



Occupational Health and Safety/ Reducing Risks Posed by Chemical Substances

Key initiatives/Results in 2018

Implemented environmental safety training, including preventive measures and sensory training

Reduced risk in handling chemical substances

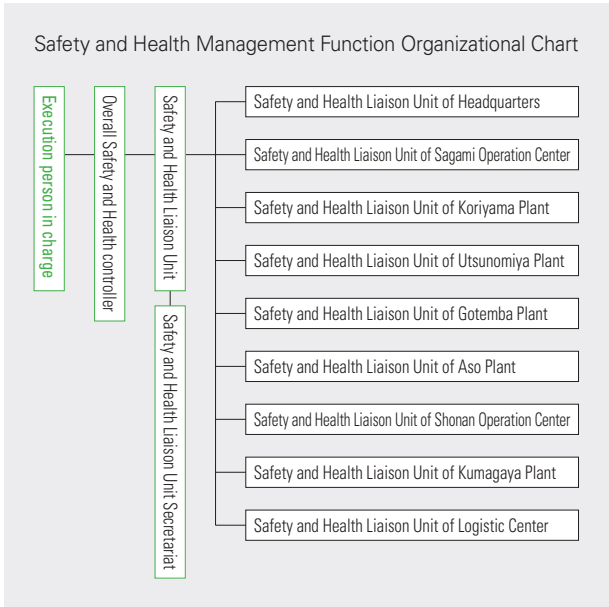
Basic Concept

In its initiatives for occupational health and safety, TOK conducts various activities to prevent accidents based on the annual action plan of the Safety and Health Committee. For company-wide issues that a single site cannot address on their own, the Safety and Health Liaison Unit, with the Human Resources Div. at the Headquarters as a secretariat, is in charge of finding solutions. The Safety and Health Liaison Unit shares information about the state of occupational health and safety measures that must be horizontally developed across all sites. Based on this organizational structure, the Company advances activities to prevent injuries and fire accidents caused by chemical substances, as well as severe injuries caused by machinery or heavy objects. In the event of a workplace accident, TOK takes thorough countermeasures to improve safety and rolls them out horizontally across the organization.

Implement Preventive Measures Based on Actual Occupational Accidents

TOK has established Safety and Health Committees at each site in accordance with the Industrial Safety and Health Act, and has created the Safety and Health Liaison Unit to oversee company-wide activities. The Department Manager of the General Affairs Dept. is the execution person in charge of the Safety and Health Liaison Unit, which shares information across sites and promotes company-wide occupational health and safety initiatives. We are focusing efforts on further reinforcing the occupational health and safety system to obtain ISO 45001 certification, which was published in March 2018, with the aim of reducing business continuity risk due to workplace accidents, while seeking to improve the level of occupational health and safety.

In 2018, TOK selected a leader to promote safety at each plant, and conducted safety inspections of all plants as a part of corrective measures following workplace accidents that occurred that year. Through these inspections, TOK identified company-wide problems and reconciled them with required levels of safety measures. The Company defined common safety standards for the entire Group, in addition to improving equipment and revising work procedures based on safety standards at each site.



Implement Emergency Response Training/ Environmental Awareness Training/ Guideline Training for Accident Prevention

TOK operates environmental management system at each site, and periodically conducts drills for responding to emergencies and natural disasters, such as earthquakes, based on potential scenarios it has clarified for emergency situations. At each of the Company's sites, many workers from third-party vendors are often engaged in construction or maintenance of machinery. In 2018, TOK began to draw up its Third-party Vendor Management Guidelines as a common set of rules for the entire Company to prevent environmental accidents and workplace injuries when people from third-party vendors perform work. In 2019, TOK will officially release these guidelines, and create detailed rules for each site to prevent accidents and injuries.



Training in Koriyama Plant

Initiatives for Reducing Risk in Handling Highly Corrosive Chemical Substances

TOK uses chemical substances with corrosive properties in the manufacture of semiconductor-related products. In 2018, the Company reassessed its production lines and work procedures based on lessons learned from accidents caused by such chemical substances. TOK also made concerted efforts to improve the level of safety, sharing information about safety measures among sites that use the same chemical substances. In 2019, the Company plans to ascertain the suitability of the safety measures it has implemented on its own and identify any potential sources of danger with the objective of further improving the level of occupational health and safety. To this end, TOK plans to have a third-party institution conduct a health and safety audit.

Prevention of Workplace Accidents

Safety and Health Committees at each site are in charge of activities to prevent workplace accidents at their sites, and periodically hold training sessions and drills for employees. The Safety and Health Liaison Unit prepares manuals for emergency safety measures in the event of workplace accidents, completing an appropriate response system.

In 2018, there were two accidents resulting in lost working days. We will continue to make concerted, company-wide efforts to prevent workplace accidents, to achieve our goals of "zero accidents" as well as "zero accident risks."

Future Issues and Initiatives

TOK has already obtained ISO 9001 and ISO 14001 certifications, and is examining the acquisition of ISO 45001 certification for occupational health and safety management systems, a third type of management system. ISO 45001 was issued in March 2018, and JISQ 45001 was published in September 2018. Across the industry, more companies are likely to seek out these certifications. If a workplace injury or accident occurs during production activities, TOK could incur significant costs to clean up the aftermath and take corrective actions, which could severely impede production activities. By introducing an occupational health and safety management system, TOK will reinforce the creation of workplaces where employees can work in safety and good health, while preventing workplace accidents before they occur.

TOK's Human Resource



Takashi Aoki
Engineer, EHS Office, EHS Div.

Aiming for Zero Environmental Accidents and Zero Workplace Accidents by Improving the Level of Safety

TOK handles a large volume of chemical substances in the manufacture of semiconductor-related products such as photoresists. Some of these chemical substances are hazardous or poisonous, requiring adequate attention when handling them. At its plants, the Company is vigorously improving safety measures by reviewing manufacturing equipment and work procedures based on lessons learned from past accidents. The occupational health and safety

management system (ISO 45001) the Company plans to introduce in the future could be integrated with its existing environmental management system (ISO 14001). We believe this would create a more efficient system while improving the level of environmental preservation and occupational health and safety, aligning with our aim for zero environmental accidents and zero workplace accidents.