

Society

Activities to enhance safety and security in the workplace



ENVIPRO HOLDINGS Inc. places its highest priority on creating a secure and safe working environment. However, the number of industrial accident cases has been increasing over the past four years and countermeasures were needed. The following are the safety activities we are undertaking to reduce the risk of industrial accidents and to ensure the safety of workers:

Development of risk prediction activities

At ECONECOL Inc., we put together the safety activities and practices of the Engineering Department, which had no industrial accidents at all for about eight years, and extended to other departments of the Company the risk prediction practice that every employee performs as daily routine. We learned that the routine risk prediction practice not only nurtures common understanding about the dangerous spots of the day's work but also ensures that all workers clearly understand what they must do to get the work done correctly. The extension of the risk prediction activities was made generally in a unified manner but with necessary modifications and adaptations agreed with the managers of production departments operating with

machinery and equipment, and with many workers. Each such plant has installed a bulletin board on which risk prediction tables and charts are put up, and they are updated every day by each crew (by the shift team in the case of shift work). The program was extended with necessary modifications also to sales departments, including logistics teams, while its effectiveness was verified.

As a result of the internal extension of the risk prediction activities, the Company experienced a 70% reduction in the number of industrial accident cases from the previous period.



Posting of the risk prediction table & chart

Horizontal extension within the Group

The program is extended "horizontally" to other member companies of Envipro Group, while monitoring the progress of its internal extension at ECONECOL. Especially, Kuroda Recycle Co., Ltd. and SYN ECO Inc. are in the same waste recycling business and were considered to have very similar risks. In addition, as risk prediction

is an important issue for the entire Group, regardless of the type of business operation, that we have begun to commonly share the case examples and effects of risk prediction activities at the Group's Environmental Safety Committee*. As a result of this extension, the number of industrial accidents in the Group decreased by 50% compared with the previous period.

* Now renamed Environment and Safety Promotion Committee

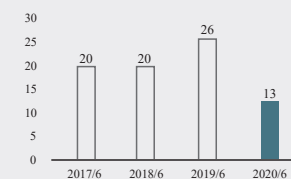
Growing activities

The Environment & Safety Promotion Committee takes the lead in developing measures not only on safety aspects but also on the work environment and plant management aspects. As we need to cover a wide range of areas, we share the efforts and information of a Group company with other member companies for effective and efficient adoption.

We are planning information sharing and horizontal extension of the introduction and performance of drive recorders on forklifts. Group companies that have plants or yards often use forklifts, and many of the Group's industrial accidents have involved forklift operations. We are hoping this group-wide program will be not only useful for investigating accidents and taking remedial measures but also conducive to increased awareness about the importance of safe forklift operations.

We will keep promoting continual improvements by the Group companies so as to "solidify the corporate brand of being a safe and clean company."

Changes in the number of industrial accident cases

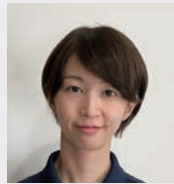


Forklift with drive recorder

Toward a workplace where everyone shines

■ Creating a work environment where women can play more active roles

For the sustainable development of ENVIPRO Group, we must create a work environment where every employee can show his/her full potential and where people of different backgrounds can keep working together. We place a special emphasis on creating a friendly work environment for female employees. We are active in updating our programs and measures to facilitate full use of maternity and childcare leave (“maternity/childcare leave”) and return to work. We interviewed two female employees of our Group about their experiences with maternity/childcare leave.



(Left): ENVIPRO HOLDINGS Inc.
Yuri Ando

(Right): SYN ECO Inc.
Arisa Naka

Q Did you have any concerns before taking the maternity/childcare leave?

● Ms. Ando

A: I was not sure if I could finish passing over my work properly in time for my maternity leave. I listed the tasks I was assigned to do and discussed with the manager how to allocate them to my coworkers. With the help of the manager, I was able to pass over the tasks systematically and in time without omission. I was a bit concerned that I might not be able to do a smooth handoff of one of my tasks which is done only once a year, but the department manager kindly arranged for an appointment and I was able to have a good meeting with the client and my successor.

● Ms. Naka

A: I had hardly any concerns, but it so happened that I had to be excused from work unexpectedly earlier than my scheduled maternity leave period. I was worried because I could not have enough time for passing over before starting my maternity/childcare leave.

Q Did you have any concerns about your return to work? How did you cope with them?

● Ms. Ando

A: I was worried whether I could satisfy the requirements of both work and childcare after my return. Fortunately, I have many senior female colleagues who had returned to work from maternity/childcare leave at ENVIPRO HOLDINGS and ECONECOL. I consulted with them to let my worries go away.

● Ms. Naka

A: Although there were many people who had successfully returned to work after maternity/childcare leave in ENVIPRO Group as a whole, I was the first one at SYN ECO. It was rather hard to imagine what it would be like when I go back to work. One big concern was whether I would be able to perform my previous tasks smoothly upon my return to work. But I felt greatly relieved because I was given enough time for the switchover and for re-familiarization. I am also appreciative of the very friendly working environment, such as considerate attention about the amount of work, the work hours, paid holidays, and the introduction of the work from home system.

Q What was good about your return to work? How did the people around you react?

● Ms. Ando

A: When I returned, the people in the workplace gave me a warm “Welcome back!” I am really grateful to the people around me who, for quite some time after I came back to work, cheered me up with words like “Don’t work too hard” and cared for me when I had to leave the office early because my child caught a fever all of a sudden.

● Ms. Naka

A: I was very happy when one of my colleagues told me that: “I am glad that you managed to be back.” I am glad to be back, even though I realize that my work schedule is not the same as before and that must be causing some extra burden on lots of people. I should add that, during my maternity/childcare leave, many people in the Group were kind enough to do necessary follow-up and support. I have found that the tasks I used to do are now more streamlined and efficient. I am performing my service more smoothly than before the leave.

■ Supporting persons with disabilities

For the growth of a sustainable society, it is a must to prepare schemes and an environment for persons with disabilities to have stable job opportunities, and to extend necessary support for their self-reliance. We promote collaboration among the member of our Group companies to extend continual support for persons with disabilities to work actively.



ASTOCO Inc.
Developmental Disability Support Manager
for the Matsumoto Subdivision
Fumihiko Shimbo

In fiscal 2013, Nagano prefecture assigned a “developmental disability support manager” trained and certified by the prefectural government in each of the 10 Healthcare and Welfare Zone for People with Disabilities of the Prefecture. I started my service for persons with developmental disabilities in this framework. As I work on my everyday service, everyone calls me by the abbreviated nickname “*SAPOMANE*”. The role of the developmental disability support manager is, rather than providing assistance directly to persons with developmental disabilities or their families, constructing support systems in the subdivision by sending information to the assistance providers and related organizations, building networks, consulting, and giving advice at interviews and meetings. In response to a single phone call, I visit health centers, kindergartens, nursery schools, elementary and junior high schools, senior high and technical schools, universities, companies, welfare facilities, medical institutions, employment support organizations, judicial institutions, and administrative agencies. There are still many things to be done, but with the help of people around me, I am determined to do my best in acting as a “coordinator” between the local community and the persons with developmental disabilities and their families.