

Occupational Health and Safety



Basic Philosophy

Occupational health and safety are the foundation for the Sanki Engineering Group. Our construction site operation relies on the organic connection of the many people working there. 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

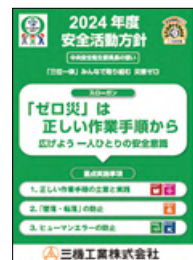
Management System

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.

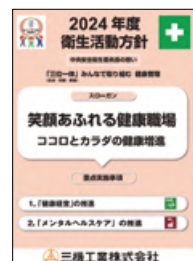
Key Items Implemented in Fiscal 2023

In fiscal 2023, the number of accidents involving collisions and falls that could lead to serious injuries increased. To further reduce the number of such accidents, we expanded our collection of accident cases in fiscal 2023 and revised our procedures for hazardous situations to make them easier to understand. In fiscal 2024, we will focus on preventing accidents involving collisions or falls by developing video tools that can be viewed multiple times to reinforce learning.

In addition, we have been striving to reduce long working hours through the ongoing Smile Project, which has led to a decrease in average monthly overtime and an increase in the number of paid leave days taken. In fiscal 2024, we aim to further cut down on long working hours by, for example, implementing the checklist for Article 36 of the Labour Standards Law on Overtime Work and Work on Days Off.



Workplace safety poster



Workplace health poster

Outline of Activities in Fiscal 2023: Policies on Health and Safety Activities

Safety

Slogan: Achieving zero accidents begins with correct work procedures. Let's foster the safety awareness of every employee.


Key Actions

1. Plan and implement correct work procedures
 - Ensure appropriate risk assessment using work notifications and procedure manuals
 - Use hazard prediction tools
2. Prevent two categories of major accidents (collisions and falling, and being caught or entangled)
 - Use disaster prevention leaflets
 - Use hazard prediction tools
 - Perform priority checks during safety patrols by branch offices and subcontractors
3. Eliminate shortcuts
 - Cooperate with employers for training and guidance
 - Conduct training using videos of accident case studies
 - Conduct training on revisions to laws and regulations

Health

Slogan: Self-care for everyone—Let's improve your mental and physical health.

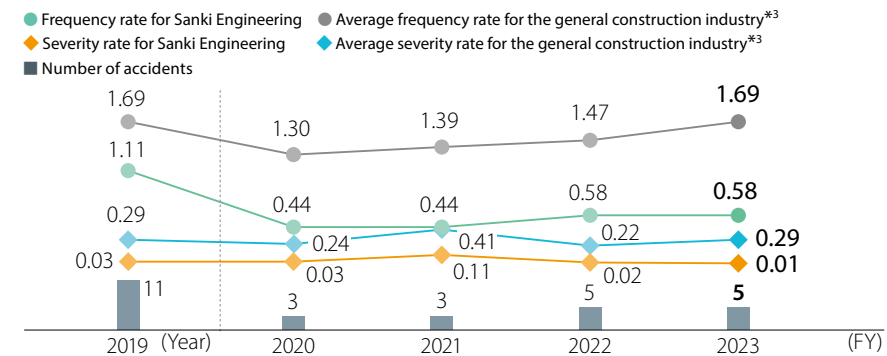
Key Actions

1. Promote health and productivity management  **P. 79**
 - Promote the reduction of long working hours in response to the fiscal 2024 overtime regulations
 - Promote measures to combat lifestyle-related diseases, with an emphasis on improving dietary habits
2. Promote mental health
 - Create a system for providing mental health care

Accidents in Fiscal 2023

In fiscal 2023, five accidents were reported. We are visualizing and widely sharing information on the frequency and severity of such incidents by department in order to alert employees, and will continue these efforts to raise safety awareness.

Number of Accidents, Frequency Rate^{*1}, and Severity Rate^{*2}



Safety Conventions and Safety Patrols

Every fiscal year, each Sanki Engineering branch, branch office, and division holds safety conventions at ten domestic sites and two overseas sites in June, the preparatory month for National Safety Week. Executive officers from Japan, including our president, and subcontractors from domestic and overseas sites, as well as representatives from the Sanki Health and Safety Cooperative Association, attend these conventions. In fiscal 2023, we strengthened the safety patrols conducted by each department and enhanced patrol content, such as pre-work checks and the review of work procedures and reports. Furthermore, during the summer and year-end periods, we conduct special joint safety patrols, joined by the president and directors, at 26 construction sites.

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. On top of our various health and safety training programs, in fiscal 2023 we disseminated additional information on the actions that should be taken when an employee shows signs of heat stroke. We also distributed safety-related videos via a portal that subcontractors can also view. Furthermore, we arranged for an external organization to conduct three asbestos-related seminars in association with the revision of the law, in order to raise the level of knowledge of on-site personnel. When accepting new foreign national technical intern trainees from their employers, we use standardized criteria for ensuring safety at all sites and interview them to make sure they comply with these criteria. We also organize joint training sessions with the Sanki Health and Safety Cooperative Association. In fiscal 2023, we created and distributed Safety and Health Handbooks translated into six languages^{*1} for use in safety and health education and other activities.

Number of Participants in Health and Safety Training (Fiscal 2023)^{*2}

Type	Number of Participants (including employees of partner companies)
Special education and other courses	1,512 (1,213)
Health and safety training for foremen	133 (103)
In-house health and safety training	498 (24)
Position-based training for young and mid-career employees	151 (2)
Other client-focused training	1,351 (1,247)
Total	3,645 (2,589)

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

^{*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.

Safety Convention (Fiscal 2023)

- Spread awareness of standardized and correct work procedures
- Presented safety awards for employees and subcontractors who have demonstrated outstanding safety management efforts and results
- Participants received towels made from unworn uniforms of the previous design



Safety patrol by the president



Safety and Health Handbook translated into six languages



VR-assisted health and safety training

^{*1} Vietnamese, Chinese, Indonesian, Tagalog, Portuguese, and English

^{*2} Limited to training by in-house instructors, not including training at designated educational institutions