

Labor Practices and Decent Work

Occupational Safety and Health

Occupational Safety and Health

Basic Approach and Policy

In order to prevent industrial accidents and maintain healthy working environments with vitality, Olympus has set forth “Ensuring Occupational Safety and Health” in the “Olympus Group Code of Ethics” and established the “Occupational Safety and Health Basic Policy.”

Olympus Group Code of Ethics
<http://www.olympus-global.com/en/csr/olycsr/socialin/principle/policy.jsp>

Basic Policy on Group-Wide Occupational Safety and Health

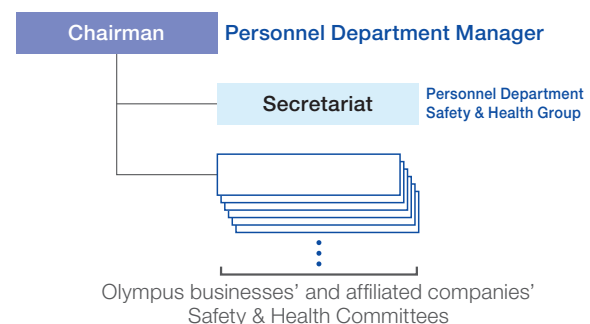
1. The Olympus Group will support the mental and physical health of all employees while working diligently to promote a workplace environment in which employees can carry out their duties in comfort and with peace of mind.
2. The Olympus Group will observe the Industrial Safety and Health Law as well as all related regulatory requirements. The Group will fulfill its responsibilities in ensuring the proper management of employees' health while addressing all safety concerns.
3. The Olympus Group will implement activities aimed at preventing accidents in the workplace as a part of efforts to eliminate any and all industrial incidents.

Occupational Safety and Health Promotion Structure

In order to implement the “Occupational Safety and Health Basic Policy,” Olympus has established the “Safety & Health Promotion Committee,” which is chaired in Japan by the general manager of the Human Resources Division. The members who make up the committee are the representatives of the Safety & Health Committee established in each business of our headquarters and in affiliated companies, the labor union, and the industrial doctors of each site.

The Safety & Health Promotion Committee tracks general safety and health and health management activities at each site and shares the causes, countermeasures, and preventive measures for occupational accidents with the aim of improving overall Group activities by presenting remedial guidelines and information about legal amendments to all sites. Overseas, we are pursuing activities based on compliance with laws and regulations in each country.

◎ Safety & Health Promotion Committee

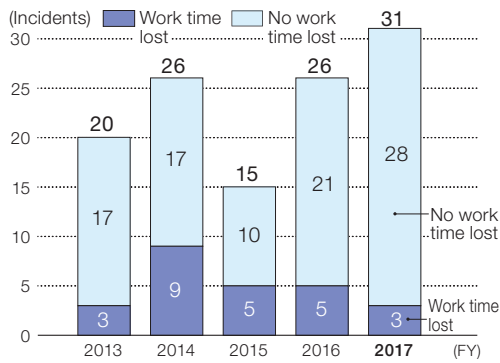


Safety & Health Promotion Activities

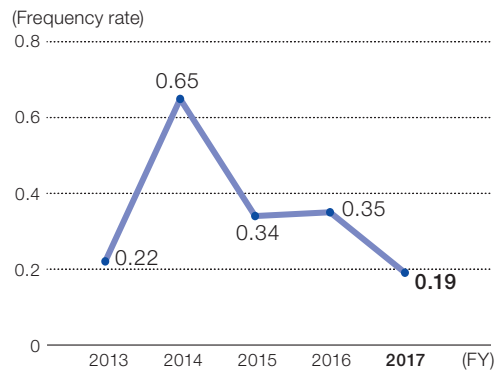
At the beginning of every year, Olympus establishes the “Activity Policy” for occupational safety and health and health management in accordance with the “Occupational Safety and Health Basic Policy,” and promotes activities utilizing the PDCA cycle.

Elimination of industrial accidents is a theme that requires continuous action, and the number as of fiscal 2017 was 31. We have promoted various measures to reduce industrial accidents without fail. In fiscal 2018, we will reinforce our efforts to reduce industrial accidents. We will make introduction of measures to prevent industrial accidents a top-priority theme for all Group companies to increase the synergistic effect and accelerate implementation of the measures.

Number of Industrial Accidents (work time lost/no work time lost)



Incidence Ratio of Industrial Accidents



*Scope: Olympus Corporation only
 Number of workers, incl. temporary workers (average total) × 1,920 ... (1)
 Industrial accidents (work time lost) ÷ (1) × 1,000,000 = Incidence ratio

Number of Fatal Accidents

	FY2013	FY2014	FY2015	FY2016	FY2017
Fatal accidents	0	0	0	0	0

Health Management

Basic Approach and Policy

In addition to health management activities as industrial healthcare, in cooperation with the Health Insurance Association, we support health promotion activities for employees. In fiscal 2015, we began the “Mind and Body Vitality Project,” which promotes activities with an emphasis on (1) prevention of lifestyle-related diseases, (2) early detection of cancer, and (3) prevention of mental health disorders.

Basic Policy for Activities

We will promote the creation of a healthy and vibrant corporate culture for both mind and body with our sights set on the “Realization of a Better Livelihood and Happiness” for each and every individual.

Priority Activities

- (1) Prevention of lifestyle diseases
- (2) Early detection of cancer
- (3) Prevention of mental health disorders

Realization of a Better Livelihood and Happiness



Activities in Fiscal 2017

■ Health Promotion Activities and Campaign

To foster greater awareness and provide support in activities related to health management among employees, we introduced the portal site Wellness Port Navi under the initiative of the health insurance union to promote health management by individual employees.

We have actively organized health campaigns, including promotion on walking, year-end weight control program, quitting smoking, dental health, etc.

■ Recognized under White 500, the 2018 Certified Health and Productivity Management Organization Recognition Program

Olympus's activities in employee health management, implemented strategically from a management point of view, won consecutive recognition in 2017 and 2018 from White 500, the Certified Health and Productivity Management Organization Recognition Program.

The Program organized jointly by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, is a certification program bestowing recognition to large enterprises with outstanding health management practices organized in cooperation with health insurance society, etc.

Olympus emphasizes the development of a healthy and vibrant working environment for employees' minds and bodies and is proactively implementing measures that include our system for industrial health activities, a range of health examinations, the prevention of lifestyle-related diseases, implementation of cancer screening tests using endoscopes, and improvements in mental health services.

We plan to continue to work in cooperation with the Health Insurance Association, for continuing effort in building a better working environment and good health for both the employees and their families. We plan to work actively in promoting health among employees of the Group companies and to contribute to society through promotion of health among its customers through our business activities.



■ Health Declaration and Stop Smoking Promotion

We have announced the Olympus Health Declaration to promote health awareness among employees and their families. As a priority issue, we aim to prohibit smoking completely within the premises of our group companies across Japan by the end of March 2021.

At the same time, we are working together with the Health Insurance Association to organize support programs for those of employees who want to stop smoking.

◆ Corporate targets

- Complete smoking ban within company buildings: By the end of March 2020
- Complete smoking ban within company premises: By the end of March 2021
- Smoking ban among out-of-office workers during working hours: By the end of March 2021

◆ Health Insurance Association target: Reduce smoking rate to 12% by the end of March 2023

Health Management Support System

Olympus is developing and strengthening Systematic Health Management by allocating industrial doctors, health workers, and nurses depending on the size of the facility.

In the Health Insurance Association, we actively support the implementation of cancer screening tests, prevention of lifestyle-related diseases, and individual health promotion activities.

Number of Medical Staff and their Role

	Headquarter Facilities	Headquarters Branch/Sales Offices	Affiliates/Sales Companies	Roles
Supervising industrial doctors	○	○	○	<ul style="list-style-type: none"> ● Hiring decision/Interview ● Overwork/Mental support ● Contracted industrial doctor follow-up
Industrial doctors: 7	○	○	○	
Health workers/nurses: 25	○ (12)	○ (4)	○ (9)	<ul style="list-style-type: none"> ● Subsequent measures ● Specific health guidance ● Health support seminar
Counselors/Psychiatrists (Contracted: 3)	○	—	○ Workers in headquarters facilities	<ul style="list-style-type: none"> ● Collaboration with industrial doctors/medical care workers
Contracted industrial doctors: 9	—	○ (Partial)	○ (Core factories)	<ul style="list-style-type: none"> ● Cooperation with industrial doctors/medical care workers

Health Examinations and Health Counseling

In cooperation with the Health Insurance Association, we are enhancing our routine health examination offering. In optional screening, we have introduced endoscopic tests.

We are also holding events such as seminars on physical exercise for the prevention of lifestyle-related diseases and non-smoking seminars to provide employees with more opportunities to receive advice on their health, including mental health.

We require routine health examinations for expatriate employees sent to work abroad and we follow up on the health management of employees and their families. We deploy industrial doctors, health workers and nurses and we interview them when they are appointed and when they return from assignment, and also conduct daily health counseling. In addition, industrial doctors make routine site visits and we have enhanced our health management activities for expatriates.

Cancer Screening Tests

Health examinations offer enhanced cancer screening tests using endoscope and support the early detection of cancer. In fiscal 2017, lectures by prominent speakers were organized to raise the screening rate.

- Most of the cost of cancer screening tests is paid by the Health Insurance Association. (For lung and brain cancer screening, however, employees pay half the cost.)
- Employees aged 35 or older can choose to have stomach and colon cancer screening using endoscopes.
- Gynecological (breast cancer and cervical cancer) screening can be received without age restrictions.
- Dependent family members aged 30 or older are also eligible for cancer screening provided by the Association.

Cancer Screening Test Support System

Examination Item	Target	Health Insurance Cost Subsidy	Years Consultation Encouraged*
Gastric cancer (endoscope)	35 years and older	100% coverage	Once every two years
Gastric cancer (pepsinogen examination)	35 years and older	100% coverage	Year that gastroendoscope exam is not undertaken
Bowel cancer (endoscope)	35 years and older	100% coverage	Once every three years (40 years and older)
Bowel cancer (fecal occult blood test)	35 years and older	100% coverage	Year that large bowel endoscope exam is not undertaken
Breast cancer/Cervical cancer	Women of all ages 100% coverage	100% coverage	Once every two years
Prostate cancer (PSA marker)	Men 50 years and older	100% coverage	Once every two years
Abdominal ultrasonography	40 years and older	100% coverage	Once every two years
Lung cancer (lung helical CT)	40 years and older	50% (Limit of ¥5,000 including tax)	Individual decides whether to receive health exam

*Consultation encouraged: For those who have not yet taken the exam from the target age to retirement (depending on item) (call/recall)

■ Mental Health

Combining with the four types of care listed below, we support everything from preventive action to treatment for the mentally ill, and those returning to work after an absence due to mental illness.

- Education on mental health using e-learning tools and other methods
- Consultation and daily care service provided by industrial doctors and other health staff
- Consultation service and seminars provided by external psychologists

We conduct the statutory stress checks all together in our domestic group. In fiscal 2017, the participation rate was 94%, with interviews and personalized follow-up provided according to results. The program was completed satisfactorily. We continue to review its effective application, as part of our mental health program.

◎ Occupational Safety and Health Initiatives

Priority Topics	Priority Initiatives	
	FY2017	Next Fiscal Year
Reduce the number of industrial accident	<ul style="list-style-type: none"> ● Report to management in the event of a serious workrelated injury or an equivalent industrial accident and horizontally expand recurrence prevention ● Risk prevention training and improvement in risk assessment ● Rigorous recurrence prevention measures in the event of a disaster ● Establishment of priority issues in preventing disasters and review into corrective measures: Implementation of improvement measures ● Promotion of inspection and educational activities for the workplace environment to prevent falling down injuries (the Ministry of Health, Labour, and Welfare's promotion of the "STOP! Falling-Down Injuries Project") ● Promotion of inspection and educational activities for the workplace environment to prevent heatstrokes and promotion of awareness (promotion of the Ministry of Health, Labour and Welfare's "Stop! Heatstrokes, Cool Work Campaign") 	<ul style="list-style-type: none"> ● Report to management in the event of a serious workrelated injury or an equivalent industrial accident and horizontally expand recurrence prevention ● Risk prevention training and improvement in risk assessment ● Rigorous recurrence prevention measures in the event of a disaster ● Establishment of priority issues in preventing disasters and review into corrective measures: Implementation of improvement measures ● Promotion of inspection and educational activities for the workplace environment to prevent falling down injuries (the Ministry of Health, Labour, and Welfare's promotion of the "STOP! Falling-Down Injuries Project")
Strict legal compliance	<ul style="list-style-type: none"> ● Respond to new revisions based on notification from the Ministry of Health, Labour, and Welfare ● Reorganization of chemical substances control system (In areas related to the environment, export trade, and Occupational Safety and Health) 	<ul style="list-style-type: none"> ● Respond to new revisions based on notification from the Ministry of Health, Labour, and Welfare ● Improvement accuracy on chemical substances control system
Support health promotion activities (data health)	Promotion of health management activities <ul style="list-style-type: none"> ● Full support for health examinations (routine/special/specific procedures, etc.) and subsequent measures ● Thoroughly conduct doctor interviews to understand the overworked people being studied (including managers) ● Promotion of employee educational programs to strengthen health management activities ● Standardization of health management and mental health measures 	Promotion of health management activities <ul style="list-style-type: none"> ● Full support for health examinations (routine/special/specific procedures, etc.) and subsequent measures ● Thoroughly conduct doctor interviews to understand the overworked people being studied (including managers) ● Proposal and implementation of companywide health management measures in cooperation with the Health Insurance Association ● Study into measures to prevent greater disease severity and promotion of measures related to cancer
Mental support	Promotion of mental health measures <ul style="list-style-type: none"> ● Entrenchment and application of the mental health stress check program ● Expansion of mental health education (rank-specific training, support of young workers, etc.) 	Promotion of mental health measures <ul style="list-style-type: none"> ● Entrenchment and application of the mental health stress check program ● Improvement in education on mental health
Overseas health management	<ul style="list-style-type: none"> ● Industrial physician conduct of on-site inspection and individual interview, etc. ● Regular expatriates' health examination and promotion of a result follow-up ● Providing stress checks 	<ul style="list-style-type: none"> ● Industrial physician conduct of on-site inspection and individual interview, etc. ● Regular expatriates' health examination and promotion of a result follow-up, and recommendation for cancer screening tests ● Providing stress checks ● Implementation system for vaccination