

# KANSAI HELIOS GROUP HEALTH, SAFETY, AND WELL-BEING POLICY

At KANSAI HELIOS Group, safeguarding the health, safety, and well-being of our people and community is more than a commitment—it's our unwavering promise.

This policy serves as our guiding light toward creating a workplace free from hazards, nurturing a culture of care, and ensuring compliance with regulations.

## LEADERSHIP COMMITMENT:

- Safety is our top priority, woven into the fabric of every decision.
- Our managers lead by example, ensuring safety is always at the forefront.
- We actively identify and mitigate risks, creating a secure environment for all.

## OBJECTIVES:

- Our ultimate goal: zero workplace injuries.
- We aim to maintain a Lost Time Injury Frequency (LTIF) below 0.5, striving for a hazard-free environment.

## WORKER PARTICIPATION:

- We empower our employees to engage in safety initiatives, fostering a sense of ownership.
- Regular feedback channels ensure everyone plays a role in creating a safe workplace.

## HAZARD IDENTIFICATION AND RISK ASSESSMENT:

- Thorough risk assessments drive proactive preventive measures.
- Employee safety remains our top priority in every aspect of our operations.

## LEGAL COMPLIANCE:

- We adhere strictly to OHS laws, leaving no room for compromise.
- Regular audits uphold our commitment to maintaining a safe work environment.

## EMERGENCY PREPAREDNESS:

- Comprehensive response plans and ongoing training ensure we are always prepared.
- We remain vigilant, ready to handle any scenario that may arise.

## WELL-BEING FOCUS:

- We promote physical health, mental resilience, and work-life balance, recognizing the importance of holistic well-being.
- Our commitment extends beyond safety to encompass the overall wellness of our workforce.

## CONTINUAL IMPROVEMENT:

- Regular reviews and updates drive continuous enhancement of our processes.
- We are dedicated to meeting and surpassing the highest safety standards.

## COMMUNICATION AND TRAINING:

- Clear channels of communication and targeted training programs enhance safety awareness and competence at all levels.

## PERFORMANCE MEASUREMENT:

- We closely monitor safety indicators, fostering accountability and a collective responsibility for maintaining a safe work environment.

## DISSEMINATION:

- Accessible to all stakeholders via our intranet and notice boards, this policy reinforces our culture of safety and well-being.

## REVIEW:

- Periodic reviews ensure the ongoing effectiveness of our policy, adapting to changes in legislation, incidents, and OHS performance.

**Mr. Dietmar Jost,**  
President,  
Executive Director

**Mr. Bastian Krauss,**  
Executive Vice President,  
Executive Director

**Mr. Mitsuru Masunaga,**  
Executive Vice President,  
Executive Director

**Mr. Yoshihiro Tanaka,**  
Executive Director

**Mr. Frank Gläser,**  
Executive Director