

Occupational Health and Safety



Basic Principle

Our construction site operation relies on the organic connection of the many people working there. Occupational health and safety are the foundation for the Sanki Engineering Group and are of the highest priority. Under the Sanki Engineering Group Basic Health and Safety Principles, we partner with subcontractors in a range of health and safety activities.



Basic Health and Safety Principles
<https://www.sanki.co.jp/en/csr/social/safety/>

Initiatives for Ensuring Occupational Health and Safety

● Management System

We conduct risk assessment and analysis that correspond to the specific circumstances of accidents that occurred in the previous fiscal year, as well as to social and industrial trends, in order to formulate annual guidelines for safety and health activities. By formulating a Company-wide health and safety activities plan based on these guidelines, we seek to visualize our PDCA cycles, including the analysis of risk factors and implementation of remedial and preventive actions.

● Key Items Implemented in Fiscal 2022

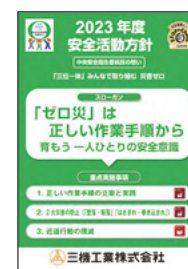
As part of our efforts to create comfortable working environments, we updated our uniform in June 2022. The new uniform was tailored with consideration for the various needs of all employees working at construction sites, such as fabric type and pocket location, which we identified through a questionnaire.

To reduce the number of accidents, we conducted all-division safety patrols at 22 construction sites and increased training opportunities for safety managers and workers. In fiscal 2022, however, the number of accidents increased by two from the previous year. Many of them were caused by inadequate operational procedures (insufficient risk assessment) or human error.

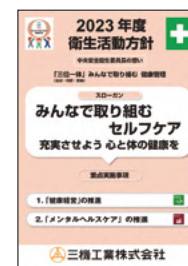
In view of the accidents in fiscal 2022 and the required responses to the Revised Labor Standards Law scheduled for enforcement in 2024, we will work in fiscal 2023 on implementing appropriate risk assessments based on job reports and work procedures and provide education related to the revised law.



New uniforms



Workplace safety poster



Workplace health poster

Outline of Activities in Fiscal 2022: Policies on Health and Safety Activities

Safety

Slogan: Making safety a reality. Each one of us is in charge—let's keep up the Stop & Check practice!

Key Actions

- Promote physical, real, and onsite hazard prediction activities**
 - Periodic accident prevention campaign
 - Focused patrols that address accident tendencies
- Visualize the Three as One activity**
 - Create a system where construction sites, subcontractors, and Sanki Engineering cooperate to prevent accidents; promote relevant activities
 - Revise criteria for health and safety awards
 - Develop the Sanki Occupational Health and Safety Management System
- Further enhance knowledge, awareness, and understanding**
 - Increase training opportunities for safety managers and workers
 - Brush up original educational programs for employees at construction sites
 - Systemize online health and safety training
 - Add content to the health and safety video

Health

Slogan: Create comfortable workplaces together for healthier minds and bodies

Key Actions

- Implement measures on health and productivity management**
 - Reduce long working hours, encourage employees to take days off
 - Take action against lifestyle-related diseases, strengthen activities to support more exercise
- Implement mental health measures**
 - Create a system for providing mental health care

● Safety Conventions and Safety Patrols

Every fiscal year, each branch, branch office, and division of Sanki Engineering holds safety conventions at 11 domestic sites and 2 overseas sites in June, the preparatory month for National Safety Week. Subcontractors from around the world participate in the convention. Executive officers from Japan, including our president, attended the convention, which took place at one of our sites in Thailand*. Employees and subcontractors who demonstrated outstanding efforts and achievements in safety management received awards. We also conduct special joint safety patrols, during which the president and directors tour 26 construction sites in the summer and before and after year-end.



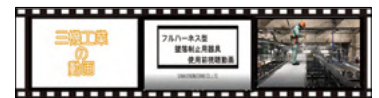
Safety patrol by the president

● Health and Safety Training

For Group employees and for staff employed by subcontractors, Sanki Engineering provides training led by in-house instructors or at designated training institutes. When accepting new foreign national technical intern trainees from their employers, we use standardized criteria for ensuring safety at all sites and carry out interviews by our employees to comply with these criteria. We also organize joint training sessions with the Sanki Health and Safety Cooperative Association.

In fiscal 2022, as in the previous year, we focused on conducting special training sessions using full harness-type equipment with the aim of preventing falls, in view of regulatory revisions. Sessions involving skill practice were conducted face to face by thoroughly implementing COVID-19 prevention measures. The mode and methods of training are determined by considering the risk of serious accidents and the importance of the topic. Online training is conducted to mitigate the burden of trainers by connecting multiple sites.

*Thai Sanki Engineering & Construction Co., Ltd.



Instructional video on preventing falls to be viewed before using full harness-type equipment



Online health and safety training

*Limited to training by in-house instructors, not including training at designated educational institutions

■ Number of Participants in Health and Safety Training (Fiscal 2022)*

Type	Number of Participants (from Subcontractors)
Special education and other courses	2,227 (1,809)
Health and safety training for foremen	114 (91)
In-house health and safety training	412 (0)
Position-based training for young and mid-career employees	111 (8)
Other client-focused training	536 (536)
Total	3,400 (2,444)

● Accidents in Fiscal 2022

In fiscal 2022, there were five accidents, an increase of two from fiscal 2021. A detailed analysis of the circumstances of these accidents revealed they were mostly the result of shortcomings in operational procedures, so a continuous effort will be required to promote thorough compliance with the rules and raise the level of our activities by sharing information.

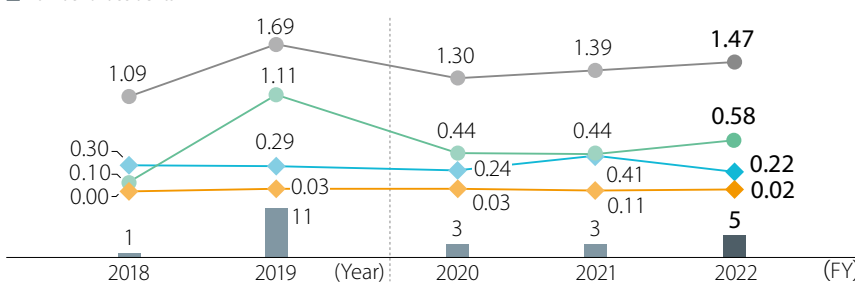
Scope: Sanki Engineering construction sites (Sanki Engineering Co., Ltd. and business partners)

Number of accidents: interrupted work for one day or longer

Period: The data compilation period was changed from the calendar year to the fiscal year starting with fiscal 2020 results.

■ Number of Accidents, Frequency Rate¹, and Severity Rate²

● Frequency rate for Sanki Engineering ● Average frequency rate for the general construction industry³
 ◆ Severity rate for Sanki Engineering ◆ Average severity rate for the general construction industry³
 ■ Number of accidents



*1 Frequency rate: Calculated as the number of deaths and injuries caused by accidents in the construction site per one million working hours, this figure indicates the frequency with which accidents occur.

*2 Severity rate: Calculated as the number of lost workdays caused by accidents in the construction site per one thousand working hours, this figure indicates the severity of the accidents.

*3 Source: Survey on Industrial Accidents, Ministry of Health, Labor and Welfare.