

Safety

The Tokyo Electron Group performs a range of business activities including development, manufacturing, transportation, installation, and maintenance with the highest priority on the safety and health of all personnel from top management to frontline staff and makes proactive and continuous improvements to enhance safety and promote good health.

Safety Promotion Framework

Raising safety awareness for all individuals is crucial if we are to provide worksites where all employees can work safely. With the safety slogan of "safety first," the TEL Group has established the Equipment Safety Promotion Meeting and the Work Safety Promotion Meeting under the supervising EHS Meeting. The Equipment Safety Promotion Meeting enhances safety by ensuring compliance with safety standards and equipment-safety-related laws and regulations. The Work Safety Promotion Meeting discusses, and puts into practice, matters related to work safety at customer locations and TEL Group locations, from a global perspective. These meetings identify causes of accidents resulting in injury and/or damage, due to either equipment or human error, and make efforts to prevent similar incidents from reoccurring.

Equipment Safety Design

The TEL Group carries out risk assessments in consideration of the product life cycle, even from the development phase. Based on the assessment results, the TEL Group implements intrinsically safe equipment design¹ to reduce the risks that machines pose to humans. The Group also examines and ensures compliance with changing laws and regulations around the globe, abiding by all safety regulations of the regions our equipment is shipped to, and allowing inspections by safety certification organizations when necessary.

Safety considerations in the phases of equipment design and development have become increasingly important in recent years. Today, compliance with international safety standards and guidelines is a requirement for equipment to be recognized as being safe for use. Since 2007, the TEL Group has provided web-based equipment safety education to help its engineers learn about safety in the context of equipment design. This gives them the basic safety knowledge required in terms of risk assessment and introduces examples of accidents. In the coming fiscal year, we plan to revise the education program to include the latest accident cases and new safety standards to further educate our engineers.

As a result of these efforts, there were no serious injuries caused by product design in fiscal year 2015.

¹ Intrinsically safe equipment design: Innovative machinery design that eliminates the causes of machinery-related hazards posed to people.

Topics <TEL FSI, Inc. Received Governor's Safety Award from Minnesota Safety Council²>

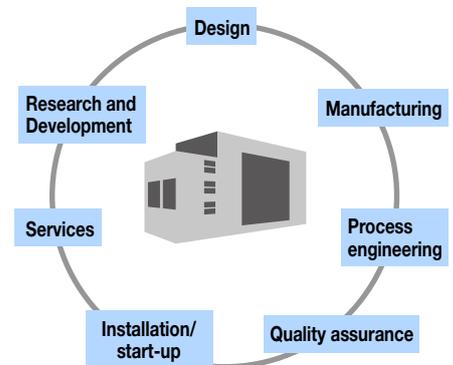
In recognition of its outstanding activities for accident prevention and labor safety, TEL FSI, Inc. received the Governor's Safety Award for Meritorious Achievement from the Minnesota Safety Council. The council has presented the Governor's Safety Awards every year since 1934 to honor businesses that are conducting outstanding safety activities. The council selects award winners by comparing recent injury and illness data with national industrial data for past years and examining the operation of comprehensive safety programs.

² Minnesota Safety Council: A non-governmental, non-profit organization established in 1928 to improve the quality of life of people in Minnesota through the elimination of preventable work-related accidents.

EHS promotion framework



Implementation of risk assessment



Initiatives for Work Safety

To secure the safety of all people involved in its business, including regular employees, temporary staff, subcontractors, and customers, the TEL Group continuously improves its activities to prevent work-related accidents. This is accomplished by identifying and analyzing potential risks in workplaces and sharing the knowledge group-wide.

Each plant and office is aggressively promoting safety activities by establishing a system under which representatives from each department conduct safety patrols at least once a month to solve problems by their own initiative. This is in addition to a management system based on OHSMS¹. New plants and offices outside of Japan aim to establish similar systems for safety management. To prevent unsafe conditions and behavior that may lead to accidents, all workers share details about their work and work areas before performing their duties. This works as a cautionary exercise, providing countermeasures against possible accidents and mistakes that can occur during operation. Moreover, each work group has an appointed leader who oversees the entire worksite to minimize risk factors that could lead to accidents or mistakes. Additionally, to further raise workers' safety awareness, a safety manager visits the workplace to demonstrate how to exercise caution against risk factors.

When we deliver a product to a new plant or production line, we check its facilities, equipment and safety standards against our Group regulations in advance. This way, we can identify any ambiguities with regard to safety and solve problems, if any, to improve the environment for safe operation.

As a result of these continued safety activities in and outside of Japan, the number of accidents in fiscal year 2015 with the potential for severe injury dropped by about 40% from fiscal year 2014. The overall rate for workplace accidents, including mild injuries, decreased from 110 in fiscal year 2014 to 80 this fiscal year (a decrease of 28%), when including data of the four companies acquired² in fiscal year 2013. The TCIR³ value also declined to 0.24 from 0.37.

¹ OHSMS: Occupational Health and Safety Management System. A management system to reduce the potential for work-related accidents and improve the level of safety and health management by defining a series of PDCA (plan, do, check, act) processes under the safety and health policy set by senior management.

² Four companies acquired: TEL Magnetic Solutions Ltd., TEL Solar AG, TEL FSI, Inc., TEL NEXX, Inc.

³ TCIR: Total Case Incident Rate. The number of workplace accidents (Occupational Safety and Health Administration standard) per 200,000 hours worked.

Safety Education

To improve individual employees' awareness of safety, the TEL Group provides web-based education. In fiscal year 2015, we provided update advanced safety education to all workers involved with our Group. The aim was to renew their awareness of work rules, which were established with reference to past accidents, as well as rules for wearing protective gear.

Additionally, to eliminate accidents, we provide five web-based education courses⁴ at our offices and plants around the world, along with risk prediction training. The latter is designed to prevent accidents by predicting potential risks in the workplace and has proved statistically effective. In fiscal year 2015, about 1,500 persons participated in the training and raised their awareness of accident prevention.

The TEL Group also requires all new hires to take safety education while providing safety information to its suppliers as part of its thorough efforts for accident prevention.

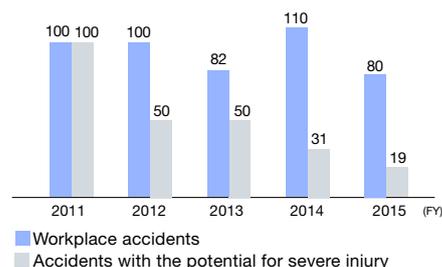
⁴ Web-based education courses focusing on five themes: being caught in a driving unit, ergonomics (backache), pointing and calling, exposure to liquid chemicals, and work safety rules.

[TCIR]

0.24

The TEL Group carries out accident prevention activities on an ongoing basis to reduce the number of accidents. As a result, the occurrence rate of injuries from accidents during work—as indicated by the TCIR value—has remained at a world-class safety level of less than 0.5 since 2005. In fiscal year 2015, we achieved a TCIR value of 0.24.

Occurrence rate of workplace accidents
(FY2011 level as 100)



Safety education (risk prediction training)