

# Human Resources

## Occupational Safety and Health

403-1,403-2,403-3,403-4,403-5,403-6,403-7,403-8,403-9,403-10

### Our Basic Approach and Strategy

In accordance with the Unicharm Group Policy on Human Rights and the Unicharm Group Charter of Actions, we at Unicharm work to eliminate all forms of child and forced labor as well as prevent overwork.

With the intent of preventing disasters and accidents, we have established basic policies for managing occupational safety and health and will create a workplace environment that places the highest priority on ensuring safety and maintaining and improving the health of our employees at all times.

Unicharm's policies on occupational safety and health are translated into various languages so that they are understood by all of our employees.

### Ensuring Thorough Safety and Occupational Health Management

The Company prioritizes employee safety at all times by having all employees work together to improve the work environment, with safety and health managers taking the lead, and aims to achieve zero accidents by implementing thorough safety and health management.

Managers also observe the mental and physical health of their subordinates and respond promptly when they find an issue.

### Management Structure

Unicharm has established the Safety and Health Management Regulations\* in accordance with the Industrial Safety and Health Act with a view to ensure safety and maintain and improve the health of its employees while preventing accidents and disasters.

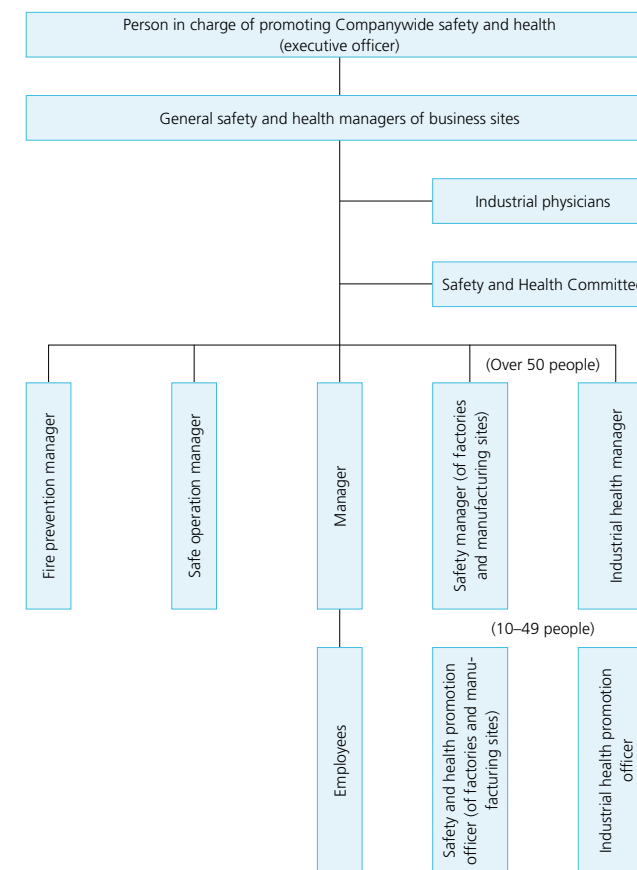
To develop and manage the Companywide safety and health management system, the executive officer in charge of promoting safety and health throughout the Company, appointed by the president & CEO, coordinates the general safety and health managers of each business site, who are the highest-level authority for these sites. At each site, the general safety and health manager appoints a safety manager, industrial health manager, and fire prevention manager, in addition to formulating a Safety and Health Committee to develop a management system.

The Safety and Health Committee, comprising members selected from the Company and labor union as well as industrial physicians, meets each month to discuss matters such as activities to improve the workplace environment, prevention of workplace accidents, elimination of vehicle accidents, and promotion of employee health. Moreover, workplace inspections are conducted by committee members once every two months.

Important actions are reported by the Safety and Health Committee secretariat to the person in charge of promoting Companywide safety and health for approval. Actions related to safety approved by the person in charge are carried out as activities in each department. A PDCA cycle is implemented in which the progress of each activity is reported periodically to the Safety and Health Committee, improvement measures are determined based on their effectiveness, and further actions are taken.

\* Applies to full-time employees, contract employees, part-time employees, and employees on assignment from relevant subsidiaries and external organizations

### ► Unicharm Corporation's Occupational Safety and Health Management System



## Occupational Safety and Health at Production Sites

Unicharm implements an occupational safety and health management system (OSHMS) at its production sites to continuously maintain and improve occupational safety and health activities. We follow a specified PDCA process to promote ongoing health and safety management on an autonomous basis, enhancing safety and health standards such as prevention of workplace accidents, promotion of worker health, and creation of pleasant work environments. Our OSHMS aims to improve the health and ensure the safety of all individuals, including executives, employees, contingent staff, and part-timers, as well as employees of associate companies operating on our premises (including contractors and outsourced companies). OSHMS operations ensure that all employees at production sites have set goals for promoting safety and health activities under clear roles and responsibilities and through regular checks by the general safety and health managers (including factory manager), this system allows the identification of latent risks for occupational injuries and diseases in the workplace and the revision of health and safety activities.

## Acquiring ISO 45001 Certification for Occupational Health and Safety Management Systems

Unicharm has obtained ISO 45001 certification, the international standard for occupational health and safety management systems, at 28.1% of its production sites across the globe (23.1% in Japan, 31.6% overseas).

## Indicators and Targets

### ► Occupational Safety and Health Targets and Results

	Manufacturing Industry Average (Fiscal 2023)	Fiscal 2022 Results	Fiscal 2023 Results	Fiscal 2024 Results	Fiscal 2025 Targets	Coverage
No. of violations of the Industrial Safety and Health Act	—	0	0	0	0	Unicharm Corporation employees
No. of fatal workplace accidents	—	0	0	0	0	
No. of workplace accidents resulting in inability to work* <sup>1</sup>	—	0	0	0	0	
Workplace accident frequency rate* <sup>2</sup>	1.29	0.22	0.22	0.00	Below industry average	
Workplace accident severity rate* <sup>3</sup>	0.08	0.00	0.02	0.00		

\*1 Workplace accidents resulting in inability to work: Permanent inability to work or undertake certain tasks

\*2 Workplace accident frequency rate = Number of workplace accident occurrences ÷ Total number of working hours × 1 million hours

\*3 Workplace accident severity rate = Number of lost working days ÷ Total working hours × 1,000 hours

## Initiatives and Results

### Occupational Safety and Health Targets and Results

Every year, we aim for zero workplace accidents. We continue to promote a range of measures aimed at improving occupational health and safety, including visits to manufacturing floors by factory and production site managers. In fiscal 2024, there were zero cases of workplace accidents resulting in fatalities and the inability to work, and the workplace accident frequency and severity rates were both below industry average.

Recognizing safety and health as a matter of utmost importance, and with the aim of creating a safe and comfortable workplace environment, the Company will continue to improve work environments and thoroughly enforce basic safety

standards by strengthening safety measures through equipment inspections and other efforts. In addition, we will promote timely and appropriate safety measures such as preventive actions based on risk assessments and external evaluation by companies that specialize in safety crisis management.

## Occupational Safety Risk Assessment

As a company that operates in various countries and regions, Unicharm maintains a risk management information website on its corporate intranet, which specifically provides information on risks that may impact the lives of employees around the world. The site specifies clear guidelines and criteria for responding to natural disasters, pandemics, occupational accidents, large-scale equipment accidents, kidnappings, intrusion into and damaging of Company facilities, terrorism, riots, coups d'état, and civil wars. Regarding risks the intranet is updated daily with information from the Ministry of Foreign Affairs of Japan (MOFA) and a risk management company contracted to provide its services. We carry out risk assessments by means of education, information dissemination, and monitoring of the work environment through providing information, alerts, business trip restrictions, and measures for dealing with serious injuries and illnesses.

In fiscal 2020, we carried out a risk assessment regarding COVID-19 infections to formulate our guidelines for dealing with COVID-19 so that each employee could take appropriate action. We also implemented infectious disease prevention measures and domestic and international business trip restrictions. In terms of production sites, we conducted risk assessments using safety diagnoses through a third-party organization.

In terms of promoting new businesses and projects in addition to existing ones, as needed, we also carry out risk assessments and monitoring that take into account the local laws, ambient environment, infrastructure, facilities, and so on. In order to further protect against disasters, we will also systematically move forward with risk assessments, revise work methods and improve facilities for eliminating and reducing risks and thoroughly educate and train employees.

## Eliminating Workplace Accidents

Having designated April 17 of each year as Unicharm Group Occupational Safety Day, we vow to eliminate workplace accidents through a Groupwide effort. We hold a safety convention with the participation of all production sites in Japan and overseas, where they pledge to eliminate occupational accidents toward the goal of achieving zero accidents and fires. To this end, it was declared that senior executives would take the initiative to create a “safe and comfortable workplace” based on the philosophy of “safety as an asset” and “safety taking precedence over all.”

### Daily Safety Briefings (Malaysia)

Each day after morning exercise, Unicharm’s local subsidiary in Malaysia holds safety briefings led by office and factory managers. This briefing serves as a reminder for all employees and enhances their awareness of the importance of safety and accident prevention.

### Alcohol Checks (Japan)

All sales division staff at Unicharm’s branch and sales offices in Japan are required to undergo alcohol checks prior to the operation of vehicles to ensure that they do not do so while under the influence of alcohol. The alcohol check management system we have implemented is designed to monitor blood alcohol levels of our sales staff via PC or smartphone even when driving directly home.

## Occupational Safety and Health Education and Training

### Production Sites

Unicharm’s production sites provide training on occupational safety and health to employees before assignment to their respective departments or when changing roles. For leader training and special training programs that are required by law, we rely on external organizations to provide education and training on occupational safety and health. Moreover, depending on their position and workplace, employees are trained on the handling of machinery and equipment, raw materials, safety equipment, and devices for controlling hazardous materials prior to the assignment to their respective departments or when changes are made to the nature of their duties.

## Occupational Safety and Health Education and Training

Targets	Details	No. of Participants in Fiscal 2024	Coverage
Newly appointed leaders	Education on occupational safety and health, including leader training, as required by law	10	Unicharm Products Co., Ltd.
Employees prior to changing roles	Education and training on occupational safety and health	55	
New employees before assignment to their respective departments	General education including on occupational safety and health	20	

### Outside of Production Sites

In addition to production sites, we are working to eliminate occupational accidents at offices through workplace inspections and the checking of evacuation routes, firefighting equipment, and automated external defibrillator (AED) locations.

## Prohibition of Child and Forced Labor

As clearly stipulated in the Unicharm Group Policy on Human Rights and the Unicharm Group Charter of Actions, we at Unicharm do not tolerate any form of child or forced labor.

Unicharm’s factories are monitored on a regular basis using Sedex’s Self-Assessment Questionnaire (SAQ). In fiscal 2024, 40 business sites (17 in Japan, 23 overseas) responded to the SAQ, confirming that there were no cases of child labor or forced labor.

P.79 Human Rights Risk Assessment at Unicharm Group Factories

## Dialogue Between Labor and Management 2-30

We place a great deal of value on mutual trust between labor and management and hold monthly discussions between the Company and labor union. In addition to these regular meetings, additional meetings are held depending on the nature of these discussions. In fiscal 2024, we discussed revisions to the compensation, evaluation, and benefit systems in continuing to pursue the three aspects of wealth (aspirational wealth, economic wealth, and wealth of mind and body), which make up our basic policy on human resources, ensure that employees with high aspirations who work hard and achieve results are

compensated appropriately, and evolve our human resources system into one that facilitates the rapid growth of employees through further challenges. We will continue with efforts to foster workplaces that can motivate and fulfill employees.

P.84 Revising Our Human Resource System with a Focus on Management with Resonance

### Selected as One of Vietnam 100 Best Places to Work for the Second Consecutive Year (Vietnam)

For the second consecutive year, Unicharm’s local subsidiary in Vietnam, Diana Unicharm Joint Stock Company (DUC), was selected as one of Vietnam 100 Best Places to Work. Vietnam 100 Best Places to Work is a survey and awards program organized by Anphabe, a pioneering consultant in employer branding and the creation of pleasant work environments.

In fiscal 2024, surveys were conducted between April and September, with 56,866 experienced business people in 18 different job categories evaluating 712 companies. DUC was ranked 12th in the category of Large Companies and Consumer Goods and 29th in the category of Top 100 Companies to Work in Vietnam.

### Selected as One of Top 50 Companies to Work for the Fourth Consecutive Year (Thailand)

For the fourth consecutive year, Unicharm’s local subsidiary in Thailand, Uni.Charm (Thailand) Co., Ltd. (UCT), was selected as one of the Top 50 Companies to Work by Work Venture, a human resource consulting firm in Thailand. This annual ranking is based on a survey of approximately 13,000 men and women between the ages of 22 and 35 who have worked in Thailand. UCT was selected as one of the top 50 companies for its corporate culture that embodies the realization of a cohesive society and teamwork-oriented workplace environment.