

## Promoting Occupational Health and Safety



### Progress in FY2022

Overall accident rate\*1  
[FY2021: 0.20]

**0.31**

Accident rate with loss of workdays\*2  
[FY2021: 0.03]

**0.06**

New mental health patient incidence rate\*3  
[FY2021: 0.62%]

**0.76%**

Attendance at "safety training schools" (of which, 4,873 attended remote safety training schools)  
[FY2021: 2,842]

**7,228 people**

- Operated "remote safety training schools," which enhance the ability to predict danger through visual experiences
- Assessed compliance with safety-related laws and regulations at each factory, as well as technical centers, parts centers and subsidiaries and affiliates in Japan
- Promoted an outside EAP\*4, a type of "mental health program"

\*1 Number of accidents with or without loss of workdays per 1 million working hours

\*2 Number of accidents with loss of workdays per 1 million working hours

\*3 (Total number of new mental health patients ÷ total number of workers)×12

\*4 Short for Employee Assistance Program. This employee support program seeks to improve individual and workplace health by implementing organizational mental health measures, offering health consultations on individual physical or mental health issues, and addressing compliance and other issues.

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### Basic Approach

MITSUBISHI MOTORS believes ensuring the health and safety of employees is the foundation of corporate activities. Accordingly, based on a Health and Safety Management Policy we are undertaking related measures on an ongoing basis, including through offices for on-site cooperation.

#### Basic Policy

1. We will undertake companywide activities with emphasis on each process of the PDCA cycle to eliminate workplace risks and hazards with safety taking priority over all else. Within each activity, confirmation, follow-up, and improvement will be carried out successively and continuously.
2. Workplace supervisors from senior management down will implement comprehensive health and safety management measures under their own responsibility with an awareness that ensuring health and safety is the foundation of management. They will strive to create a workplace culture of discipline with consideration for others and a strict attitude of not engaging in, not allowing others to engage in, and not overlooking unsafe conduct. All workplace supervisors will also work to create a workplace culture that fosters open communication where subordinate personnel feel that they can say anything through honest dialogue at any time and to raise awareness of health and safety.
3. Each employee shall observe basic rules and conduct guidelines relating to safety to protect their own safety and endeavor to create healthy workplaces with no accidents by conducting on health and safety activities in cooperation with all MITSUBISHI MOTORS personnel with a strong commitment to complying with decisions that they have made and decisions that have been made by others.
4. Companywide efforts shall be made to create clean and comfortable work environments, prevent disease, and promote the health and physical well-being of each employee.
5. Health and safety management shall be implemented in accordance with the MITSUBISHI MOTORS Health and Safety Management System.

### Management Structure

At MITSUBISHI MOTORS, the "Central Production Committee" comprises the lead officer, heads of production sites, and labor union representatives. The committee meets annually to assess the status of measures taken over the year to address such issues as occupational safety, traffic safety, natural disaster preparedness and health management and

sets quantitative targets for health and safety in the coming year, determines priority measures and takes action to achieve the targets.

Each time a workplace accident occurs, the situation is reported to the Executive Officer, President & CEO and other members of senior management, and we respond according to their instructions such as ascertaining current conditions and introducing measures to prevent recurrence.



## Initiatives to Ensure Workplace Safety

MITSUBISHI MOTORS works to create safe and secure workplaces where all employees can dedicate themselves to their work with a feeling of reassurance. In particular, we strive to prevent accidents in production sites, which account for most workplace accidents. In order to prevent these, we identify unsafe conditions in all work situations and make improvements. Additionally, we create safe workplaces by carrying out mutual safety checks at production sites by senior officials and workplace supervisors to identify hazards. Other measures include adopting improvement proposals and requests raised by employees. We also established “safety training schools” at each business site to raise hazard awareness and conduct hands-on hazard training so that all employees can experience hazardous situations firsthand. In FY2022, 2,355 people took part in this training.

In addition, “remote safety training schools,” which enhances the ability to foresee danger through video experience, was implemented at some business sites, with 4,873 people taking the course.

In FY2022, our accident rate was 0.32 (excluding hospitalization), which is slightly lower than the average for the Japanese automobile industry, at 0.33, but exceeds our target, of 0.26. By category, we experienced 11 accidents, five of which were a result of unsafe conditions. In addition to having safety training schools at our production sites, in FY2023 we will implement measures such as conducting experiential training utilizing external facilities. Through these measures, we aim to increase awareness of the dangers that exist in daily life and enhance the ability to anticipate and prevent disasters.

As for assessing our compliance with safety-related laws and regulations, we use checklists to conduct self-checks of each workplace and to conduct reciprocal checks on other workplaces to ensure thorough compliance. We are increasing the thoroughness of our compliance. In FY2020, we checked technical centers and parts centers. In FY2021, we expanded the scope to include subsidiaries and affiliates in Japan, and by FY2024 we will complete physical checks at all relevant locations. At our overseas plants, compliance assessments were performed at Mitsubishi Motors (Thailand) Co., Ltd. (MMTh), Mitsubishi Motors Philippines Corp. (MMPC) and P.T. Mitsubishi Motors Krama Yudha Indonesia (MMKI).

▶ Data (p. 124): Accident rate

### Mental and Physical Health Initiatives

The well-being of each and every employee is a driving force for enhancing corporate value and achieving sustainable growth. We regard the preservation and enhancement of employee health as one of its important management challenges. We have set forth “The Health Declaration” below and established a system to work together as one company at domestic locations, promoting health management. In March 2023, we were certified as a “2023 Certified Health & Productivity Management Outstanding Organizations” in the large corporation category of the certification system organized by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi.

Given that mental health issues have accounted for more than half of absences due to illness in recent years, we have positioned mental health measures as a company-wide priority issue and have introduced an outside Employee Assistance Program (EAP), a

### “The Health Declaration” of MITSUBISHI MOTORS

The foundation for our employees having fulfilling work and personal lives is the mental and physical health of all employees and their families as well as the creation of an environment that allows them to work enthusiastically. MMC will actively promote each employee’s health.

type of “mental health program.” We also offer consultation on individual issues, provide mental health education and offer support programs to improve the workplace. To improve the workplace environment, we have implemented training programs and workplace improvement initiatives with the aim of enhancing communication within the workplace. However, in FY2022 the number of new sick days taken due to mental illness rose 14% year on year, and work-related concerns continued to account for around 80% of all cases. Accordingly, in FY2023 we will continue to prioritize prevention with the aim of encouraging care of subordinates by superiors and improving workplace environments. Meanwhile, we arrange face-to-face sessions with industrial physicians or counselors for employees determined to be experiencing high levels of stress based on the results of annual stress checks. To provide care for individuals, we have established external counseling services as a point of contact for employees to easily consult with someone about their concerns. We also conduct interviews with industrial doctors and counselors for employees who are estimated to have high levels of stress based on the results of the annual stress checks. Additionally, we conduct interviews for employees who are new to the Company and may still be unfamiliar with their duties and find it difficult to seek guidance.



## Responses to COVID-19

mitsubishi motors has been affected by the COVID-19 pandemic in a variety of ways. Recognizing that business continuity and the health of our employees are topmost priorities, we have taken swift measures while remaining abreast of government trends and other developments in Japan and overseas.

In May 2023, the Japanese government recategorized COVID-19 as a Class 5 infectious disease under

### Specific Initiatives

- Daily disinfection of common areas
- Installation of shielding curtains on production lines
- Temperature checks of employees and visitors
- Erection of shields in the cafeteria, spacing out seating, encouraging silence while eating, and other measures



Shields in the cafeteria (Mizushima Plant)



Seats in the dining area are numbered, making it easier to maintain a seating record (Okazaki Plant).



the Infectious Diseases Act. Since then, we have been reviewing and implementing appropriate responses to various infection control measures within each region and department. At the same time, we continue to maintain basic infection prevention measures to prevent the occurrence of clusters in the workplace and ensure the safety and peace of mind of our employees.

### Preventing and Containing Infection

To protect the health of our employees, we have notified all employees about efforts to prevent and contain infection.

- A call for attention to efforts to prevent and contain infection and instructions for how to respond if feeling ill or if infected or in close contact with those who are
- Consistent rules to apply when working at all sites, such as social distancing at business sites and offices, temperature checks and cafeteria measures
- Employees are required to adhere to the guidelines provided by the Ministry of Foreign Affairs regarding infection risk levels worldwide and any additional precautions implemented by the Ministry of Health, Labour and Welfare for strengthened quarantine measures upon entry into Japan, both for overseas business trips and for visits from overseas to Japan.

### Implementation of Telecommuting to Prevent the Spread of Infection

We recommended teleworking for employees concerned about the high risk of infection from using public transport, as well as employees with existing illnesses that placed them at increased risk from the disease. We also monitor conditions at headquarters (Tokyo) and in other prefectures, maintaining the ratio of people telecommuting in each area at a certain

level. (In May 2023, we halted the recommendation of remote work as an infection-prevention measure.)

## Labor-Management Relations

We support the basic principles of the Universal Declaration of Human Rights, the United Nations Global Compact, the Core Labor Standards of the International Labour Organization and the OECD Guidelines for Multinational Enterprises, and guarantees fundamental labor rights to employees.

Our labor agreement stipulates that the labor union has the three rights of labor (the right to organize, the right to collective bargaining, and the right to collective action).

As of April 2023, our labor union had 12,958 members, which accounts for all employees except officers and managers.

### Status of Labor-Management Communications

The labor-management council is regularly held along with collective bargaining as an opportunity for labor management discussions. These discussions aim to share information about issues such as working conditions and the working environment, and labor and management then work together to solve these issues.

In FY2022, 59 discussions were held between our headquarters and union headquarters, and many discussions were also held between offices and union branches in each business site.

For important topics such as major changes in working conditions, we organize a labor-management expert committee and make decisions after careful consideration and discussions and management.

We are also working to build good relationships with labor unions at overseas affiliates in accordance with the labor laws and regulations of each country.