

Safety and Health and Health Support

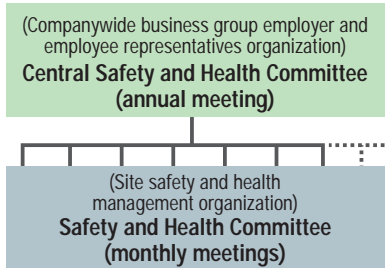
Coordinated companywide efforts to ensure a safe working environment

We are introducing various measures to unite employer and employees in efforts to prevent occupational accidents, maintain an environment in which every employee can work comfortably, and conduct business smoothly to improve productivity. Our ongoing activities to secure safety and health are matched to the working environment at the company level as well as the plant or site level, as appropriate. We also provide a wide range of support for health self-management by offering employee mental health counseling and disease detection measures, supporting these efforts with Web-based information and health news publications.

(Range: Japan)

Measures for improvement of safety and health

Company measures to enhance employee safety and health begin with a meeting of the Central Safety and Health Committee every June 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 with respect to 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 characteristic of each site.



We hold health conferences once a year to reinforce our health management through discussions among the medical staff and section managers of each site. The exchanges of opinions on matters concerning companywide health management that take place at these meetings help to identify areas for improvement in our health management system.

Safety commendation

Our corporate system to encourage 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 and prize money.

Safety and health education and training

We make use of the Internet to provide education as part of our companywide employee education. The individual sites also conduct their own education, moreover, matched to their particular work environment.



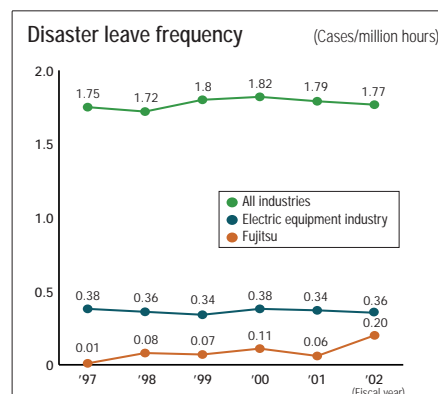
(An Internet education page)

Examples of implementation at individual sites

- Original creation by plants of educational videos matching their business contents (Mie Plant)
- Special education for employees who handle toxic substances (some sites)
- Lectures by invited speakers on topics concerning health education (4 times, Kawasaki Plant)
- Safety education for business partners who pay frequent visits to our plants and sites as an on-site disaster prevention measure (some sites)

Disaster occurrences

Our Group members are achieving a steady numerical decrease in disaster occurrences compared with others in the same business category. The disaster occurrence ratio has increased from the previous year due to disasters such as violent falls resulting from carelessness. We continue to implement measures to reduce the disaster occurrence ratio, and execute safety and health activities.



Primary activities of the Health Promotion Division

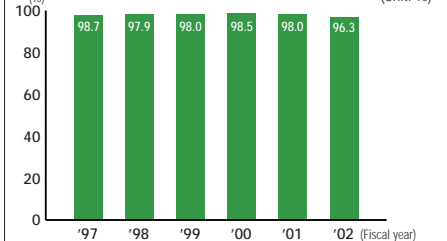
Health promotion activities

We have established health promotion centers at our main sites and health management offices at the other sites, including the Kawasaki Plant's Health Promotion Division. Health consultants (contract nursing professionals) stationed at small sites, such as our branch offices and branches, conduct support activities focusing on health consultations.

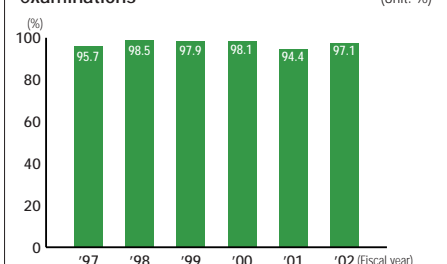
Health checkups

In addition to the annual health checkups (once a year) required by law, all employees aged 35 and over 40 undergo adult disease medical checkups (complete physical examinations) for early detection of chronic diseases and lifestyle amendment. We also conduct health checkups 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 mental and physical assessments with time sequence data.

Consultation rates for regular health checkups (Unit: %)



Consultation rates for adult disease medical examinations (Unit: %)



Smoking countermeasures

A companywide action policy enacted in 1997 defines basic workplace smoking measures. Smoking countermeasure working groups have been established at each site, and 100% separation of smoking areas and non-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.

[Activity guidelines]

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

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 our regular health checkups.
- We do not treat AIDS victims unfairly or discriminate against them in personnel affairs. Moreover, 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 dates of joining the company, promotions and advancement to the executive ranks.

Examples of educational offerings

One-step

Experience in exercise programs that can be intergrated into daily life, such as exercises which we can do in the home or walking techniques with efficient energy consumption. (Kawasaki Plant)

Yoransho pub

Participants study nutrition in a virtual pub experience.

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).

Mental health services

Besides providing health consultations, we station special counselors (clinical psychologists) at sites to conduct counseling when mental health care is required. We also conduct mental health education, including executive employee education since 1966, education for people newly promoted to professional positions and introductory education for new employees since 1988. We have also held conferences of personnel responsible for health care since 1985, as well as conducting skill enhancement education to teach counseling techniques.

Emergency measures

We have also prepared countermeasures for disasters and the occurrence of new types of diseases. When disasters (such as the September 2001 terrorist attacks in the United States) occur, health care divisions 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 trip and returning temporarily from overseas, and implement measures and provide information to prevent infection, as appropriate.

Fujitsu Kawasaki Hospital

Although this hospital was founded in connection with public welfare, it is open to use by the public and Fujitsu employees. Equipped with such advanced equipment as MRI and multi-orbital tomographic equipment, it does everything possible to ensure that patients achieve the earliest possible recovery. (46 beds available)



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.



plus ONE