

**Please take a few moments to read and review the CAST policy along with the Hitachi Metals Group policy regarding environmental, health and safety.**

## **ENVIRONMENTAL, HEALTH AND SAFETY POLICY - "CAST"**

**C** - Commitment to Environmental, Health and Safety excellence through compliance with EHS regulations and other requirements.

**A** - Always strive for continuous improvement and prevention of accidents, injuries, and pollution.

**S** - Set and review EHS objectives and targets.

**T** - Train employees on their EHS responsibilities.

## **Hitachi Metals Group**

### **Basic Policy on Occupational Safety and Health**

#### **Philosophy**

The purpose of the corporate activities of the Hitachi Metals Group is to achieve the ongoing and continuous corporate development and the well-being of each employee of the Group, based on the fundamental corporate philosophy: Contributing to society by creating "the best possible company."

Guided by this philosophy, we consider occupational safety and health as one of the important foundations of our business. Accordingly, we actively strive to develop human resources with good physical and mental health, brimming with energy, and create a safe, comfortable, and fulfilling workplace.

#### **Business Conduct Guidelines**

*1. Compliance with laws and regulations governing occupational safety and health*

We will promote awareness of laws, administrative rulings and guidelines and other regulations relating to occupational safety and health and ensure compliance with them. We will formulate voluntary standards including corporate-wide standards and office regulations to optimize and improve the management level.

*2. Pursuit of continuous improvement of occupational safety and health quality*

Based on the recognition that occupational safety and health is an important management objective, we will utilize appropriate and effective processes and systems and allocate appropriate resources in order to improve the occupational safety and health in a continuous and effective manner.

*3. Establishment and improvement of the organization that manages occupational safety and health*

We will establish and operate an organization that manages occupational health and safety led by the officer in charge of occupational safety and health. We will conduct operational safety and health audits to maintain and improve the management function.

*4. Prevention of operational accidents and work-related illness to create a comfortable workplace*

We will conduct scientific evaluation of hazards against occupational safety and health goals associated with various operational fields in order to implement appropriate and effective measures. At the same time, we will strive to create a comfortable and healthy workplace.

*5. Enhancement of problem-solving capabilities*

We will collect the necessary information, develop and introduce new methodologies and technologies for occupational health, and conduct risk assessment and other necessary measures to ensure everyone in the workplace will improve their problem-solving capabilities.

*6. Promotion of good communication*

Based on the recognition that occupational safety and health cannot be achieved without good communication, we will promote and respect active discussion and consultation between labor and the management, and in the workplace.

*7. Provision of sufficient training and education and the promotion of awareness*

We will provide employees with sufficient training and education to ensure occupational safety and health. We will conduct appropriate measures to promote the awareness of the importance of occupational safety and health. *Revision date -July 1, 2013*

Name (print) \_\_\_\_\_ Date \_\_\_\_\_ 2015

Name (signature) \_\_\_\_\_ Clock # \_\_\_\_\_