



# Sumitomo Forestry Group Occupational Health and Safety Policy

Based on the fundamental concept of “SAFETY FIRST,” the Sumitomo Forestry Group seeks to create a thriving workplace by maintaining a healthy and safe work environment.

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## 1 Full employee participation in health and safety initiatives

All employees of our Group's operations shall consciously participate in health and safety initiatives.

## 2 Thorough compliance

We shall strictly comply with all laws, ordinances, safety standards and other rules related to occupational health and safety.

## 3 Reducing risk and creating a thriving workplace

We shall identify hidden risks in the work environment and continuously make improvements to create a thriving workplace.

## 4 Securing safety with state-of-the-art technologies and labor-saving measures

We shall create a safe workplace by actively promoting the use of state-of-the-art technologies and labor-saving measures that will help address personnel shortages and technical transfer issues.

## 5 Nurturing a culture of mutual respect

We shall nurture a culture where everyone respects both the processes and the results of health and safety initiatives to increase motivation to pursue them.

## 6 Developing human resources through health and safety training programs

We shall provide all employees health and safety training and we shall actively pursue initiatives to develop human resources who will take on the responsibility of creating a thriving workplace.

## 7 Promoting active communication

Through the active pursuit of mutual dialogue, including with stakeholders, we shall build good relationships that help ensure a sense of psychological security.

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President and Representative Director