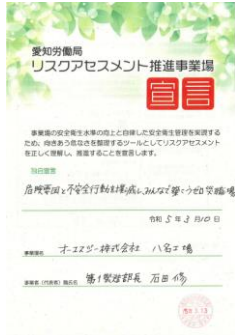


Granted certificate from the Toyohashi Labour Standards Inspection Office



Certificate of registration for Yana Factory

▶ Declaration of Risk Assessment Promotion Workplace for Aichi Labour Bureau



To enhance occupational safety and health management levels, this declaration is made for workplaces where possible hazards are comprehensively evaluated and voluntarily improved through risk assessments overseen by the Aichi Labour Bureau.

We also declared the intent of the representatives to promote independent safety and health management at each of our factories.

Declaration by Yana Factory

▶ Company-wide Disaster Prevention Drills

We conduct disaster prevention drills so that we will be able to act on our own in the case of emergencies. During the drills, some participants are divided into teams and trained to set up an emergency tent and toilet. We are creating a system that can quickly set up a disaster prevention organization and provide support to protect our lives.



Disaster prevention drill



Setting up an emergency tent



Setting up an emergency toilet



Fire-fighting team



First-aid team

▶ Emergency supply storehouse

Emergency supply storehouses are installed at each business site. We regularly check these emergency supplies so that we can respond immediately in the event of an emergency



Emergency supply storehouse



▶“OSG Health Mission 25” Initiatives

Working under the title theme of “OSG Health Mission 25” from 2022, we aim to reduce both the “metabolic syndrome (including pre-metabolic syndrome) rate” and “smoking rate” to 25% while using data obtained from regular health checkups as a reference. We have formulated and implemented health measures at each business site to help reach this goal.

Health measures at each business site

Distributing non-smoking items and goods (Yana Factory)

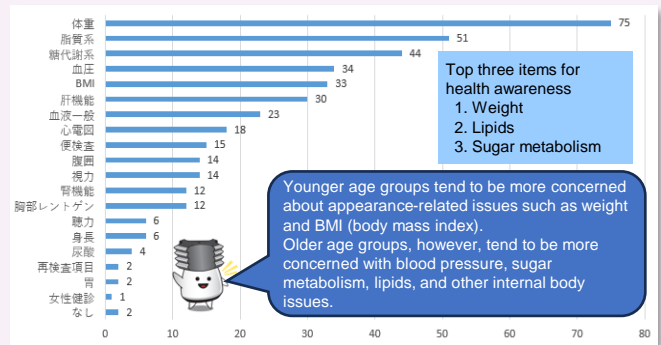


As a trial event, we distributed nicotine-free paper and electronic cigarettes, nicotine gum, quit-smoking candy, and other products too help employees give up smoking.



Health awareness questionnaires (Yana Factory)

We conducted an awareness survey through questionnaires focusing on three main topics: “Results from health checkups,” “Mental and physical health,” and “Methods to maintain and promote health.”



Hiking (Toyohashi Factory)

Everyone, including not only those from the Toyohashi Factory but also from other factories, enjoys health promotion activities through hiking.



We regularly organize hikes for refreshing both mind and body while enjoying natural scenery and have fun walking together.

Walking (Toyokawa Factory)



From May to July, we held walking events along the Sana River as physical fitness exercises.

We use a smartphone app that allows recording one’s daily step count and managing our health goals. We will also hold a step count ranking contest to further promote health.



Participation in the Health Mileage program (Headquarters)



Making use of the Health Mileage program sponsored by Toyokawa City Health Center, we set our own health goals and collect mileage points to get attractive prizes. This helps us continuously maintain good health habits.

Radio calisthenics (Headquarters)



During the month of October, we held radio calisthenics during lunch breaks. On the event days, everyone did these radio calisthenics in the nearby park while enjoying the fresh breeze.



Simple health checks (Headquarters)

We carried out simple health checks, including blood pressure measurements, stand-up tests, grip strength measurements, and drop-stick tests.

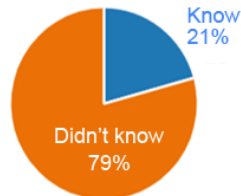
Health information (Oike Factory)



We asked our employees to express their personal goals regarding health and happiness in the form of a "health and happiness yosegaki" (collection of notes). We focus on topics of great interest among these notes and provide easy-to-understand information.

Smoking questionnaire (Oike Factory)

Questionnaire on non-smoking and passive smoking in 2024



Did you know that your body continues to produce toxic substances for about 45 minutes after smoking?



We conducted a survey on smoking and passive smoking and found that awareness of tertiary smoking was low. We will continue to educate our employees about these and other health hazards.

Walking posture measurement system (Shinshiro Factory)

This system calculates one's walking age which consists of a "speed age," "posture age," and "balance age." A total of 64% of all participants were diagnosed as older than their actual age, and their walking speed was particularly slow.



"No smoking" promotion (OSG Academy)

Information on metabolic syndrome, smoking risk, easing back pain, dental health and other topics is shared in morning meetings and through messages submitted via the app.

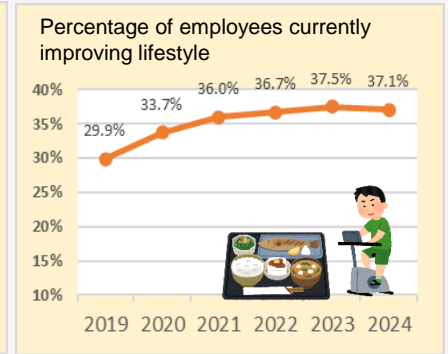
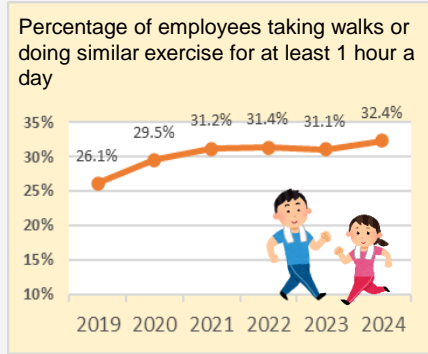
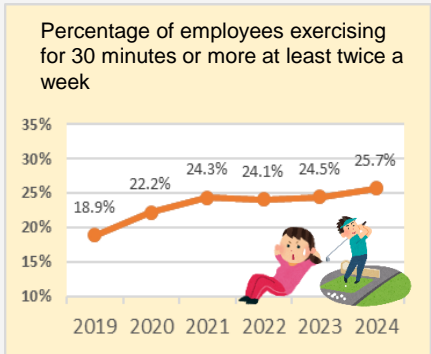
Stand-up test (Shinshiro Factory)

Can you stand on one leg from a sitting position? We used the stand-up test was to check for locomotive syndrome risk.



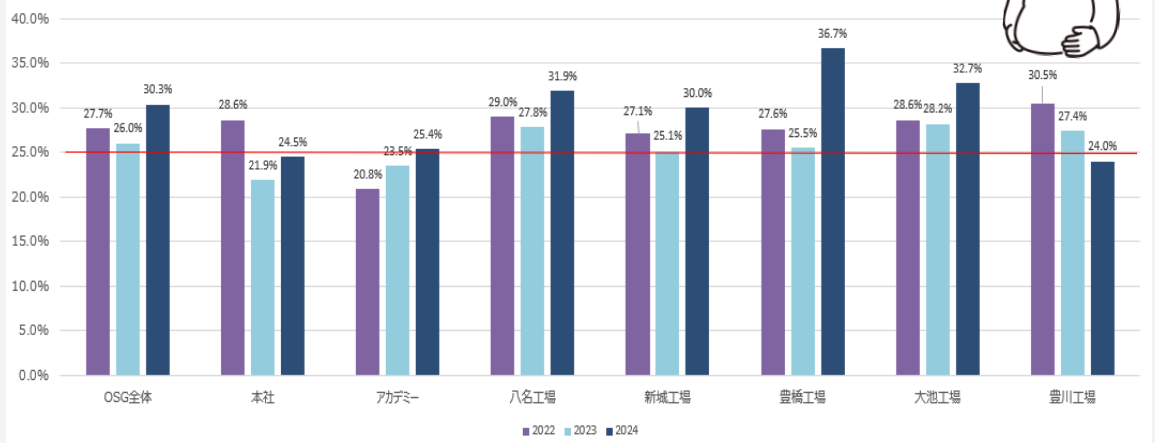
Results

Although the results were still below the target goals of 25%, we had more opportunities to hear about what our employees think about health and found that their health awareness is gradually increasing. Moreover, the percentage of employees who have an exercise habit or are currently improving their lifestyle has been increasing year by year. We will continue these “OSG Health Mission 25” activities throughout the company, aiming to reduce both the metabolic syndrome rate and smoking rate to 25%.

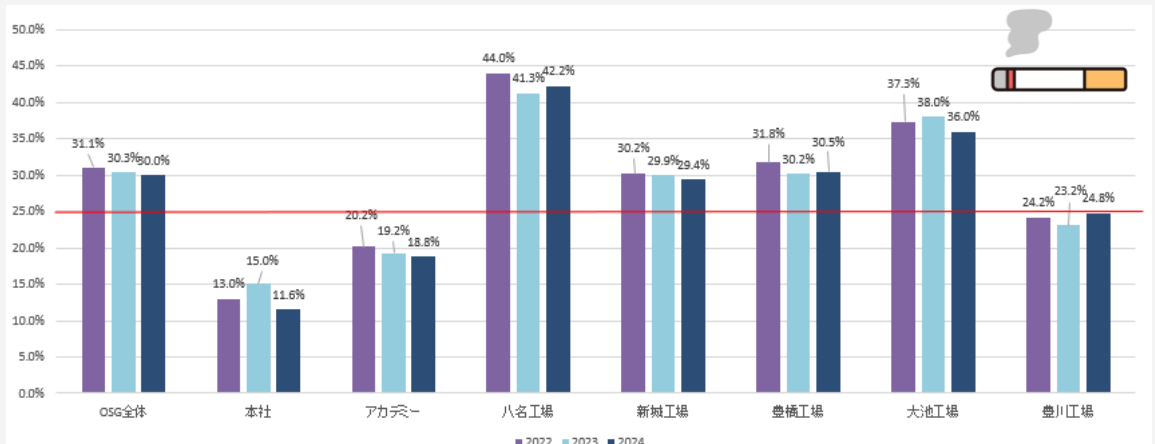


[Health Mission 25] Changes in 2022 to 2024 at each business site

Metabolic syndrome rate
(including pre-metabolic syndrome)



Smoking rate



▶ Health Education for All Employees

We conduct health education for all employees every year to help them learn about health and hygiene based on educational materials provided by public health nurses.



▶ Seminar on Women's Health

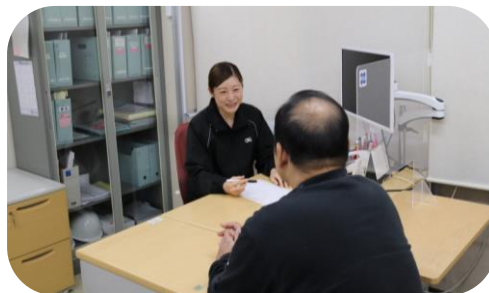
We held a "seminar on women's health" presented by occupational health nurses as part of education for managers. Participants learned about symptoms specific to women and how to make an easy-to-work environment..



Education for managers

▶ Support for Balancing Medical Care & Work

We have established a company policy to allow flexible work styles in consideration of employees' feeling.



Health counseling

▶ Health Awareness at Sales Offices

We also have initiatives to help boost health awareness at our sales offices. Balance balls and reclining chairs are available in the lounge. On the floor mat, walking strides considered good for health are marked to raise health awareness naturally.



Relaxing lounge room



Stride marks on the mat and eye test chart on the wall



▶ Promoting Communication Among Employees and Their Families

We hold a variety of events to provide opportunities for employees and their families to deepen their connections. We aim to improve work engagement by enhancing job satisfaction and life's meaning.



Watching a professional basketball game



Families participating in a factory tour



Recreational meeting



Delicious Foods

Warm foods are served warm. Cold foods are served cold. We also offer live cooking right in front of your very own eyes at each of our business sites.



Live cooking

Example of meal and soup

Healthy Meals

Menu with lots of vegetables

		2/19 ~ 2/23		
		2月19日 月	2月20日 火	2月21日 水
LUNCH A	緑の生野菜炒め	鶏ささみステーキ	鶏ささみステーキ	鶏ささみステーキ
	鶏ささみステーキ	598 kcal	634 kcal	502 kcal
LUNCH B	白身魚の電田揚げ レモン添え	焼き豆腐 中華あんかけ	チキンカレー	
	鶏ささみステーキ	501 kcal	597 kcal	811 kcal

Menu list

Calorie indicator



Displaying the calories of seasonings raises everyone's awareness of health.

Communication begins

"Enjoying a meal will naturally lead to smiles and communication." Keeping this concept in mind, the company cafeterias are a cozy space also available for meetings and office space outside of regular meal times.



Zero-one cafeteria (Shinshiro Factory)

Feeling of Excitement



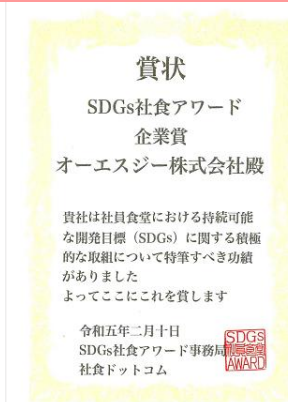
Menu flyer for special events

The cafeteria staffs also enjoy helping to plan the menu. Occasionally, we offer meals from famous restaurants and event menus to help bring smiles to the faces of our employees.

▶ Company Cafeteria Awards

We received the "SDG Company Cafeteria Awards" in recognition of our efforts toward food sustainability. The "SDG Company Cafeteria Awards" honor efforts made in SDG initiatives through the menu, service, events and other items at company cafeterias. Award recipients are selected from among company cafeterias that meet certain criteria such as implementing SDG initiatives at least 5 times in one year.

We were recognized for our activities using "blue seafoods" in consideration of marine environment, reducing food loss, and provide healthy meals with more vegetables and less salt for the health of employees to make everyone happy and bring smiles to our company cafeteria.



Certificate of merit at the SDG Company Cafeteria Awards



Low-salt meal menu

Social Activities — Activities to contribute to society —

▶EV (Electric Vehicle)

We replaced 11 company vehicles with EVs and installed EV charging stations at our four business sites. We aim for carbon-neutral products and production systems through energy and resource conservation measures.



Company's EVs



EV charging station

▶OSG Dream Tennis Court



As part of our contribution to the local community, we acquired the naming rights to the Toyokawa City tennis court and opened it as the "OSG Dream Tennis Court." This tennis court is used by a wide range of people and age groups. For example, a former professional tennis player Ai Sugiyama attended as a guest at an event organized here.



OSG Dream Tennis Court



OSG Tennis Club members with Ai Sugiyama

▶Higashi-Mikawa Safety Information Exchange Meeting

The Safety Secretariat along with labor and management staff participated in the Higashi-Mikawa Safety Information Exchange Meeting hosted by JAM Tokai (labor union). Safety and security are constant themes shared by labor and management. By exchanging opinions with other companies and interacting with them, we had the opportunity to gather information and find out what issues we need to address in the future.



Group photo taken after exchange meeting



Exchange meeting

▶Supporting the Toyokawa Health Mileage

We support the "Toyokawa Health Mileage" program hosted by Toyokawa City.



Brochure for Toyokawa Health Mileage program



Mobile battery and thermos tumbler for sponsored prizes

▶Supporting Sports Events

We actively support local health sports events where many of our employees participate.



Toyokawa City marathon poster (Source: Sports Division, Board of Education, Toyokawa City)

▶ Exchanges with Excellent Health Management Company

We visited excellent health management companies to learn about their health management policies. By sharing information and comparing results with other companies, we find new issues in achieving healthcare on a daily basis.



Exchanging information with other companies

▶ Blood Donation Program

A blood donation bus from the Japanese Red Cross Society comes to our company twice a year, and many of our employees cooperate in giving the donations.



Blood donation

▶ Basic Lifesaving Training Program

Four times a year, we invite lecturers from the local fire department and our managerial persons and selected employees learn about basic lifesaving.



Lifesaving training

▶ Traffic Safety Patrol

We conduct traffic safety activities once a month. This helps ensure the safety of the local community and to reduce road accidents.



Traffic safety patrol

▶ 5S Activities

All employees are always aware of the 5S (Sort, Set in order, Shine, Standardize and Sustain) policy. We conduct 5S activities regularly around the company, within the company and the work space around us to keep things clean and neat.



▶ Green curtains

On the Toyohashi Factory site, we are growing bitter-tasting melons called “goya” which form into “green curtains” of plant foliage. These green curtains lower the temperature inside the factory and save energy. These “goya” melons we harvested go to company cafeterias.



▶ Internship for students

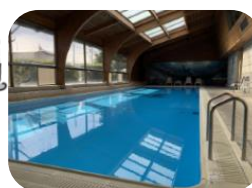
We accept nursing students from Toyohashi Sozo University for on-the-job type occupational health training.



Occupational health training

▶ Health promotion through sports facilities

We conduct health promotion activities that make full use of the “Eucalyptus Club” in-house facility equipped with an indoor swimming pool and gymnasium. Yoga classes are also offered every week.



Eucalyptus Club (indoor pool)

~ Progress and Future Prospects for Safety and Health Management ~

This year marks the third year since we first published our Safety and Health Management Report in 2022. By looking back on our activities through summing up past efforts in the form of a report, we aim to continue to protect and improve the safety and health of our employees. Giving shape to our past achievements in this way grants us the opportunity to think about new challenges as well as feel proud of efforts made by our senior coworkers.

Recent rapid changes in our social environment have brought about significant changes in the place we work and the way we manage our health care. Protecting the health and safety of each and every employee makes it essential to stay continually aware of safety and health as a daily “living tool” rather than just setting “goals” to maintain health. Besides the health checkups and workplace safety management we have been doing up to now, we are also promoting broad and all-inclusive measures while focusing on mental health care and improving the wellbeing of our employees.

Health and safety management is gradually taking root among employees and we are now seeing changes in their awareness. For example, more and more employees are not just receiving results from their health checkups, but are also taking a serious look at their own health care and voluntarily taking steps to improve their own lifestyles and mental care. These changes in awareness are proof that our company-wide efforts are definitely producing results. We now aim to create an environment where all employees can practice basic principles of safety and health management in their own daily work.

However, all these efforts won't produce big results right away. Safety and health management is a long-term initiative that requires continuous effort. It takes time to make employees really understand that personal health and safety is “their own business” and they must start taking action. Although many challenges lie ahead, we believe that we should not rush to achieve our goals but continue to move steadily ahead on a day-to-day basis to find the right path to success.

We aim to evolve our health and safety management even further to actively support the well-being of all our employees. To do this, along with company-wide efforts, it is essential that each and every employee takes responsibility for their own health and safety and acts on their own initiative. We will continue to foster this awareness as we move toward a safe and healthy working environment. We truly believe that safety and health are the foundation for sustainable corporate growth.

Safety and Health Promotion Secretariat



Factory tour for parents and children



On-the-job type occupational training for public health nurses and nursing professionals



Safety and Health Promotion Secretariat

For more information on OSG Safety and Health Management Report, please contact:

Safety and Health Promotion Secretariat
Human Resources and General Affair Dept.
Telephone: +81-533-82-1140

Database

Organization	2020	2021	2022	2023
Number of employees	2,121	2,204	2,219	2175
Average age of employees	42.3	42.5	43.1	43.6
Average years of service	18.6	18.8	19.3	19.7
Job turnover rate	2.4%	1.8%	2.7%	3.9%

Working	2020	2021	2022	2023
Total actual working hours (monthly average)	153.8	160.6	162.1	157.6
Overtime working hours (monthly average)	6.4	15.5	18.9	14.0
Rate of employees working overtime in excess of 45 hours a month	1.4%	8.7%	7.8%	9.5%
Rate of paid leave taken (annually)	52.4%	58.9%	63.5%	68.1%
Number of days of paid leave taken (annual average)	10.3	11.7	12.2	13.0

Health checkup	2020	2021	2022	2023
Periodic medical checkup rate	99.8%	99.8%	100%	100%
Rate of employees undergoing detailed examination (or re-examination)	17.2%	31.0%	31.4%	50.9%
Rate of findings	49.3%	49.0%	49.7%	51.0%
Rate of specific health guidance operation	100%	100%	81.7%	91.0%

Lifestyle	2020	2021	2022	2023
Rate of employees having gained more than 10 kg in weight since age 20	33.7%	32.4%	32.2%	33.3%
Rate of employees skipping breakfast at least 3 times a week	15.8%	16.1%	16.6%	17.4%
Rate of employees having dinner within 2 hours before bedtime at least 3 times a week	17.2%	17.7%	17.8%	18.4%
Rate of employees having snacks and sweet drinks in addition to breakfast, lunch, and dinner	16.3%	17.1%	17.7%	18.4%
Rate of employees exercising for 30 minutes or more at least twice a week	22.2%	24.3%	24.1%	24.5%
Rate of employees taking a walk or doing similar exercise for at least 1 hour a day	29.5%	31.2%	31.4%	31.1%
Rate of employees getting enough rest through sleep	52.3%	48.5%	50.0%	50.2%
Rate of employees currently improving lifestyle	33.7%	36.0%	36.7%	37.5%
Health literacy of employees	–	–	3.26	3.49
Metabolic syndrome rate (including pre-metabolic syndrome)	27.8%	27.9%	27.7%	26.0%
Rate of employees receiving treatment for blood pressure	10.3%	11.0%	11.9%	12.3%
Rate of employees receiving treatment for blood glucose	3.9%	3.9%	4.1%	4.3%
Rate of employees receiving treatment for lipids	7.3%	7.5%	7.9%	8.7%
Number of employees receiving treatment for high blood pressure	183	195	217	225
Rate of employees taking sick leave (annually)	0.06%	0.43%	0.27%	0.60%
Rate of employees with appropriate weight (over 40 years old)	66.8%	65.4%	66.5%	66.6%
Smoking rate (over 40 years old)	32.8%	32.8%	31.0%	30.3%
Rate of employees with exercise habits (over 40 years old)	23.0%	23.4%	23.3%	24.2%
Rate of employees with good sleep quality (over 40 years old)	50.0%	44.5%	45.4%	47.7%
Rate of employees with drinking habits (over 40 years old)	12.6%	12.2%	10.3%	11.8%
Rate of employees with blood pressure risk (over 40 years old)	0.7%	0.7%	1.2%	0.9%
Rate of employees with blood glucose risk (over 40 years old)	0.4%	0.0%	0.4%	0.1%
Rate of employees not controlling diabetes well (over 40 years old)	1.3%	0.8%	1.2%	1.4%

Occupational accident		2020	2021	2022	2023
Occupational accident rate	Frequency rate	0.298%	0.000%	0.554%	0.000%
	Incident rate per 1000 employees	0.538%	0.000%	1.063%	0.000%
	Severity rate	0.00358%	0.00000%	0.01635%	0.00000%
Working hours lost due to occupational accidents		48	48	88	120

Safety		2020	2021	2022	2023
Number of participants in safety experience training		—	80	200	260
Number of participants in safety education for managers and supervisors		—	68	70	324
Number of participants in in-house special training		111	88	307	294

Health		2020	2021	2022	2023
Health education participation rate		—	—	96.7%	100.0%
Health measures participation rate		—	—	—	28.0%
Degree of satisfaction with participation in health measures		—	—	97.7%	92.0%
Participation rate in seminar on women's health		—	—	82.3%	100.0%
Company retreat trip participation rate		Canceled	Canceled	Canceled	66.8%
Subsidies for company retreat trip		—	—	—	11.43 (million yen)
Number of vaccinated persons		1725	1436	1290	1289

Mental health		2020	2021	2022	2023
Rate of employees undergoing stress checkup		96.7%	94.6%	81.9%	93.0%
Rate of employees under high stress		11.6%	13.4%	11.6%	11.8%
Average score of quantitative workload		8.19	8.3	8.5	8.3
Average score of job control		8.41	8.5	8.5	8.5
Average score of supervisor support		7.92	8.0	8.2	8.2
Average score of co-worker support		8.1	8.1	8.1	8.2

Performance Indicators		2021	2022	2023	2024
Presenteeism		—	86.3	80.9	80.4
Absenteeism		0.75	1.22	1.08	—
Engagement	Vigor	—	3.08	3.01	2.69
	Dedication	—	3.58	3.50	3.35
	Absorption	—	3.10	3.13	2.93
	Average	—	3.25	3.21	2.99
Number of employees measured	Presenteeism	—	573	454	1460
	Absenteeism	2112	2122	2085	—
	Engagement	—	573	454	1460
Response rate	Presenteeism	—	25.8%	20.8%	71.7%
	Absenteeism	—	100%	100%	—
	Engagement	—	25.8%	20.8%	71.7%

<Measurement method>

Presenteeism: SPQ, Absenteeism: Average number of days of absence and leave, Engagement: UWES scale

