

Piolax Safety and Health Policy

<Slogan>

Safety and health are the top priority in our business activities.

In order to protect the safety and health of our employees, the Piolax Group will put priority on creating a "safety culture" and a "safe workplace" in which all employees will comply with safety and health-related laws and regulations, respect each other, and actively communicate so that they will continue to work safely and comfortably, both physically and mentally.

<Action Guidelines>

1. The management, employees, and industrial physicians will work together to promote the creation of a safe, secure, and vibrant workplace.
2. We will comply with laws, regulations, rules, and defined work procedures related to occupational safety and health and wear protective equipment.
3. In order to prevent occupational accidents, we will continue to carry out activities related to occupational safety and health and improve the workplace environment.
4. We will understand emergency responses and immediately report any accidents and safety concerns to our supervisors and safety managers in the workplace.
5. Through daily communication in the workplace, we will try to understand physical and mental health of our employees and also foster an open-minded corporate culture and identify potential problems.
6. We will conduct regular safety and health training to improve the knowledge and skills of our employees.
7. We will encourage employees of temporary staffing agencies and partner companies working in our workplace to understand this Policy.
8. We will take pre-emptive measures against risks related to chemicals and equipment, assuming emergency situations.