# Safety and Health/Health Support

# We conduct coordinated companywide activities to ensure a safe working environment.

### **Policy**

# Safety and health

We pursue various activities to unify employees behind company efforts to prevent occupational accidents and maintain an environment in which every employee can work comfortably.

# **Health support**

We implement a wide range of support measures in such areas as health self-management by employees and mental health counseling.

# Measures

# 7. Safety and health

We are promoting measures to enhance employee safety and health according to the features of each site under the Central Safety and Health Committee.

#### Structure of measures

Company measures to enhance employee safety and health begin with a meeting of the Central Safety and Health Committee held every June and attended by employer and employee representatives elected by the various business groups. The committee determines policies for the company as a whole based on investigations of the situation concerning disasters and planning of measures to prevent them. Each site holds safety and health committee meetings once a month under the auspices of its safety and health management organization to determine measures and policies suited to the site's characteristics.



#### Safety commendation

Our corporate system for encouraging safety and disaster preparedness includes recognition through special awards, the Safety Control Excellence Award and the Disaster-free Recognition Award. Plants and working places whose safety management is so superior as to provide a model for others are recognized with testimonials, monetary awards and premiums.

### Safety and health education and training

We make use of the Internet to provide safety and health education as part of our companywide employee education. Moreover, the individual sites also conduct their own education, matched to their particular work environments.





Safety and health education homepage

#### Examples of implementation at plants/sites

- · Original creation by plants of health and safety education videos matching their business contents (Mie Plant)
- · Implementation of special education for employees in charge of operations involving hazardous substances (various sites)
- · Lectures by invited speakers on topics concerning health education four times a year (Kawasaki Research & Manufacturing Facilities)
- Safety education for business partners who pay frequent visits to our sites as an on-site disaster prevention measure (various sites)

# **2.**Health support

We hold health conferences once a year to reinforce our companywide health management structure through discussions among the medical staff and section managers at each site.

### Health promotion activities

We have established health promotion centers at our main sites and health management offices at the other sites, including the Kawasaki Research & Manufacturing Facilities' Health Promotion Division. Health consultants (health staff) stationed at small sites, such as our branch offices and branches, conduct support activities focusing on health consultations.

# Health checkups (complete physical examinations)

In addition to the annual health checkups required by law, all employees aged 35 and over 40 undergo adult disease medical checkups for early detection of chronic diseases. We also conduct health checkups for various special purposes, moreover, such as examinations to determine the health condition of employees posted overseas at the time of assignment, during temporary reassignment to Japan and after their final return. Industrial health staff such as occupational physicians and nurses explain the results of the health checkups, supporting their explanations with data.

#### Fujitsu Kawasaki Hospital

Although this hospital was founded in connection with the public welfare system, it is open to use by the public and Fujitsu employees. Employing such advanced equipment as MRI and multiorbital tomographic equipment, it does everything

possible to ensure that patients recover as early as possible. (46 beds available)



Fujitsu Kawasaki Hospital

#### Mental health services

Besides providing health consultations, special counselors (clinical psychologists) conduct counseling when mental health care is required. We conduct mental health education according to hierarchy, beginning with executive employee education in this area offered since 1966 and including education for people newly promoted to professional positions and introductory education for new employees added in 1988. In addition, education for industrial health staff at all our sites includes health manager meetings held since 1985 and skill enhancement education to teach counseling techniques.

#### **Employee information**

plus ONE, an information magazine concerning dietary life and health, is distributed to Group employees as part of our educational program. The magazine presents information concerning diet and medical and nursing care in an easily understandable style. Employees appreciate the opportunity it affords them to acquire valuable information naturally and pleasantly.



The Fujitsu Group's plus ONE magazine

# **Emergency measures**

When disasters (such as the September 2001 terrorist attacks in the United States) occur, we dispatch industrial physicians and counselors to the site to conduct medical consultations in cooperation with personnel section staff. When new diseases appear (such as the January 2003 SARS outbreak in Asia), we conduct medical consultations and information distribution by occupational physicians and nursing staff. We also take steps to protect staff and prevent secondary infections, such as distributing masks to employees on overseas assignment, traveling overseas on business trips and returning temporarily from overseas, and implement measures and provide information to prevent infection, as appropriate.

#### **Smoking countermeasures**

A companywide action policy enacted in 1997 to prevent health problems related to passive smoking and decreased productivity in the workplace defines basic workplace measures to enable smokers and nonsmokers to maintain good relations in the conduct of business. Smoking countermeasure working groups have been established at each site, and 100% separation of smoking areas has been attained. Besides education for in-house separation of smoking areas, moreover, we provide non-smoking support programs for employees who aspire to guit smoking and work to decrease the smoking rate.

# [Activity guidelines]

- Smoking areas are completely separated in workplaces (offices, laboratories).
- Smoking is prohibited in conference rooms and cafeterias.
- Efforts are made to educate employees to achieve complete in-house separation of smoking areas.

# "Non-smoking marathons" at Kawasaki Research & Manufacturing Facilities

The Kawasaki Research & Manufacturing Facilities Health Promotion Division is planning and operating "Non-smoking marathons" to celebrate World Non-smoking Day on May 31. More than 100 employees, over 60% of all participants, have completed the marathon (non-smoking) so far.

#### Measures in response to HIV

We have responded positively to the HIV issue based on the following basic stances and have developed a system to protect employees from AIDS. We have also established an AIDS consultation window that provides consultation to anyone upon request, including the person concerned, superiors, colleagues or family (with the option of anonymity).

#### [Basic stances]

- · We conduct thorough AIDS education and work to disseminate accurate information.
- We do not conduct HIV antibody tests as part of regular health checkups.

- · We do not treat AIDS victims unfairly or discriminate against them in personnel affairs, and we support employment of HIV carriers.
- We protect the privacy of HIV carriers

#### **Health education**

Each site conducts classes designed to raise health consciousness among its employees in accordance with its particular characteristics. We also conduct mental health education organized according to such hierarchical factors as the date of joining the company, promotions and advancement to the executive ranks. We provide health information on our homepage and through health news publications.

#### [Examples of educational offerings]

**One-step:** Experience in exercise programs that can be integrated into daily life, such as exercise for inside the home and walking styles that consume energy more efficiency (Kawasaki Research & Manufacturing Facilities) Yoransho pub: Education concerning alcohol and nutrition through virtual experience in visiting a pub and selecting a meal menu (Aizuwakamatsu Plant)

#### **Health consultations**

We conduct mental health and physical health consultations, including consultations concerning the results of health checkups and such matters as family health, the working environment and human relations.

#### Hygienic measures

Support for employee hygiene includes firstaid kits installed in the workplace and responses to the needs of employees traveling overseas on business or posted overseas (emergency medical supplies, vaccinations, etc., with types of measures varying according to the business trip/posting destination).

# Results





