

## Occupational Safety and Health

### Policy

#### KDDI Basic Policy on Health and Safety

Based on the corporate philosophy that the “KDDI Group will pursue the happiness of all employees both physically and mentally,” KDDI has introduced a company-wide policy of “valuing human life, ensuring the safety of employees in the workplace at all times, maintaining and promoting their mental and physical health, and maintaining a pleasant working environment” and is taking various measures to prioritize the health and safety of employees. This policy is incorporated in all company regulations throughout the KDDI Group, ensuring management of health and safety in the work environment.

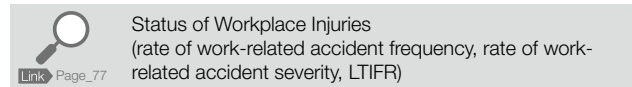
### System

#### Safety and Health Management System

In accordance with the Industrial Safety and Health Act, KDDI has established a safety and health management system and appoints general safety and health managers, safety officers, health officers, safety and health promoters, health promoters, and industrial physicians in each workplace. In addition, KDDI has established Health and Safety Committees that plan and conduct activities as joint labor-management efforts. In addition to exchanging opinions on occupational safety, fire and disaster risk prevention, mental health, long working hours, health management, traffic safety, talks by industrial doctors and other such themes, the committees work toward employee health management and maintenance and the prevention of workplace injuries. The committees have been established at every office with 50 or more workers and they meet

once a month. The minutes of the committee meetings held at each office enable the sharing of information among offices. By sharing health and safety measures, accidents can be prevented. In addition, a system is in place for reporting important items relating to health and safety to Executive Officer, CSR Environmental Sustainability (General Manager, General Administration & Human Resources Division).

\* There have been no deaths due to work-related accidents since the founding of KDDI.  
\* KDDI has not acquired OHSAS 18001 certification.



### Policy and System

#### Priority Measures Relating to Occupational Health and Safety

KDDI has set “reduction of long working hours” and “reduction of number of employees absent due to mental health problems” as key performance indicators and is taking various steps toward such reduction. These efforts have their basis in KDDI’s corporate philosophy and basic policies relating to health and safety. Our final goal is for there to be “no one who cannot work due to health disorder” and to this end we have established a mechanism for reporting to management.

##### ■ Initiative for Improvement of Long Working Hours

KDDI has set reduction of long working hours as a key performance indicator and is endeavoring to achieve such reduction. For example, we are striving to promote a “No Overtime Day” as a means of

reducing long working hours with every Wednesday designated as a no overtime day. In addition, rules have been introduced on advance application for overtime, and some offices have introduced a Long Working Hours Reduction Month.

We also added a provision to the work regulations that requires an interval of at least 8 hours between the end of one workday and the start of the next.

##### ■ Promotion of Mental Healthcare

KDDI has set reduction in absence due to mental health disorder as a key performance indicator and is striving to achieve such reduction.

As a means of preventing new onset, we provide e-learning courses for management, e-learning courses for all employees, e-learning courses and group training for newly appointed line managers, mental health seminars by psychiatric specialist industrial doctors, and stress checks by interviews and check sheets for new employees for three years after joining the company, and we are proactively encouraging selfcare and line care. In FY2016, following the revision of the Industrial Safety and Health Act in December 2015, KDDI introduced more thorough stress checks for all regular employees and contract employees, as stipulated in the regulations.

We are also aggressively promoting prevention of mental health problems by requiring employees who have worked longer than the prescribed number of hours to submit a questionnaire and consult the industrial doctor. Industrial health staff are also required to provide individual follow-up. In addition, KDDI has established the Employee Counseling Center and the Healthcare Room, where industrial counselors offer counseling to employees regarding issues in both their professional and personal lives.

As measures to prevent recurrence, when an employee returns to the workplace following leave due to mental health issues, the

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industrial doctor always interviews the returnee and the returnee's superior, offering training before they return to work and reduced hours after they return, to ease the physical and mental burden of returning to work. In terms of the workplace environment, support is provided for the returnee's superior, and the returnee, his or her colleagues, superior, industrial doctor and industrial health staff work together to facilitate a smooth return to work.

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### Enhancing Employees' Health Management

#### ■ Providing Health Checks that Exceed Legal Requirements

KDDI provides health checks with testing categories that are more detailed than the legal requirements, and we offer health guidance to employees who undergo regular health checks. We have also reinforced our efforts targeting the prevention of lifestyle diseases, providing a specific health checkup and specific counseling guidance. Furthermore, in partnership with the health insurance society, we promote facilities for the prevention of aggravation of diseases (data health planning).

In addition, as a wellness benefit to employees, the KDDI Group Welfare Association provides subsidies for activities such as childbirth/child-rearing, nursing care, health maintenance, personal development, and domestic help, while offering employees the freedom to choose how to carry out the activities.

Furthermore, we have a Healthcare Room and a Refresh Room to encourage employee health maintenance and recovery. Employees can take a temporary rest in the Healthcare Room when they are not feeling well, and receive first-aid care and health counseling. At the Refresh Room, nationally qualified masseurs (health keepers) work to

ease away back and neck aches and to soothe tired eyes, helping to support the health of employees and temporary staff.

#### ■ Safety and Health Management for Employees and Family Members Transferring to Developing Countries

KDDI has established a system to support the safety and health of all employees and accompanying family members in developing countries.

The level of medical care in Asia, particularly in Myanmar, India, Cambodia, Mongolia and Vietnam, is lower than in Japan and it is difficult to receive the same level of medical services as in Japan due to language and cultural problems as well as the high risk of infectious diseases rarely found in Japan. Under these circumstances, KDDI established the Vaccination and Health Report Guidelines for International Transferees and Business Travelers, from the perspective of health management and safety of employees who are transferring or traveling to these regions on business. Employees transferring or traveling abroad on business are required to receive the designated vaccinations for infectious diseases based on the guidelines. In addition, employees who are planning to transfer to hardship regions are required to consult an industrial physician before the transfer, to receive the appropriate health-related information.

Employees can check the company intranet for comprehensive information on 35 infectious diseases such as dengue fever and typhoid, regarding the pathogens and viruses, infection route, incubation period, symptoms, pathology/aggravation, prognosis, treatment, existence of vaccine, vaccination, and prevention. When certain conditions are met, all employees are obliged to submit a Health Report. In the event of the onset of disease, an industrial physician provides a thorough response that consists of assessing the status of medical examinations and recovery in the area, seeking the

opinion of an infectious disease specialist in Japan, and if necessary, compelling the employee to temporarily return to Japan for treatment.

In addition, in the case of Myanmar, risk assessment is conducted in partnership with a medical assistance company that is familiar with the situation in the country.

KDDI considers traffic accidents to be the biggest risk in Myanmar and takes the following measures for all employees and their family members who transfer to the country.

- Designation of hospital (designation of hospital in Myanmar with the latest treatment facilities or specialized physicians)
- Transportation to and from hospital (to avoid the employee having to drive)
- Medical support in Burmese, Japanese and English (treatment will be provided by doctor in Myanmar)
- Daily life support by Myanmar staff, holding of seminar.
- Monthly report (implementation of PDCA), etc.

KDDI is currently considering the possibility of providing similar medical support in Mongolia in the future.

#### ■ Driver Training and Introduction of Vehicle Operation Management System

KDDI conducts driver training throughout Japan for employees who use vehicles on company business. In FY2014 we introduced a vehicle operation management system for all company vehicles. The system aims to enforce safe driving by the driver and provide an enhanced deterrent effect on traffic accidents by recording data on the vehicle's operation and the driver's driving and alerting the driver to inadequacies.