



Health and Safety

Ensuring health and safety is at the basis of a company's activities, and is a responsibility that the company holds to society. The following are the basic policies and activity indices adopted by Aisin to ensure prevention of accidents and incidents in the workplace by all employees.

Basic Policies and Activity Indices

【Basic Policies】

Ensuring health and safety is at the basis of a company's activities, and is a responsibility that the company holds to society.

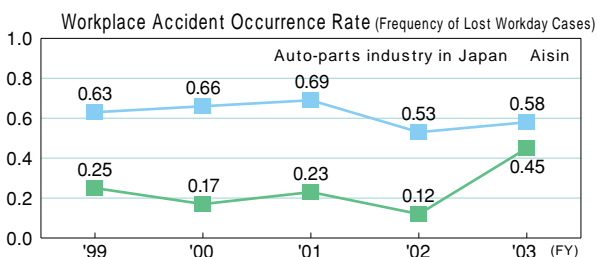
Aisin believes in the fundamental value of every person working within its organization, from top management through every level, and aims for "no accidents" and "no injuries."

【Activity Indices】

1. Strives to remove all factors from its activities that could present danger or hazard within the workplace.
2. Strives to abide by all legal regulations, and in addition, sets its own stringent criteria for management level improvements.
3. Strives to consistently improve its health and safety standards, through the implementation and operation of a health and safety management system.
4. Respects the need for communication and cooperation between the company, its employees and the local community.
5. Strives to raise the awareness of its employees through extensive education, training and publicity activities.
6. Involved in government and local community activities.
7. Invests appropriately in order to implement its policies.

Commitment

Aisin is committed to adhering strictly to all health and safety laws as a matter of principle, and in addition, has implemented workplace regulations and criteria that minimize risk of accidents even further. Management and supervisors teach all employees our rules and regulations regarding accident prevention, as well as enforcing adherence to these rules, and we are also rolling out a program of self-regulated activities designed to encourage employees in the workplace to think of improvements that can be implemented in this area. As a result of this, we are continuing to maintain the company's workplace-accident occurrence rate (frequency of lost-workday cases) at a level below the national average for the industry.



$$\text{Frequency rate of lost-workday cases} = \frac{\text{No. of lost workday cases}}{\text{Total working hours}} \times 1 \text{ million}$$

A higher number of lost-workday cases than the annual average occurred in FY2003. (There was high occurrence of pinching accidents and back pain among staff members in production engineering, safety, and the like.)




【Creation of Basic Policies and Action Cards for Health and Safety】

Amid the circumstances of the higher-than-average number of lost-workday cases that occurred in FY2003, as part of our activities to prevent accidents we have all employees learn and observe Aisin's basic policies and actions for health and safety and set self-declared action targets for health and safety, thereby raising awareness for health and safety.

安全衛生基本行動

1. あいさつは自ら進んでします
2. 服装・みだしなみはきちんとしてします
3. ポケットに手を入れないで歩きます
4. 作業要領・作業ルールを守ります
5. 通路に出る時は一時停止し、左右の安全確認をします
6. 整理・整頓は自ら進んでします
7. 自己宣言



氏名 _____ 宣言日 _____ 年 _____ 月 _____ 日

AISIN

Strengthening and Augmenting Activities for Promoting Mental Health

At Aisin, we are striving to augment our mental-health system by conducting mental-health training for new section team leaders and supervisors, including listener, self-care, and line-care training. As a result of this, the number of mental-health consultations recently surpassed 100, evidence that the system is being actively used. Additionally, in November 2002 we introduced a new self-diagnosis system that runs on personal computers. Because this system enables individuals to check their own mental health, it has earned extremely high acclaim from the standpoint of privacy.

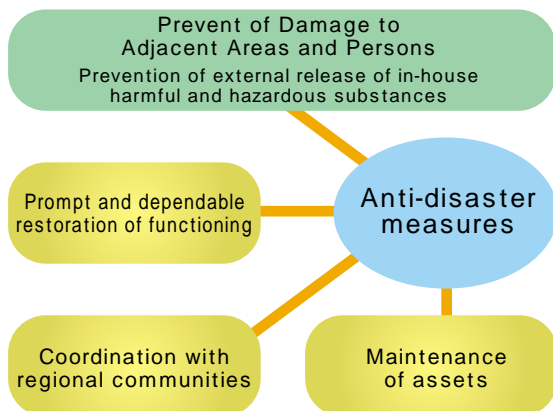
Self-diagnosis System



Tokai Earthquake Response Activities

In April 2002 many municipalities in Aichi Prefecture, where Aisin is headquartered, were designated as areas requiring intensive anti-disaster measures in the event of a major earthquake. Along with this, Aisin established subcommittees with the Tokai Earthquake Response Measures Committee serving as the core, and is working

to strengthen its anti-disaster system in terms of both training and materiel. Among these efforts, to ensure that human lives are protected we are conducting firefighting training to deal with earthquake-caused fires, and are continuing to carry out activities to ensure preparedness.



1. Listener...A person capable of listening to others who have concerns.
 2. Self-care...Maintaining an awareness of one's own stress levels and taking steps to alleviate such stress.
 3. Line care...Improvements to the working environment, one-on-one guidance, offering advice, and the like by management and supervisors.