

Occupational Health and Safety

Approach

Activity results,
performance data

Safety masters, safety personnel, employees in charge of engineering and safety, and other safety experts have been deployed to Group sites across Japan to strengthen safety promotion systems. In accordance with the Basic Policy on Safety, Health, and Fire Protection, Toppan organizes various types of safety education for all employees in the Group, including both regular and contract workers. The thorough education covers training for forepersons and risk assessment training to upgrade the intrinsic safety of machines and equipment.

Anzen Dojo safety-training facilities outfitted to simulate and alert employees to workplace dangers have been operating at the Kawaguchi Plant in Saitama Prefecture, Takino Plant in Hyogo Prefecture, and Fukuoka Plant in Fukuoka Prefecture for years. More recently, new domestic *dojos* have been established at the Gunma Central Plant in Gunma Prefecture (in fiscal 2020) and the Shiga Plant in Shiga Prefecture (in May 2021).

Dojo facilities were also set up at two overseas Group sites in fiscal 2017, one in China and another in Thailand. Toppan will continue to refine its Groupwide safety promotion activities to prevent occupational accidents, with support from its five *Anzen Dojo* facilities across Japan and two *dojos* overseas.

Companies and organizations outside of the Toppan Group come to train at the domestic *dojo* facilities. While most train at the Kawaguchi *dojo*, inquiries on the use of *dojos* at the other four plants are also welcome.

A new virtual reality (VR) simulator to train employees and guests in the handling of workplace dangers has been installed in the Kawaguchi *dojo*. The *dojo* is also equipped with mechanical simulators to familiarize trainees with the dangers of dust explosions and exposure to hazardous chemicals.

More details on Toppan's *Anzen Dojo* initiatives (in Japanese) <https://www.toppan.co.jp/about-us/our-corporate-approach/safety-policy/anzendojo.html>



■ Expanding *Anzen Dojo* Overseas

Two *Anzen Dojo* safety-training facilities were recently opened at Toppan Group sites outside of Japan: one at Siam Toppan Packaging Co., Ltd. in Thailand in October 2017; another at Toppan Leefung Packaging & Printing (Dongguan) Co., Ltd. in China in January 2018.

These overseas facilities leverage the Group's expertise on safety training cultivated at similar *dojos* in Japan. Both facilities are equipped with safety-related displays and hazard simulators optimally selected for the working conditions at their sites. Toppan fosters onsite safety masters for overseas Group companies and regularly holds safety sessions for frontline operators according to the same operational scheme applied in Japan. *Anzen Dojo* tours with hazard simulators were conducted to ensure awareness of potential hazards for employees working at four Group sites in the U.S. (May 2019), two sites operated by Giantplus Technology Co., Ltd. (November 2019), and several Group sites in Indonesia and Thailand (May 2020).

The number of safety training participants at the *dojo* facilities was limited to about 250 people in fiscal 2020 as a consequence of a prolonged site closure during the COVID-19 pandemic.

On a cumulative basis, more than 37,750 Group employees and visitors have taken safety training since the *dojo* facilities opened.



TOPPAN NEWSROOM: Toppan Printing Opens *Anzen Dojo* Safety Training Facilities Overseas
<https://www.toppan.com/en/news/2018/03/newsrelease180308.html>

Occupational Health and Safety

In fiscal 2020 the Toppan Group continued undertaking safety activities towards the complete elimination of occupational accidents. There have been no occupational accidents leading

to the death of a regular or contract employee in the Toppan Group in the last three years.

		2016	2017	2018	2019	2020
Deaths from occupational accidents	Toppan Inc. 	0	0	0	0	0
	Toppan Inc. and some of its subsidiaries*3	0	0	0	0	0
Frequency rate*1	Toppan Inc. 	0.000	0.000	0.048	0.144	0.095
	Toppan Inc. and some of its subsidiaries*3	0.328	0.307	0.210	0.342	0.238
Severity rate*2	Toppan Inc. 	0.000	0.000	0.001	0.003	0.001
	Toppan Inc. and some of its subsidiaries*3	0.010	0.005	0.008	0.007	0.004

*Period covered: January 1–December 31

*1 Number of occupational accidents requiring employee leave, per million cumulative actual working hours (reflects the frequency of occupational accidents)

*2 Number of workdays lost as a consequence of occupational accidents, per thousand cumulative actual working hours (reflects the severity of occupational accidents)

*3 Subsidiaries covered: 18 domestic subsidiaries under the control of Toppan Inc. or its business divisions

Convening Safety Meetings

The Personnel & Labor Relations Division (Health, Safety & Fire Safety Promotion Department) coordinates with the Manufacturing Management Division to convene safety meetings at Group sites across Japan. The members gather to assess and deliberate the ongoing safety measures applied to machines and equipment and the activities undertaken to mitigate health and safety risks.

Safety meetings were held at 26 operational sites in fiscal 2018 and 35 sites in fiscal 2019. During the COVID-19

pandemic in fiscal 2020, Toppan cancelled the scheduled onsite meetings to restrict the entry of members into the plant premises of other operational sites. In place of the safety meetings, remote safety checks were arranged at Group sites all across Japan. Toppan plans to select which operational sites are to hold safety meetings in fiscal 2021 by reviewing their records of occupational incidents in fiscal 2020. The fiscal 2021 meetings will be held remotely, as a rule.