

Health and Safety Initiatives

With health and safety positioned as a vital foundation of its business activities, the TEL Group promotes “health and safety first” from a range of aspects.

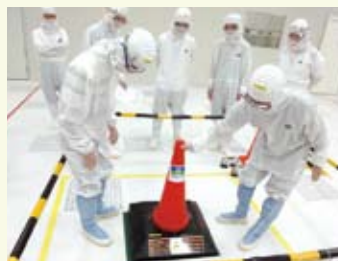
Our Approach to Health and Safety

As part of our Corporate Social Responsibility (CSR) activities, the TEL Group places great importance on ensuring that our customers, employees, and everyone else involved in its business can work in a safe workplace environment, use our products safely, and enjoy good health.

In fiscal 2011, we further expanded our existing safety inspection activities at our customers’ plants in Japan and overseas. For plants that newly install our production equipment, we use a check sheet to verify with the customer the safety of the work environment as well as the installation of safety equipment.

There is a risk of tripping or falling during the installation work of our production equipment in clean rooms because construction work is required to make an opening in the floor for the equipment to be connected to power and other utilities. In order to raise awareness of these risks and to instruct workers on the proper procedures, such as installing barricades in the work area, we held a trainer development class for around 40 employees in Taiwan in fiscal 2011. This course took place in one of our clean rooms and simulated actual working conditions in order to

instruct participants on work procedures and situations. Similar types of safety and practical hands-on training programs are being conducted in other countries and regions around the world.



Practical training class in the clean room

Preventing Workplace Accidents before They Occur

The number of workplace accidents¹ that occurred across the entire TEL Group in fiscal 2011 (excluding accidents during the commute or very minor accidents) increased over fiscal 2010 figures. This was mainly attributable to an increase in production

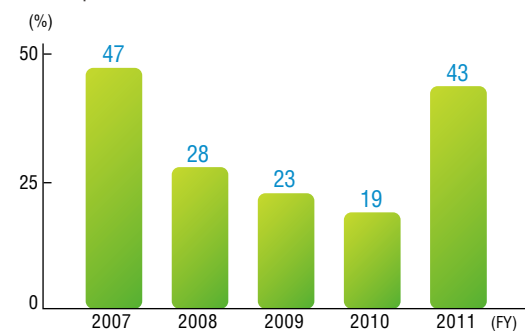
and the number of equipment setups due to our rapid expansion into new markets.

The TEL Group issued an internal state of emergency proclamation in the second half of fiscal 2011 in order to curb a rise in the number of workplace accidents. This was followed by a series of measures led by the presidents of each Group company to reduce accidents collectively across the entire Group. Specifically, our efforts focused on stepping up safety education, holding meetings before work to detect risks, ensuring the use of safety equipment, adhering to safety rules, and better preventing ergonomic² accidents. Moving forward, we will continue with safety education for our workers, ensuring safe workplace environments and also further expanding workplace safety inspections led by managers and supervisors. As a new measure, we also began conducting a pre-work check test using the intranet. We are firmly committed to completely eliminating workplace accidents collectively as an entire company.

¹ Workplace accident: The TEL Group defines an accident involving an injury to an employee that belongs to the TEL Group as a “workplace accident,” following the guidelines of the United States Occupational Safety and Health Administration (OSHA).

² Ergonomics: A scientific approach that researches both physical and psychological human functions as well as properties and designs to develop equipment and environments to match these. Here, the term ergonomic accident refers to a musculoskeletal disorder that occurs as a result of lifting a heavy object, work that requires unnatural postures, or repetitive work processes.

Workplace Accident Occurrence Rate



TOPICS

Safety Promise Booklet

The safety promise booklet summarizes the precautions and checks required during work at our plants or our customers’ plants. Broken down into sections, including “The 7 Points of Safety,” “Electrical Work,” “Working in High Places” and “Safety Equipment,” the safety promise booklet features the essential rules to keep in order to ensure workplace safety. This booklet is distributed to and utilized by all workers.





Safety Education

Since July 2000, the TEL Group has been promoting the concept of safety education throughout the entire Group. We have produced a manual as a tool for basic safety education that is provided to all Group employees. More advanced safety education is provided for our technical employees who work in clean rooms, using the guidelines compiled by the Semiconductor Equipment Association of Japan (SEAJ). In light of our safety track record from fiscal 2010, advanced safety refresher courses in fiscal 2011 focused on the themes of preventing ergonomic accidents before they occur and safety in work tasks involving large production equipment.

As a new trial beginning in fiscal 2012, we are now conducting a pre-work check test, having upgraded our previous system in which we used our intranet to verify our customers' rules and practices prior to visiting their plants. Through this test, workers are able to achieve safer working conditions by confirming safety rules immediately prior to work.



Pre-work check test and refresher training using the intranet

Training Using Videos

The TEL Group utilizes a safety education tool that simulates actual cases of accidents from the past using 3D video to help prevent serious accidents or accidents that have the risk of developing into serious accidents.

Centered primarily on accidents during work involving semiconductor and FPD production equipment, this tool enables employees to look back on whether effective communication was used, whether proper management was undertaken, and whether the workload of employees involved at the time was a factor. By heightening sensitivity toward risks involving work in high places, work involving heavy objects,

electrical work and robotic moving parts, we are better able to prevent accidents before they happen.



Educational tool using 3D video

Implementing Hands-on Safety Education

Tokyo Electron FE Limited conducts hands-on safety education for employees of the TEL Group as well as employees of partner companies that work within the TEL Group. This same curriculum is also being taught to a large number of our customers and in schools. In July 2010, we organized a two-day safety hands-on training class for around 80 participants at the request of one of our customers.

This training program begins with a lecture on the correct way to wear safety belts and importance of lockout-tagout³ activities, and goes on to hands-on training which covers a broad range of areas, from the wearing of safety belts during work on tall structures to awareness of physical loads suspended in the air, awareness of the risk of electrocution, and experiencing first-hand exposure to chemical liquids in a practice setting. Through these simulated experiences of danger, participants learn about the importance and seriousness of workplace safety, which has helped us to prevent accidents.

³ Lockout-Tagout: To prevent unintended actuation of a power switch on equipment by using tools such as a key to put it out of commission (lockout) and a tag to indicate that use of shutoff or similar equipment is prohibited (tagout).

Hands-on Learning Curriculum	
1	Orientation
2	Wearing safety belts on tall structures (single belt / harness)
3	Flying fragments
4	Sparks
5	Electrocution
6	Chemical spatters
7	Lockout-tagout training



Wearing safety belts on tall structures

TOPICS

Offering Stretching Seminars to Prevent Low Back Pain and Shoulder Pain

The TEL Group provides a stretching seminar as one way of combating low back pain and shoulder pain resulting from the workplace or otherwise. We have seen a rise in reports of low back pain and shoulder pain, with low back pain particularly high, and nearly all of these cases occurred during work because of lifting or bending. To address this, in fiscal 2011, we held a stretching seminar for employees troubled by low back pain and shoulder pain with the goal of preventing injuries, relieving stress and promoting good health. Classes were fun but serious and were taught by professionals including Pilates and yoga instructors and other health specialists.

