

# Safe People and Operations



As a chemical manufacturer, we believe that accidents and health effects caused by handling chemical substances continue to be major risks. To ensure the safety of employees and everyone involved in our business, we make investments and provide various training programs to minimize risks.

## Global health and safety initiatives Support for overseas group companies in safety activities

Our Group has continuously been providing its overseas partner companies comprehensive support for the safety and environmental initiatives. In FY2020, although we were not able to visit each site due to COVID-19, we worked to strengthen safety activities in each country and improve leaders' competencies through the NIPSEA Safety & Sustainability Council and online meetings with each site.

In the same year, to effectively prevent serious accidents, we revised our safety assessment to identify and eliminate the risks that might result in a plant shutdown, such as fires and explosions, and deployed it to overseas partner companies. Although overseas accidents have been increasing since FY2017, this is mainly due to the expansion of the scope of data collection.

## Health and safety initiatives in Japan

Our Group is committed to the prevention of accidents under the concept that safety takes priority over everything. In FY2020, we engaged all employees (including on-site contractors) in the health and safety activities taking actions based on decisions at the RC Committees, Group safety and environment meetings and Group product safety meetings.

In FY2020, accidents in our Group increased by seven from FY2019, but lost time injury accidents decreased by six. Regarding risk assessment, one of our key health and safety activities, we carried out a review focusing on injuries resulted from falls or dangerous postures, which had been increasing in recent years. Moreover, information about accidents that occurred in the Group were shared with our Group partner companies in Japan for reviewing and strengthening worksite safety rules and precautionary measures.

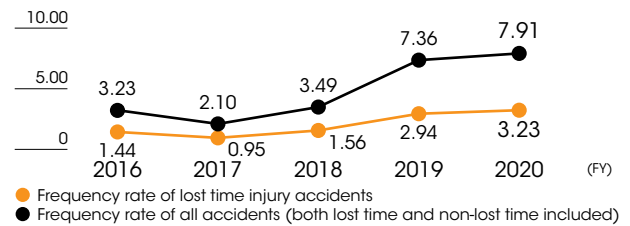
During FY2020, our Group conducted the following Group-wide training programs in Japan.

- Online safety training for new employees: 97 participants
- Online Follow-up training for new employees (contents: risk prediction training, static electricity safety lecture, product safety lecture): 78 participants

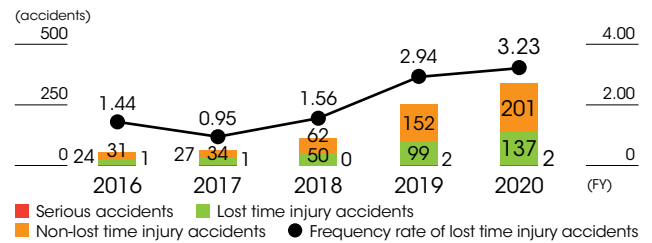
\*5 Scope of data collection

FY2020: NIPSEA, NPAC, NPMC, Dunn-Edwards, DuluxGroup, and Betek Boya  
 FY2019: NIPSEA, NPAC, NPMC, and Dunn-Edwards  
 FY2018: NIPSEA, NPAC, and NPMC  
 FY2017: NIPSEA and NPAC (In FY2016 + Asia)  
 FY2016: NIPSEA and NPAC (Europe and the Americas only)

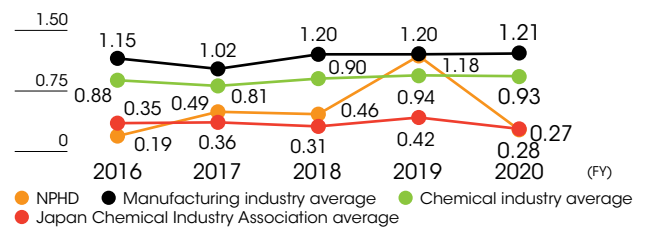
Frequency rate of lost time injury accidents overseas<sup>\*5</sup>



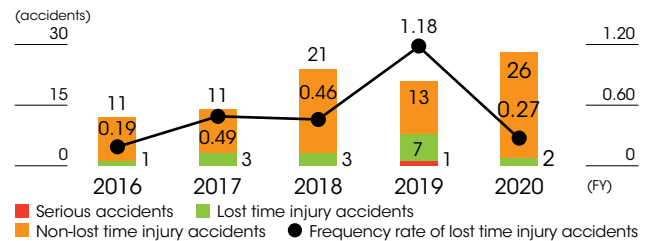
Number of workplace accidents overseas<sup>\*5</sup>



Frequency rate of lost time injury accidents in Japan<sup>\*3</sup>



Number of workplace accidents in Japan<sup>\*3</sup>



Number of accidents by employment type<sup>\*3</sup>

