

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, the Olympus Group 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.

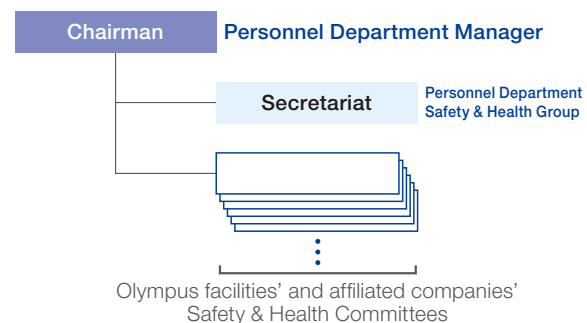
Occupational Safety and Health Promotion Structure

In order to implement the “Occupational Safety and Health Basic Policy,” the Olympus Group has established the “Safety & Health Promotion Committee,” which is chaired in Japan by the general manager of the Human Resources Division. The committee members are the representatives of the Safety & Health Committee 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 & 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

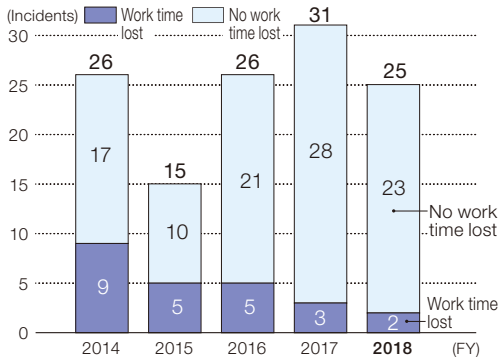


Safety & Health Promotion Activities

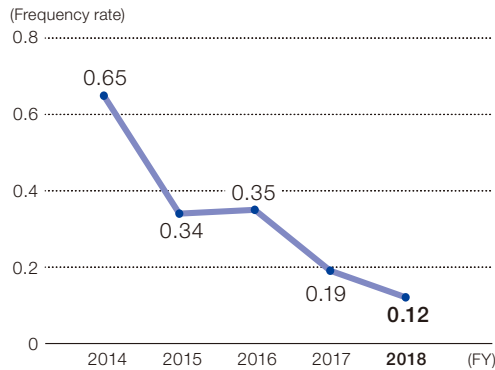
At the beginning of every year, Olympus establishes the “Activity Policy” for occupational safety and health and health management in accordance with the “Occupational Safety and Health Basic Policy,” and promotes activities utilizing the PDCA cycle.

Elimination of industrial accidents is a theme that requires continuous action, and the number of the cases as of fiscal 2018 was 25. We continue to promote various measures to reduce industrial accidents without fail. In fiscal 2019, we will introduce further training programs designed to reduce industrial accidents (e-learning programs) for all employees and will ensure that measures to prevent falling from staircases or slipping on frozen surfaces of winter roads are comprehensively implemented. We will further enhance the measures 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



*Number of workers, incl. temporary workers (average total) x 1,920 ... (1)
Industrial accidents (work time lost) / (1) x 1,000,000 = Incidence ratio

Number of Fatal Accidents

	FY2014	FY2015	FY2016	FY2017	FY2018
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 Olympus Health Insurance Association (hereinafter referred to as “Health Insurance Association”), the Olympus Group in Japan supports health promotion activities for employees in Japan. Since fiscal 2015, we have begun 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.

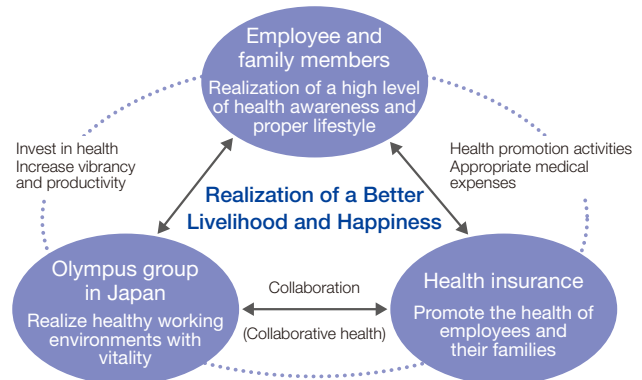
Basic Policy for Activities

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 2018 (Japan)

■ 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 Association 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 2019 Certified Health and Productivity Management Organization Recognition Program

Olympus's activities in employee health management, implemented strategically from a management point of view, have won three-year consecutive recognition since 2017 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 intend to work actively in promoting health among employees of the Group companies in Japan and to contribute to society through promotion of health among its customers through our business activities.



■ Health Declaration and Stop Smoking Promotion in Japan

We have announced the Olympus Health Declaration to promote health awareness among employees and their families in April 2018. We have made it a priority to eliminate passive smoking by introducing to complete a total smoking ban within the premises of all Group companies across Japan by the end of March 2021. Smoking has now been prohibited at many sites and the initiative is now spreading steadily. At the same time, the Health Insurance Association is organizing support programs for employees who want to quit smoking (recommending online stop smoking program, cost subsidy programs, etc.).

◆ 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 Number (Japan)

	Number	Company
Industrial doctors	9	Olympus Head Office Human Resources Division
Health workers/nurses	26	Head Office and Group companies
Contracted industrial doctors/mental counselors	9	Head Office and Group companies

■ Health Examinations and Health Counseling

In cooperation with the Health Insurance Association, we are enhancing our routine health examination offering at the Olympus Group in Japan. In optional screening, we have introduced endoscopies.

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

Health examinations offer enhanced cancer screening tests using endoscope and support the early detection of cancer in the Olympus Group in Japan. In fiscal 2018, 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 cancer screening and brain checkup, however, employees pay half of 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	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) (periodical recommendations)

■ 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 2018, the participation rate was 95%, 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	
	FY2018	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") 	<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")
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 ● Improve the chemical substance management system (related to the environment, exports and occupational health and safety).
Support for health promotion activities (data health)	<ul style="list-style-type: none"> ● Compliance <ul style="list-style-type: none"> • Health examinations (routine/special/specific procedures, etc.) and subsequent measures after the examinations implemented • Responded to overworked people, etc. ● Implemented health promotion and disease prevention measures in cooperation with the Health Insurance Association. <ul style="list-style-type: none"> • Offered specific health guidance. • Seminars (on exercise, diet, mental health, etc.) ● E-mail magazine from the Health Insurance Association to employees 	<ul style="list-style-type: none"> ● Compliance ● Develop measures to improve health literacy. ● Reinforce activities aimed at preventing the development of severe illnesses. ● Support for balancing treatment and work (cancer treatment) ● Study and implement to improve participation in cancer screening programs.
Mental health support	<ul style="list-style-type: none"> ● Promoted further mental health education <ul style="list-style-type: none"> • E-learning program on mental health for new employees • E-learning program on mental health for managers • Seminars by external counselors, etc. ● Stress checks 95% participation; conducted appropriate follow-ups based on results. 	<ul style="list-style-type: none"> ● Promote further mental health education <ul style="list-style-type: none"> • Regular reviews of mental health education (age or rank-specific training, etc.) ● Stress checks & effective use of results <ul style="list-style-type: none"> • Analyze findings and use them effectively to improve the workplace environment.
Measures to prevent passive smoking and quitting smoking	<ul style="list-style-type: none"> ● Group-wide activities in all Group companies in Japan, established concrete targets and planned and developed a promotional organization. ● Wider awareness of activities for all employees (by e-learning) ● Started online quit smoking program. ● Various promotional measures (No Smoking Day & no smoking campaigns) 	<ul style="list-style-type: none"> ● Continue activities to achieve corporate targets. (Corporate target: Complete smoking ban within company premises: By the end of March 2021) ● Promote effective use of the online quit smoking program.