

## **LIXIL Group Occupational Health and Safety Principles**

LIXIL Group firmly believes that all occupational injuries and diseases can be prevented, and we aim to achieve zero work-related injuries and diseases.

To achieve this goal, we share a common core value that “Each person is irreplaceable,” and we foster a company culture where we always act with a “Safety first” mindset.

### **Continually improve occupational health and safety management systems and performance**

Under the leadership of top management, we continually improve our occupational health and safety (OHS) management systems and incorporate our key OHS principles into business activities, to improve our OHS performance.

### **Adhere to rigorous compliance**

We are committed to complying with occupational health and safety laws, regulations, and agreements as well as applying strict internal standards.

### **Mitigate risk and realize safe workplace**

We proactively identify and eliminate or mitigate hazards and adverse factors in the workplace. Moreover, the management and employees unite as one to build a safe work environment through honest communication.

### **Foster safety awareness through training and education**

We continually provide appropriate training and education necessary for protecting the health and safety to all employees and foster safety awareness.

### **Proactively communicate with all stakeholders**

To increase public trust, we also ensure that our occupational health and safety principles, performance and related information are accurately and transparently disclosed to our stakeholders.