

Group Health and Safety Policy

The Fuji Seal Group (hereinafter referred to as FSG) believes that it is important to have a workplace where all employees and business stakeholders can work safely and in good mental and physical health in order to protect their lives and human rights. Recognizing that ensuring the occupational health and safety for all FSG employees, officers, business partners working at work sites, manufacturing partners, and other subcontractors is the most important foundation of our business activities.

FSG will develop our business based on this policy, set targets, and conduct company-wide activities to achieve them.

In addition, if FSG see deficiencies of occupational health and safety in business partners, and other related parties, we will request they take the appropriate measures in accordance with the purpose of this policy.

1. Continuous Improvement of the Occupational Health and Safety Management System

FSG will build an occupational safety and health management system and strive for continuous improvement.

2. Compliance with Applicable Laws

We will comply with laws, regulations, and agreements concerning occupational safety and health in the countries and regions in which we operate.

3. Building Safety Awareness through Education

We will continuously provide education to ensure awareness of safety.

4. Initiatives to Reduce Risk and Continuous Improvement of Working environment

Awareness and identification of dangerous and harmful factors related to business activities, as well as efforts to eliminate and reduce them. We will also strive to maintain and improve the working environment through smooth communication within the organization. In addition, FSG maintain and improve workplace environment into practice through open dialogue between the company and employees.

5. Support for Maintenance and Promotion of Health

We will continue to support the health maintenance and promotion of all FSG employees and directors.

6 .Information disclosure

FSG will disclose accurate and transparent information on this policy and its initiatives.

Established: February 24, 2021