

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.



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 quit 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 first-aid 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

