Occupational Health and Safety

Management System
The purpose of the Panasonic Group’s occupational health and safety management is to promote a comfortable, safe workplace based on the most advanced and best practices. Its aim is to contribute to the welfare of the Group’s employees and the development of Panasonic’s business. In addition, the Group has established in its regulations that it will give careful consideration to the health and safety of the subcontractors’ employees who work full-time on Panasonic premises.

To maintain our efforts regarding occupational health and safety—and to improve them continuously—Panasonic has implemented an occupational health and safety management system at nearly all its manufacturing locations globally (some of which are now under construction). The systems implemented at Company locations consist primarily of the Panasonic Occupational Safety and Health Management System, which encompasses the OHSAS18001 standard, supplemented by the Company’s unique perspective. Panasonic also acquires external OHSAS18001 certification in locations outside Japan where it has been requested to do so by customers.

Panasonic uses this system to give all employees clear roles and responsibilities and to promote their engagement in health and safety-related activities by setting clear targets. The system also involves periodic reviews by the directors of business sites, thus allowing the Company to revise these activities as needed. Panasonic periodically—at least annually—conducts risk assessments to uncover any remaining risks of workplace accidents or illnesses and to reduce these risks, which it does decisively and in order of severity. Furthermore, when a workplace accident happens within the Company, Panasonic shares it as a case study through its corporate intranet, so that it can implement steps to prevent recurrences at all business sites.

At all business sites in Japan, health and safety committees, composed of employees and managers, investigate and debate issues of health and safety that could affect employees. Moreover, to achieve a similar level of protection for employees of partner companies, including contractors operating on our premises, Panasonic has established occupational health and safety councils, which are involved in a variety of activities, including formulating occupational health and safety policy, as well as various forms of information sharing.

Panasonic Group staff in charge of health and safety participate in an annual Employee Health and Occupational Health and Safety Forum, where together they study case studies of efforts at different business sites, attend lectures by visiting instructors, and engage in other activities to increase their knowledge, so they can put it into practice at each business site.

In addition, sites that have had no accidents for a certain period of time receive awards, as do those that have initiated activities relating to safety, health, or the promotion of healthy lifestyles among employees. These initiatives can stand as models of behavior for other sites. In fiscal 2017, we worked to expand this program globally by, for example, announcing praiseworthy cases from outside Japan.

Policy

Panasonic Code of Conduct (Excerpts)
Panasonic has established that it will pay attention to the health of its employees and strive to secure a safe and comfortable workplace environment for them.

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<th>Chapter 3: Employee Relations</th>
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<td>(2) Respect for Human Rights</td>
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<td>4. The Company will give due consideration to the health of its employees and will maintain a comfortable workplace that meets all applicable safety standards.</td>
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Panasonic Code of Conduct, Chapter 3: Employee Relations
Panasonic Occupational Safety and Health Policy

The Panasonic Occupational Safety and Health Policy consists of an Occupational Safety and Health Declaration, as well as a set of Activity Guidelines for Occupational Safety and Health. The Company has set initiatives in eight areas that it is thoroughly undertaking.

Occupational Safety and Health Declaration

Panasonic Corporation is committed, based on its management philosophy of respecting people, to creating safe and both physically and mentally healthy workplaces through consistent effort and appropriate and careful attention.

Activity Guidelines for Occupational Safety and Health

1. Legal and regulatory compliance
   Each business unit should establish its own internal policies and procedures to fulfill the relevant legal and regulatory obligations relating to occupational safety and health, and to ensure compliance.

2. Management resources
   Each business unit should devote staff, technology, and capital to creating workplaces that are safe and healthy.

3. Establish, maintain, and improve an occupational safety and health management system
   Each business unit should establish an occupational safety and health management program, and regularly maintain and improve it.

4. Definitions of roles, authorities, and responsibilities, and organizational maintenance
   To administer the occupational safety and health management program and to promote continuous autonomous improvement, each business unit should define the roles, authorities, and responsibilities of the elected head, legal staff, managers, and supervisors of the program.

5. Removal and reduction of hazards and potential causes of damage
   Each business unit should assess risks, identify hazards and potential causes of damage, and remove or reduce them.

6. Setting goals and formulating and implementing a plan for occupational safety and health management
   The management and employees of each business unit should work together to assess the occupational safety and health status of workplaces, identify disasters and potential threats to health, establish goals, and formulate and execute a management plan for the occupational safety and health program.

7. Auditing and review by management
   Each business unit should conduct regular audits to monitor the occupational safety and health program. Management should review the audit results and recommend improvements to the program.

8. Education and training
   Each business unit should provide its employees and those of its business partners on its premises with education and training in accordance with the occupational safety and health management program. Each business unit should ensure that all relevant people are kept informed of and familiar with the program’s charter and management system.
Responsible Executive and Framework
The executive officer in charge is Senior Managing Executive Officer Mototsugu Sato (as of August 2017).
Panasonic has organized health and safety committees composed of equal numbers of union and Company representatives.

Corporate Occupational Health and Safety Management Organization (Japan)

Occupational Health and Safety Support Desk
Panasonic has established the following lines of support to help employees prevent or deal with mental or physical stress:

Employee Consultants (or the human resources department of the employee’s place of work)
Since 1957, Panasonic has designated employees with abundant work experience as “consultants,” and it has implemented a “Consultant System” whereby other employees may confer with them. The consultants answer any questions other employees have concerning welfare systems, and they provide support aimed at helping employees take charge of resolving worries or problems that they face in their work or private lives.

EAP* Consultation Office
For this program, Panasonic has engaged specialist counselors to listen to the personal concerns of employees, who can rest assured that what they have discussed will not be disclosed to the Company or to their health insurance association.

* EAP: Employee Assistance Program

Company Clinic
Panasonic staffs these offices with full-time physicians and occupational health staff to provide a health support program that performs functions such as handling illnesses that manifest during work, consulting on mental and physical health, preventing lifestyle-related diseases, and helping in smoking cessation.
Initiatives Relating to Health Issues

Initiatives for Preventing Damage to Health

With regard to the Stress Check System, which became codified into law in December 2015, Panasonic carries out checks in conjunction with its regular health screenings and follows measures at each business site to ensure that all Group employees receive these checks. Results of stress checks are used to make employees aware of their stress levels and are combined with feedback analyzing workplace conditions. This information is used in measures to preempt mental health issues by bringing vitality to workplaces.

Employees who work more hours or whose regular health screening results suggest a need for monitoring their safety receive consultation, based on Panasonic’s own criteria, from an occupational physician, while measures are taken to prevent damage to the employee’s health by addressing working conditions, etc.

Furthermore, under Healthy Panasonic 2018, which is run by the Panasonic labor union, the health insurance association, and Panasonic Corporation, employees have taken part, since 2011, in a ball toss game as a measure for promoting better employee health. When the Company started promoting the game, a decline in physical and muscular strength due to aging had been identified as one cause of the sharp rise in occupational accidents from falls while walking or going up or down stairs. The ball game is a means for employees to become aware of their state of physical fitness and to communicate more with one another, since the game helps make personal exercise a habit and improves communication in the workplace. From 2015, we have held a Company-wide tournament with more than 32,000 employees participating annually.
Occupational Health and Safety: Performance Evaluation

Incidence of Occupational Accidents and Responses

Incident Rate of Work-Related Accidents

(Number of accidents per one million working hours)

Source: “All industry average” and “Electric, machinery, and equipment manufacturing industry average” figures are from the website of the Ministry of Health, Labour, and Welfare, Japan.

Time Lost Due to Work-Related Accidents

Severity Rate of Accidents

*1 Data in Japan only
*2 Total for Panasonic Corporation and its key domestic affiliates (excluding PanaHome, and including the former Panasonic Electric Works Co., Ltd. and SANYO Electric Co., Ltd. from 2012)
*3 Total time lost of victims due to labor accidents
*4 Proportion of time lost per 1,000 hours of total working hours

At business sites where workplace accidents have occurred, Panasonic investigates the causes behind the incidents, implements measures to prevent recurrences, and shares accident case studies Group-wide, so that all business sites may implement preventive measures to avoid the same kinds of accidents themselves.

To our deep regret, one workplace death occurred in September 2016, when an employee was crushed by heavy machinery. Panasonic takes this event extremely seriously. The Production Engineering Division and Human Resources Division worked together to immediately implement emergency inspections at business sites inside and outside Japan in order to prevent a recurrence, while countermeasures have been enacted to address hazardous areas. Furthermore, with regard to the employee death that occurred at the Toyama Plant in June 2016, we solemnly accept the February 2017 official recognition of this as an occupational accident due to too many working hours, and we are making efforts Group-wide to prevent a recurrence.

For special tasks, such as handling heavy materials or chemical substances, the Company conducts work inspections based on Safety Data Sheet (SDSs) and provides employees with appropriate personal protective equipment, making every effort to minimize the required amount of such work. Panasonic also reexamines the chemicals in question in order to comply with the June 2016 compulsory regulations on chemical substance risk assessments. Additional health screenings and monitoring for employees engaged in such work are also conducted to prevent negative impacts on health, in accordance with laws and regulations.