

Occupational Safety and Health

Basic Policy

The Mitsubishi Electric Group promotes safety and health activities across the entire Group under the strong leadership of the top management.

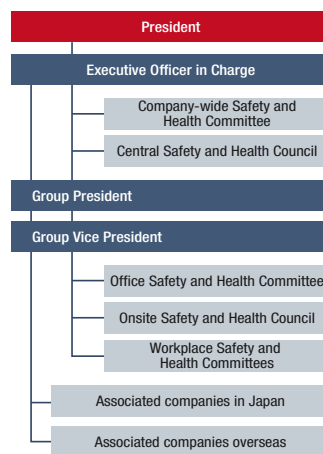
Adhering to the basic policy of prioritizing the safety and health of our employees above all else, the Group aims to achieve the following two goals.

- Establish a culture that places top priority on safety and health in all social and business environments based on the understanding that health and safety management form the foundation of business management.
- Establish health and productivity management and create a workplace environment that allows everyone to maintain good health both mentally and physically and thrive in work as one of our core management policies for increasing employee engagement.

Based on these policies, Mitsubishi Electric has formulated a company-wide Safety and Health Five-Year Plan and promotes specific activities each fiscal year. Our associated companies in and outside of Japan engage in health and safety management activities in line with relevant laws, national regulations, and company-specific issues, guided by a company-wide safety and health management policy.

Promotional Framework

The Mitsubishi Electric Group and its associated companies in and outside of Japan cooperate in exchanging information about safety and health, engage in education activities, and implement various measures. Communication is also held with employees through meetings with labor unions and the Safety and Health Committee, and labor management efforts are made to raise the level of safety and health.



Company-wide safety and health management framework

Occupational Health and Safety Management System

In 2009, Mitsubishi Electric introduced the Occupational Health and Safety Management System (OHSMS). Under the program, each office runs PDCA cycles for safety and health activities by implementing internal audits based on the Mitsubishi Electric Group's requirements for safety and health management on foundation management and items to be individually managed. These requirements range from the development of policy and management frameworks in each office governed by a general safety and health manager (assumed by Group Vice President) to the implementation of risk assessment and other accident prevention activities through education to improve employee awareness of safety and health management. The goal is to raise the occupational health and safety management level of the company as a whole. Some of our offices have already obtained the JISQ45001 certificate.

As a result of these initiatives, we have achieved one of the lowest frequency rates and severity rates of industrial accidents (number of people killed or injured in a fatal accident or an accident that requires time off from work per 1 million hours of work, and number of working days lost per 1,000 hours) in the industry.

Risk Management

Mitsubishi Electric identifies hazards through risk assessment and implements risk reduction measures in the following cases.

- When new equipment is installed and when equipment is changed
- When there is new work or a change in work
- For work involving the handling of chemical substances

If an industrial accident occurs, safety measures are immediately taken by the department where the accident occurred. At the same time, efforts are made to prevent similar accidents by conducting safety management status inspections and sharing countermeasures within the Mitsubishi Electric Group developed through case reports of disasters.

Frequency of fatal accidents



Frequency of labor accidents (Number of accidents requiring a leave, per million hours)

Thorough Safety and Health Education

The Mitsubishi Electric Group implements safety and health education that matches its business characteristics and social environment, including stratified programs and occupation specific programs, in addition to education programs as stipulated by law.

As a common feature of the Group, Mitsubishi Electric and its associated companies in Japan also provide safety and health education based on an internal e-learning system, which has been instrumental in promoting greater understanding of the principles and concept of safety and health to more than 100,000 employees, managers, and supervisors every year. Furthermore, efforts are also made to strengthen employee safety education through risk simulation, such as by installing a "safety room."

[Number of employees who took safety and health education programs](#)

Topics

Safety Room at Mitsubishi Electric Kobe Works and Energy Systems Center

Mitsubishi Electric Kobe Works and Energy Systems Center provide safety education that includes danger simulation for all onsite employees (approximately 5,000), including those of associated companies, under the slogan "Safety and health first! Building a culture that prioritizes safety and health in everything we do" (Kobe Works) and "Ensuring uncompromising safety and health measures to protect our colleagues" (Energy Systems Center). These business sites have been working to increase all employees' hazard awareness by upgrading the simulation machine, introducing a virtual reality (VR) simulator, developing and providing education to instructors, and establishing an education system.



Safety room

Group-Wide Health Promotion Activities

Since 2002, Mitsubishi Electric and its associated companies in Japan have carried out the Mitsubishi Electric Group Health Plan 21 (MHP21) intended for our 100,000-some employees and their families, as a three-party cooperation project (Collaborative Health) with the labor union and health insurance society for 20 years, in an attempt to promote a review of lifestyle habits from an early stage, as a means for preventing lifestyle-related diseases and thereby improving Quality of Life (QOL), and for realizing a "health-oriented company."

In fiscal 2023, MHP21 was renamed the "Mitsubishi Electric Group Health Management Plan" and another five-year activity has started as "MHP 'Lively and Exciting Action.'" Under the activity principle, "We promote fitness activities for each one of us to be excited to spend time in a lively way," we are developing activities with the ultimate goal of achieving a subjective feeling of liveliness and excitement; that is, improved health satisfaction among each and every employee as well as their family members.

Specifically, we have set "good appetite," "good sleep," and "good bowel movements" as three indexes to represent the daily level of health satisfaction (degree of liveliness and excitement) regarding the mental and physical health among each and every one of us, for the purpose of assessing the degree of achievement of the activity principle and objective. In addition, we have set "diet" "exercise" "smoking" "care for the teeth" "sleep" and "drinking" as six indexes for lifestyle habits. We utilize these indexes in a system that is designed to visualize each person's health condition using ICT and other technologies, and that sets targets to encourage changes in behavior according to individual lifestyle habits. In this way, we have been promoting activities that lead to improved health satisfaction.

Our associated companies overseas are likewise taking initiatives to maintain and promote health among their employees, in consideration of the health situation in their respective countries.

MHP "Lively and Exciting Action" activity goals and achievements

Health satisfaction

Target item		Target value (by FY2027)	FY2024 result
Good appetite	Percentage of people who have an appetite and enjoy their meals	90.0% or more	88.2%
Good sleep	Percentage of people sleeping comfortably and soundly	80.0% or more	55.9%
Good bowel movements	Percentage of people with good bowel movements that leave them feeling comfortable	80.0% or more	65.5%

[MHP "Lively and Exciting Action" activity goals and achievements](#)

[Mitsubishi Electric Group Health Declaration \(in Japanese\)](#)

Promoting Mental Health Care

Mental health care is a top priority for health management in the Mitsubishi Electric Group. By establishing a counseling program that includes an industrial physician and/or counselor and other such initiatives, active efforts are made to help employees cope with everyday worries related to work and family and other emotional issues.

Through conventional telephone and e-mail counseling and a newly introduced face-to-face counseling program as well as an online counseling program provided by an employee assistance program (EAP),* which covers associated companies in Japan as well, we have actively worked on the primary prevention of employee mental health disorders.

In addition to checking issues related to mental health and formulating a Mental Health Development Plan, the Office Safety and Health Committee (Committee to Promote Mental Health) serves as a forum for collaboration among employees in charge of developing office policies and conducting measures. By disclosing through the Committee information such as the presence or absence of employees who had an injury/sick leave or absences due to mental health, the status of implementation of measures to ensure health and welfare (the number of people eligible for long-term counseling, etc.), and the plans for and results of mental health-related training programs, continuous improvement activities are promoted.

With regard to a stress check system in line with legislation, efforts are being made to improve the workplace climate of organizations with issues in light of the results of organizational analysis.

Furthermore, by conducting stress checks and appointing dedicated counselors in the Mitsubishi Electric Head Office, focused care is also provided to employees posted outside of Japan, where working and living environments largely differ from Japan.

In terms of education, line-care and self-care training are repeatedly implemented through lectures, to provide sessions on mental health and strengthen responses to mental health among managers and employees, especially for mental health. As a common feature of the Group, Mitsubishi Electric and its associated companies in Japan also provide safety and health education based on an internal e-learning system, which has been instrumental in promoting greater understanding of mental healthcare (line-care, self-care) to more than 100,000 employees, managers, and supervisors every year.

* Employee assistance program (EAP) is a program that provides support to employees, by providing a wide range of counseling covering physical health, relationships with family and colleagues, as well as mental health.

Category	Primary preventive care	Secondary preventive care <early detection>	Tertiary preventive care <support for returning to the workplace/recurrence prevention>
Self-care	Self-care training (location training, company-wide e-learning, new hire training) Stress checks, mental health checks	Physical health checks	Recovery Establishment of health routines (reports on daily routines during recovery)
Care provided by the line	Interviews on working hours subject to health management Appropriate employment management (restrictions on work) Line care training for managers and supervisors (location training (new hires), company-wide e-learning)	Cooperation among occupational physicians/public health nurses (nurses)/ counselors and the human resources and safety & health divisions	Support for those on leave (pamphlet on recovery) Follow-ups during leave and after returning to work
Care provided by occupational health staff		Counseling service with counselors and clinical psychologists Interviews with occupational physicians based on health management time and stress check results (work restrictions)	Appropriate determination of whether employees should return to work
Care provided by resources outside the office		Support for employees working overseas Counseling service through an external EAP (Follow-ups for high-stress employees, cooperation in emergencies) * Working with mental health checkups * Providing e-mail, telephone, online, and face-to-face meetings for consultations	Cooperation with medical institutions Effective use of rework support facilities
Fostering of an appropriate corporate culture	Clear statement of the company policy (company-wide safety and health management policy, mental health plan, general safety and health manager policy) Promotion of the PDCA cycle by clarifying the matters to be reported and discussed at the Safety and Health Committee (number of mental health absences and employees on leaves of absence, etc.) Collaborating with efforts to reform work styles, and working to improve the workplace environment by referencing the results of organizational analysis of stress checks, etc.		

Mental health initiatives (Mitsubishi Electric)

Creating Comfortable Workplace Environments

The Mitsubishi Electric Group recognizes that employees spend a large part of their lives at their workplaces and is committed to creating a comfortable work environment where everyone can work actively, including senior workers and people with disabilities.

By establishing internal workplace environment standards for air and barrier-free facilities, and by working to achieve each standard, Mitsubishi Electric aims to create comfortable workplace environments.