

Occupational Health and Safety

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Management System

The purpose of the Panasonic Group's occupational health and safety management is to promote a comfortable, safe workplace based on the most advanced and best practices. Its aim is to contribute to the welfare of the Group's employees and the development of Panasonic's business. In addition, the Group has established in its regulations that it will give careful consideration to the health and safety of the subcontractors' employees who work full-time on Panasonic premises.

To maintain our efforts regarding occupational health and safety—and to improve on them continuously—Panasonic has implemented an occupational health and safety management system at nearly all its manufacturing locations globally (some of which are now under construction). The systems implemented at company locations consist primarily of the Panasonic Occupational Safety and Health Management System (OSHMS), which encompasses the OHSAS18001 standard, supplemented with the company's unique perspective. Panasonic also acquires and updates external OHSAS18001 certifications for locations outside Japan where it has been requested to do so by customers. At present, Panasonic is preparing to shift from OHSAS18001 to ISO45001, as the latter has been published.

[List of Workplaces that Have Acquired OSHMS Certification](#)

Panasonic uses OSHMS to give all employees clear roles and responsibilities, promoting engagement in health and safety-related activities by setting clear targets. The system also involves periodic reviews by the directors of business sites, thus allowing the Company to revise these activities as needed. Panasonic periodically—at least annually—conducts risk assessments to uncover any remaining risks of workplace accidents or illnesses and to reduce these risks, which it does decisively and in order of severity. Furthermore, when a workplace accident happens within the Company, Panasonic shares it as a case study through its corporate intranet, so that it can implement steps to prevent recurrences at all business sites.

Through OSHMS, all business sites in Japan have health and safety committees, composed of employees and managers, that investigate and debate employee hazard prevention measures, the causes of and recurrence prevention measures for occupational accidents, employee personal health problem prevention measures, and employee health maintenance and promotion measures. Moreover, to prevent occupational accidents caused by working together with employees of contractors operating on our premises, Panasonic has established occupational health and safety councils with these contractors, through which it maintains open lines of communication among workers and otherwise comprehensively manages health and safety.

At business sites where workplace accidents have occurred, Panasonic investigates the causes behind the incidents, implements measures to prevent recurrence, and shares accident case studies groupwide so that all business sites may implement preventative measures so as not to experience the same kinds of accidents themselves.

In March of each year, Panasonic establishes key groupwide directives, and during July's National Safety Week and October's National Occupational Health Week, the company endeavors to fully inform all employees of these directives, through efforts that include the president separately issuing memoranda related to the key groupwide directives for that fiscal year.

Panasonic Group staff in charge of health and safety also participate in an annual Employee Personal Health and Occupational Health and Safety Forum, where together they study case studies of efforts at different business sites, attend lectures by visiting instructors, and engage in other activities to increase their knowledge and to put it into practice at each business site.

In addition, Panasonic's Occupational Health and Safety staff attend presentations given by outside experts, share best practices

on health and safety among business sites (including those overseas), and give awards to business sites with exceptional safety records at the health and safety forum held each year in September. These actions are designed to create a high standard of health and safety at Panasonic.

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Policy

Panasonic strives to ensure the personal and occupational health and safety of its employees by sharing the Panasonic Code of Conduct, created by the board of directors, and the Panasonic Occupational Safety and Health Policy, issued by the president, to all Panasonic Group companies worldwide.

Panasonic Code of Conduct (Excerpts)

Panasonic has established that it will pay attention to the health of its employees and strive to secure a safe and comfortable workplace environment for them.

Chapter 3: Employee Relations

(2) Respect for Human Rights

4. The Company will give due consideration to the health of its employees and will maintain a comfortable workplace that meets all applicable safety standards.

[> Panasonic Code of Conduct, Chapter 3: Employee Relations](#)

Panasonic Occupational Safety and Health Policy

The Panasonic Occupational Safety and Health Policy consists of an Occupational Safety and Health Declaration, as well as a set of Activity Guidelines for Occupational Safety and Health. The Company has set initiatives in eight areas that it is thoroughly undertaking.

Occupational Safety and Health Declaration

Panasonic Corporation is committed, based on its management philosophy of respecting people, to creating safe and both physically and mentally healthy workplaces through consistent effort and appropriate and careful attention.

Activity Guidelines for Occupational Safety and Health

1. Legal and regulatory compliance

Each business unit should establish its own internal policies and procedures to fulfill the relevant legal and regulatory obligations relating to occupational safety and health, and to ensure compliance.

2. Management resources

Each business unit should devote staff, technology, and capital to creating workplaces that are safe and healthy.

3. Establish, maintain, and improve an occupational safety and health management system

Each business unit should establish an occupational safety and health management program, and regularly maintain and improve it.

4. Definitions of roles, authorities, and responsibilities, and organizational maintenance

To administer the occupational safety and health management program and to promote continuous autonomous improvement, each business unit should define the roles, authorities, and responsibilities of the elected head, legal staff, managers, and supervisors of the program.

5. Removal and reduction of hazards and potential causes of damage

Each business unit should assess risks, identify hazards and potential causes of damage, and remove or reduce them.

6. Setting goals and formulating and implementing a plan for occupational safety and health management

The management and employees of each business unit should work together to assess the occupational safety and health status of workplaces, identify disasters and potential threats to health, establish goals, and formulate and execute a management plan for the occupational safety and health program.

7. Auditing and review by management

Each business unit should conduct regular audits to monitor the occupational safety and health program. Management should review the audit results and recommend improvements to the program.

8. Education and training

Each business unit should provide its employees and those of its business partners on its premises with education and training in accordance with the occupational safety and health management program. Each business unit should ensure that all relevant people are kept informed of and familiar with the program's charter and management system.

April 1, 2013

President Kazuhiro Tsuga, Panasonic Corporation

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Education

Panasonic educates employees, managers, and occupational health and safety staff using the Occupational Safety and Health Education Guidelines and the Mental Health Education Guidelines that it has established.

HQ Training and Numbers of Trainees (Fiscal 2018)

Name of Training	Period/Time	Number of Trainees
Occupational Health and Safety Staff Training (Introduction)	Three days	30
Human Resources Basic Roles Course	Two hours, 30 minutes	13
OSHMS Internal Auditor Training	Two days	19
Machinery and Equipment Safety Standards Lectures	Two days	43
Before sales Praxis Training	55 minutes	481
Career Hires Introductory Training	60 minutes	597
Managing Director and HR Manager Occupational Health and Safety Seminar	Two days	35
Production Engineering Manager Occupational Health and Safety Seminar	Two days	17

Moreover, in September of each year, Panasonic Holds its Personal Health and Occupational Health and Safety Forum—a place where employees from all business sites can learn good examples of personal health and occupational health and safety promotion activities from each other, and where Panasonic can award business sites that have achieved zero accidents or shown outstanding effort—as part of its aim to raise the standards of its health and safety activities.

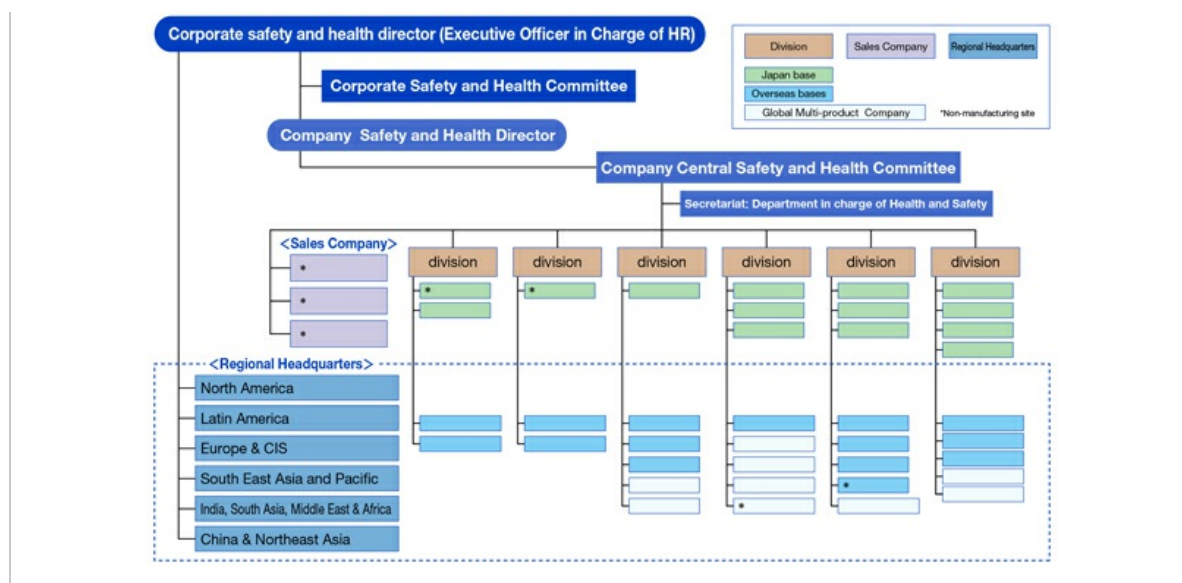
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Responsible Executive and Framework

The chief Human Resources officer(CHO) is Senior Managing Executive Officer Mototsugu Sato (As of August 2018)

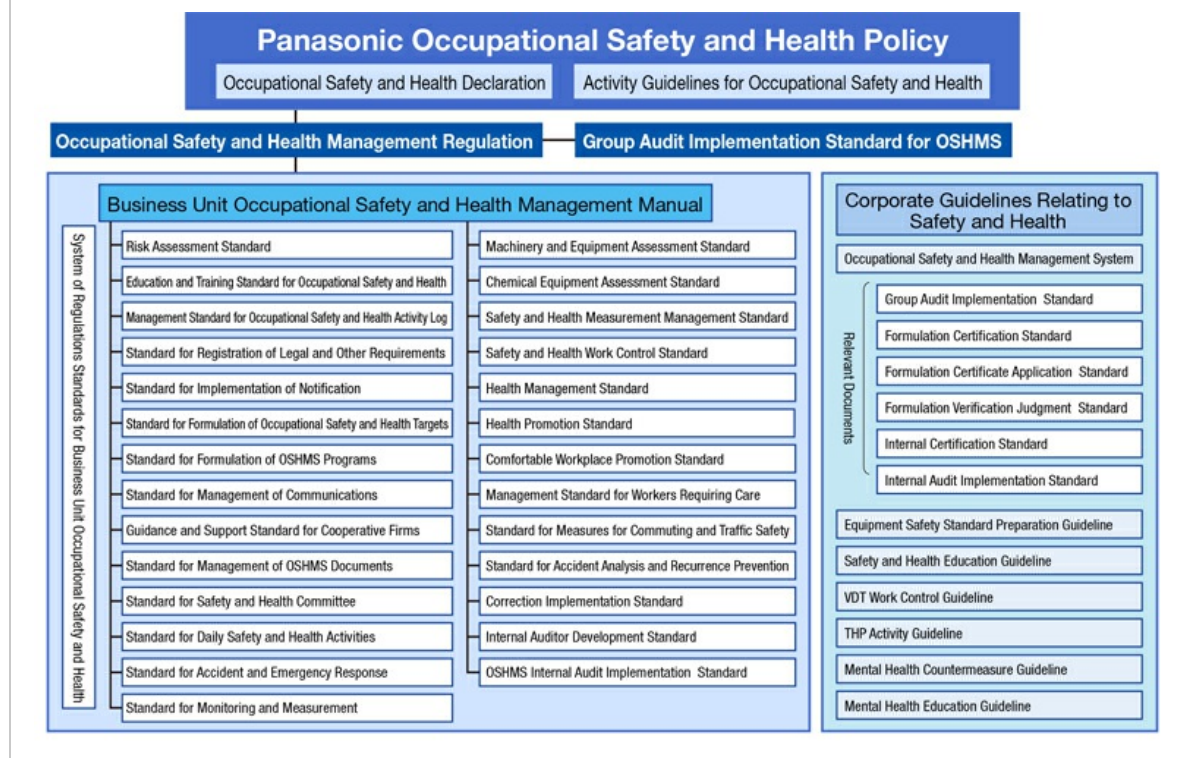
In accordance with its Occupational Safety and Health Management Regulation, which were established for occupational health and safety management throughout the group, Panasonic has the following management structure:

Division Occupational Health and Safety Management Organization (Japan)



To continually maintain and improve its occupational health and safety activities, Panasonic has also built the Occupational Safety and Health Management System (OSHMS) and provided various related regulations for all business sites worldwide.

Panasonic Safety and Health Policy



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Occupational Health and Safety Support Desk

Panasonic has established the following lines of support to help employees prevent or deal with mental or physical stress:

Employee Consultants (or the human resources department of the employee's place of work)

Since 1957, Panasonic has designated employees with abundant work experience as "consultants," and it has implemented a "Consultant System" whereby other employees may confer with them. The consultants answer any questions other employees have concerning welfare systems, and they provide support aimed at helping employees take charge of resolving worries or problems that they face in their work or private lives.

EAP* Consultation Office

For this program, Panasonic has engaged specialist counselors to listen to the personal concerns of employees, who can rest assured that what they have discussed will not be disclosed to the company or to their health insurance association.

* EAP: Employee Assistance Program

Company Clinic

Panasonic staffs these offices with full-time physicians and occupational health staff to provide a health support program that performs functions such as handling illnesses that manifest during work, consulting on mental and physical health, preventing lifestyle-related diseases, and helping in smoking cessation.

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Key Initiatives

Safety

Promoting Three-Year Occupational Accident Prevention Plans

In an effort to prevent the most common occupational accidents—getting caught in, pulled into, sliced by, or scraped by equipment and falling in halls or stairwells, among others—Panasonic defines groupwide initiatives, and each business site is working to formulate implementation plans for fiscal 2019–2021.

Occupational Health

Regarding special tasks such as the handling of heavy objects or chemical substances, Panasonic will conduct work reviews and provide appropriate safety equipment according to Safety Data Sheet (SDS), while aiming to reduce such work as much as possible. Coinciding with the new obligation to conduct chemical substance risk assessments (as of June 2016), we will review target substances, conduct additional health checkups in compliance with all laws and regulations, and continually monitor the situation so that there are no negative effects on employee health.

Panasonic Group is working to ensure that all Panasonic Group employees at all business units take the Stress Check Test—part of the Stress Check System—through efforts such as combining the Stress Check Test with regular health checkups. In addition to providing employees an opportunity to notice their own stress levels, the Stress Check Test results offer workplace feedback in the form of a diagnostic analysis. This analysis is used to develop measures intended to prevent the occurrence of mental illness and to revitalize the workplace.

Employees who work more hours or whose regular health screening results suggest a need for monitoring their safety receive consultation, based on Panasonic's own criteria, from an occupational physician, while measures are taken to prevent damage to the employee's health by addressing working conditions, etc. Furthermore, with regard to the employee death that occurred at the Toya,a Plant in June 2016, we solemnly accept the Feburuary 2017 official recognition of this are an occupational accidents due to too many wrleing hours, and we are making effects Group-wide to prevent a recurrence by reviewing operating and inproung ways of working and of taking rest, etc.

Personal Health

Panasonic promotes Healthy Panasonic 2018, a campaign for healthy lifestyles in the workplace and at home, for all members of its companies, labor unions, and health insurance associations. Specifically, it integrates three types of preventative activities—lifestyle habit improvements, communication improvements, and health checkups—for five serious ailments—metabolic syndrome (for strokes and heart disease), physical deterioration (for musculoskeletal diseases), dental problems (periodontal disease), mental health disorders, and cancer. Panasonic establishes progress metrics for these activities and aims to control mortality rates, health leave rates, and additional medical expenses across the entire group.

Health Promotion Movement at Work and at Home “Healthy Panasonic 2018”



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