

Employee Relations (Safety and Health)

Corporate Profile → CSR Activities → Employee Relations (Safety and Health) http://www.tdk.co.jp/csr_e/csr02400.htm

TDK Safety and Hygiene Charter

The TDK Safety and Hygiene Charter was enacted in July 2003 and applies to every organization in the TDK Group throughout the world. The basic philosophy underlying the charter is outlined as follows: "In order for employees to perform their duties under the best conditions, the TDK Group recognizes that ensuring a safe and sanitary workplace environment is an important management issue, and it shall implement action with everyone's help toward the realization of such an environment."

Note: As for the details, please refer the website.
http://www.tdk.co.jp/csr_e/csr02400.htm

Promoting a Occupational Health and Safety Management System (OHSMS)

TDK has established an Occupational Health and Safety Management System (TDK OHSMS) as an effective way to reduce latent risks and hazards at the workplace and create a safe and healthy work environment. This system is also seen to contribute to efficiency and productivity and to enhance product quality. It has been implemented at all TDK sites in Japan.

The Safety & Environment Office playing a leading role in the system, as well as several of our plants (Mikumagawa Plant, Shizuoka Plant, TDK Sagara) have obtained OHSAS 18001* certification. 16 overseas sites also have obtained certification. (As of July 1, 2010)



*OHSAS 18001: Occupational Health and Safety Assessment Series created by an international consortium as standard specifications for managing health and safety in the workplace. The consortium consists of standards associations and evaluation organizations in Ireland, South Africa, and Britain.

*For a list of OHSAS 18001 certified sites, please refer the web site.
http://www.tdk.co.jp/csr_e/csr05200.htm

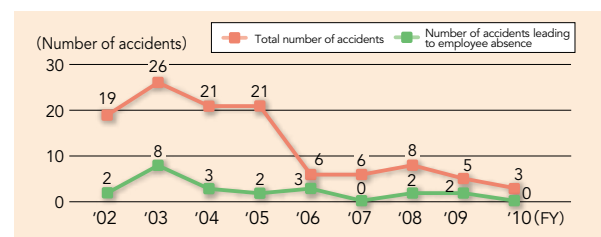
Common safety and hygiene targets for all TDK Japan offices and plants

Along with introducing the TDK Occupational Health and Safety Management System (OHSMS) at all TDK offices and plants in Japan, TDK has established and put into practice company-wide common safety and hygiene targets including a reassessment of risk management standards and an educational framework for systematically teaching proper safety and hygiene to further raise the level of safety and hygiene for its workplaces in Japan.

Occurrence of Accidents at Work

The following graphs show trends in workplace accidents at TDK. In FY2010, there were 3 workplace accidents, 2 fewer than the previous fiscal year. There were no accidents resulting in employee absence due to injuries.

Transition of the Occurrence of Accidents in the Workplace (Japan)



Employee Health Management

To keep our staff healthy, we conduct physical examinations of employees on a regular basis. Furthermore, we have industrial physicians, health maintenance technicians, and dentists on staff at our major locations, creating an environment in which employees can address their health concerns and have dental checkups on an everyday basis. Also, the employee health insurance union has arranged for an outside service that offers telephone health consultations 24 hours a day.

In the Akita region, the company is implementing a Total Health Promotion (THP) Plan, mainly through its health management centers. Through this program, which offers employees health guidance and exercise programs tailored to their individual needs, we are boosting awareness of health-related matters, such as the importance of exercising and leading a healthy lifestyle.

Mental Health Care

Besides regular health management, we take an active interest in mental health issues, a subject that has become a focus of social concern in recent years.

To make counseling more accessible, we have established mental health consultation centers staffed by specialists at major locations, and we hold periodic seminars for employees concerning mental health.

Since FY2009, we have implemented a "return to the workplace support program" which includes measures to facilitate rehabilitation and enable a smooth transition for returning employees. TDK will continue to conduct stress checks and mental health related training programs for its employees.