

Enhanced Safety in the Workplace

Komatsu is formulating new policies for occupational safety and physical and mental health management to foster a safe and comfortable work environment.

Message from the President and New Policies Concerning Occupational Safety and Health

Komatsu has been disseminating the Message from the Komatsu President regarding Health and Safety throughout the Komatsu Group.

Message from the President Concerning Occupational Safety and Health

1. The Komatsu Group shall, first of all, strive to "ensure a safe and comfortable work environment" and "maintain and promote employee health."
2. The Komatsu Group shall promote "proactive occupational safety and health activities" in order for all employees to achieve the above conditions by working together as one team.
3. Each and every person in a senior management position of the Komatsu Group shall acknowledge the above two matters as top priority tasks and shall take the initiative in demonstrating the execution of daily duties accordingly.

In addition to the above, this year the company formulated an occupational safety and health guideline: "All Komatsu Group companies, together with all top managers and employees, shall promote occupational safety and health activities, so that employees can work in a safe and comfortable work environment in accordance with the policies described below."

Occupational Safety and Health Policies

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- (1). Observe the laws and regulations concerning occupational safety and health as well as internal rules, key items common to Komatsu Group about occupational safety and health, and particularly items agreed as a result of labor-management consultations in each workplace.
- (2). Set up targets for activities based on occupational safety and health policies, review their progress, and endeavor to continuously improve and enhance occupational safety and health activities.
- (3). Carry out occupational safety and health activities in management-and-labor partnership on full participation basis and keep good communication with stakeholders with regard to occupational safety and health.
- (4). Identify and evaluate the risk for occupational safety and health of a workplace and take appropriate actions accordingly.
- (5). Actively promote employees' healthcare management and support the maintenance and promotion of employees' health.
- (6). Actively promote education, training and qualification acquisition necessary for employees' occupational safety and health activities, and endeavor to develop human resources for safely carrying out their responsibilities in workplace.
- (7). Subject to appropriate protection of personal information, publicly offer the knowledge and information about occupational safety and health activities obtained through the business activities in order to secure safety and health in society.

Occupational Safety

Efforts on Health and Safety Management by Manufacturing Subsidiaries

Following the certification of the Awazu, Osaka, Oyama and Ibaraki Plants, the Kanazawa Plant acquired Occupational Safety & Health Management System (OSHMS) certification in FY2010. At the same time, Komatsu Castex Ltd. and Komatsu Utility Co., Ltd. (now the Komatsu Tochigi Plant) were the first Group companies to acquire certification. The Komatsu Group has performed assessments to anticipate risks, mainly through small-group workplace activities on safety aiming at "zero accidents." In FY2011, the Group will steadily implement OSHMS at already certified plants, and promote acquisition of OSHMS certification at other Komatsu plants. At the same time the Group will foster occupational safety, mainly through small-group "zero accidents" activities on a full participation basis. While continuing to upgrade safety-related education and training, the Procurement Division and the divisions in charge of safety will jointly support safety activities Group-wide, to include overseas subsidiaries and business associates. (For example, in FY2010, 74 business associates in Japan, together with 6 plants overseas, held safety instruction on 9 occasions.)

Health and Safety Management at Komatsu Group Distributors and Rental Companies

Komatsu supports safety activities at Group distributors and rental companies in Japan through training and guidance on ways to enhance their safety management. Persons overseeing occupational health and safety at Komatsu and at its distributors and rental companies, provide guidance on areas for improvement through visits to relevant offices, factories, and rental business shops (a total of 107 sites were visited in 2010) to verify firsthand the state of safety management at the site. At distributors and rental companies where occupational accidents have occurred, Komatsu assisted in determining the causes and formulating countermeasures, and applied these measures to other distributors and rental companies across Japan.

The Komatsu Group further strives to reduce occupational accidents by promoting risk anticipation.

Group Activities

The Group as a whole has been conducting compliance and risk audits on safety to confirm the state of compliance with relevant laws and regulations.

Efforts to eradicate occupational accidents throughout the Group will continue based on intensified management-labor cooperation.

Incidence Rate of Occupational Accidents (Frequency Rate of Lost Worktime)

