



LABOR HEALTH & SAFETY POLICY



“Safety, Health, and Wellbeing of our employees are top priorities.”

Basic Policy

We at the Astemo Group commit to creating **“Healthy, Safe, and Comfortable Workplaces”** where all employees are engaged and full of energy with peace of mind, globally as one, under the enduring principle that **“Preservation of health & safety precedes everything else”** with the belief that **“There is no compromise on health and safety.”**

Fundamental Initiatives

1. Compliance with voluntary control standards as well as applicable laws and regulations,
2. Raising health & safety consciousness (a workforce and workplace that observe rules) and prevention of work accidents, fires, traffic accidents, etc. through precautionary measures against various risks,
3. Maintaining and improving health & safety actions based on the industrial health & safety management system,
4. Preservation/improvement of mental and physical health by systematic health care and acting in a detailed manner, and
5. Minimizing damages by taking response measures against various risks in both normal times and in emergencies.

Along with the announcement of this policy to all people engaged in the Astemo Group, we will implement continuous and concerted health & safety activities and appropriate education and training programs aimed at raising health & safety awareness.

Kohei Takeuchi
President & CEO
Astemo, Ltd.