

HEALTH AND SAFETY

FHI is working on creating an environment where each employee is kept safe and can work healthfully and comfortably. Aiming to achieve no occupational accidents, we are conducting activities to improve safety awareness and workplace management and to eliminate risks causing accidents, and taking measures to improve the working environment. Moreover, we are continuing activities to prevent traffic accidents and keep employees' mental and physical health best.

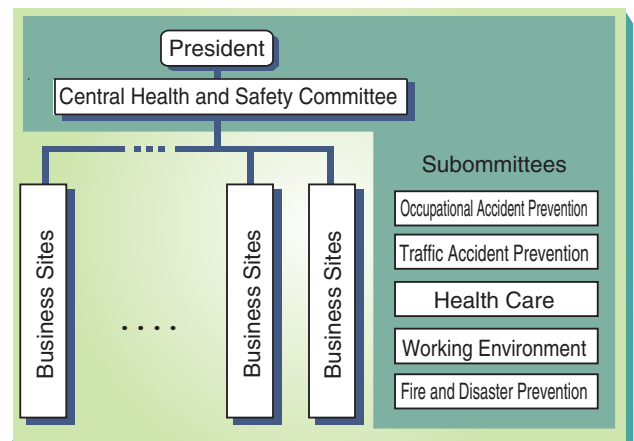
1 Basic Philosophy, Basic Policy and Promotion Organization

Basic Philosophy of Health and Safety

Health and Safety take priority of any business

Basic Policy of Health and Safety

Aiming at no disasters regarding occupational accidents, traffic accidents, diseases and fire disasters, all employees recognize the importance of health and safety, improve the equipment, environment and working methods, and improve management and awareness in order to create safe and comfortable workplaces.



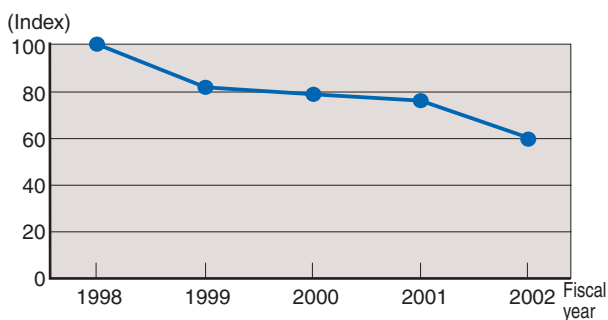
2 Activities of Subcommittees

Occupational Accident Prevention

FHI is conducting activities to raise each employee's safety awareness, improve the workplace management and get rid of risks. KYT *1 and Hiyari Hatto Activity *2 were done for raising awareness, and each workplace's self control activity called TSZ *3 was promptly introduced for management. In addition, FHI's unique small group risk assessment was introduced in 2002 to improve each employee's safety qualification and eliminate risks.

Disaster situation is shown in the chart below, and we will keep improving this situation to make the number of disaster zero.

Trends in the Number of Disaster



Traffic Accident Prevention

FHI is making efforts in various ways to prevent employees' traffic accidents regardless if they are on-the-job or not. Last year we introduced a Safe Driving Card (SD card) to all employees.

This card boosts awareness of traffic safety through managing by themselves of their traffic accidents, violation history and participation in training sessions. FHI also established an honor system to create custom to prevent traffic accidents in an individual base and in workplaces. In fiscal 2003, in addition to past activities and SD card system, we are going to introduce a driving aptitude test (K2) for safe driving to prevent traffic accidents further.



SD Card

*1 KYT: Training for predicting dangers. K: Kiken (Danger), Y: Yochi (Prediction), T: Training. In this training, employees can habituate themselves to discuss risk factors hiding in the workplace or working process in a small group of workplace, think and understand together and solve the problems before making a move.

*2 Hiyari Hatto Activity: Through this activity, employees sort out their experiences and working processes, though the problems did not lead to serious accidents. The purpose is to improve the situations to prevent accidents.

*3 TSZ: Total Section Zero (Sections related cooperate with each other to make the number of disaster zero.)

◆About 1,450 employees participated in training sessions for traffic safety and accident prevention

The Gunma Manufacturing Division held training sessions for traffic safety and accident prevention, and asked the Ota Police Station to send a traffic police officer as a lecturer in December 2002.

As part of educational campaigns of traffic safety and accident prevention, seven training sessions over about two weeks targeting at young employees younger than 25 years old and group leaders, and about 1,450 employees attended the training session.



Training sessions for traffic safety and accident prevention



A lecturer came from the traffic division of the Ota Police Station

Health Care

FHI thinks it is important to activate business that allows employees to bring out their capability and skills, keeping their mental and physical health in mind. In order to decline the number of days employees absent from work due to disease, we are committed to early detection and early treatment of diseases through adding examination items needed to keep employees healthy to legal diagnostic items.

As for mental health, everyone feels stress more or less as we are said to be in a stressful society. To deal with mental issues, listener education for taking care of the workplaces and lines was conducted, and a counseling service was provided for staff. Athletic and Cultural Association and Corporate Health Insurance Society holds a walking rally at each production base every year.



The seventh walking rally (Utsunomiya Manufacturing Division)



The walking rally (Gunma Manufacturing Division)

◆Workshops are Held for Working Women

The Gunma Manufacturing Division holds workshops for working women every six months.

They can ask questions about their health casually and give and take information to spend their working life comfortably in happy harmony.



A workshop for working women
Theme: Health check-up when feeling tired in summer



Ms. Kanai, nurse of Oizumi Clinic became a lecturer.

Working Environment Improvement

FHI is committed to systematically improving the working environment, working methods and environmental equipment to make workplaces more comfortable in accordance with the national "guiding principles related to measures for creating comfortable workplaces to be taken by employers" designated in Clause 71-3 of Occupational Health and Safety Law.

We have voluntary standards for every item, some of which are at very high levels, some being five times more stringent than the law requires. We are also promoting improvement of lounges, rest rooms and dining hall and universalization of facilities in order to create workplaces where employees can work comfortably.



Slope
Automatic door

Grab handle

Universalization



Separation of a smoking area in a lounge

Fire and Disaster Prevention

Fires and natural disasters such as wind and flood damages and earthquakes would influence our business activities, employees and local communities. We are making efforts to prevent fires and disasters by improving facilities and equipment, enhancing management and repeating emergency drills in order to make no fires and minimize damages if a natural disaster should happen.



2002 Gunma General Emergency Drills (Gunma Manufacturing Division)