

Morinaga Group Occupational Health and Safety Policy

Basic Philosophy

The Morinaga Group, through our occupational health and safety initiatives, which are a foundation of our corporate management, will maintain and improve a safe and comfortable working environment for all employees, regardless of individual differences in age, experience, language, employment relationship, work location, and other factors.

Basic Policy

1. We will strive to manage occupational health and safety by complying with laws and regulations related to occupational health and safety as well as internal standards.
2. We will identify and assess potential risks (sources of danger) in the workplace and implement safety measures by allocating the necessary management resources to reduce or eliminate such risks and promote the achievement of a safe and comfortable workplace with “zero dangers and zero occupational accidents”.
3. We will establish a system that clearly defines roles and responsibilities for occupational health and safety at all our business bases, and continuously improve and enhance such initiatives.
4. We will raise awareness of occupational health and safety through education and training on occupational accidents, traffic accidents, and mental and physical health, and other awareness-raising activities within our Group.
5. We will enhance communication and promote occupational health and safety initiatives in which all employees participate.

Established: April 2023