

## 2 Safety and health of employees and positive health programs

We make every effort to secure safety and health by positioning the concept of "safety and health first" to be our basic stance.

### Industrial safety and health management system

Toyama Works considered that establishing and maintaining a safe, healthy, better workplace is the basics of human dignity and that it is essential for productivity improvement and contribution to the local community through business activities, and developed the industrial safety and health management system based on OHSAS 18001. For their efforts, the certificate was awarded to them in June 2001.

Also, not only manufacturing sites, but also our affiliated company, Kokusai Electric Semiconductor Service Inc. that engages in installation and related services was certified in July 2003.



Registration certificate of Toyama Works



Registration certificate of Kokusai Electric Semiconductor Service Inc.



### Campaign activity for zero industrial disasters

We make continuous improvements to reduce safety and health-related risks and to aim at zero industrial disasters. Centering on manufacturing sites, safety related activities are being implemented including safety diagnosis by Central Disaster Prevention Association, implementation of safety patrol, safety inspection at the time of equipment introduction, pre-test of chemical substances before introduction.

No disaster record

- Type 4 no-disaster record [23.7 million hours]  
Hamura Works (January 1994)
- Type 1 no-disaster record [7 million hours]  
Koganei Works (April 2002)  
Toyama Works (September 2003)  
Omiya Works (October 2003)



The memorial tree planted to celebrate Hamura works' no-disaster record for 23.7 million hours



Safety diagnosis by Central Disaster Prevention Association

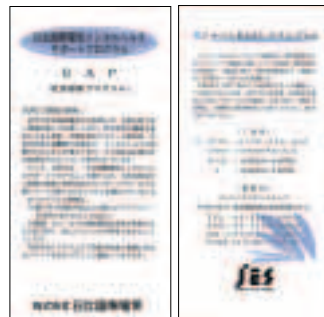
### Mental health care

Mental health care program has been implemented as mental health is also of our great concern together with physical health.

- Enhancement of the counseling setup of Outside Employee Assistance Program (EAP)
- Continuously implementing training by level to enhance mental health care awareness
- Supporting for self findings and early-stage problem solution



Seminar on mental health



Employee Support Program literature

## 3 Communication with local communities

As a business enterprise, and through individual activities of each employee, we have built a partnership with the government and local communities.

### Toyama Prefecture Eco Factory certification

Toyama Works was certified as 2003 Toyama Prefecture Eco Factory.

This is a system, by which Toyama Prefecture certifies factories aggressively engaging in environment-conscious business activities including waste control and recycling.

Measures taken by Toyama Works

- Resource recycling by waste sorting
- Promotion of green procurement by on-line system ordering



Certificate of Eco Factory (ecological factory)

### Communication with local community

Hitachi Kokusai Electric aims at harmonious coexistence with local communities, and each of our factories is involved in various social action programs, cooperating with local governments and various organizations in the community.



Flower campaign across the city of Hamura



Participated in general disaster prevention training in Kodaira City



Captured a championship of League 1 in Muzuho-cho rubber ball-baseball spring series