

Work Environment

Safety and Health in the Workplace

Ensuring Safety and Health is the Foundation of Our Corporate Management

MES acknowledges that, "based on our belief in human dignity, ensuring safety and health is the foundation of our corporate management." With this always in mind, we promote activities involving that ensure safety and health through our 2-pronged Safety and Health Management Plan.

1. Safety first — establish a manufacturing process that places safety as the highest priority.
2. Realize a comfortable workplace by proactively dealing with both mental and physical health management.

Efforts to Prevent Labor Accidents

01 Promotion of Team Safety II Exercises

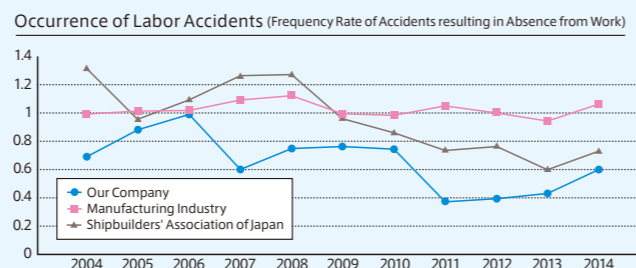
Initiated in 2003, our Team Safety Exercises continue to promote safety and health-related activities. Promoted through Workplace Teams, this initiative is based on the spirit of "joint promotion, joint responsibility." Since 2010, we have also operated our Team Safety II Exercises as a comprehensive safety and health-related activity. Its slogan is, "avoiding workplace labor accidents." With the active participation and guidance of managers and supervisors, the Team Safety Exercises encourage further development of our ability to sense danger and assess risks. Moreover, these exercises call on employees — particularly those who are young or inexperienced — to master work safety through person-to-person training and other means.



Team Safety II Exercises promotion activity results presentation

02 Reducing Labor Accident Risks through Risk Assessment

Based on our Work Safety and Health Management System, we examine potential accident risks that may be hidden in workplace. Moreover, we estimate and evaluate the degree and frequency of labor accidents through risk assessment. This allows us to take action in relation to issues that present a greater risk. By continuously taking part in such risk reduction activities, we strive to prevent labor accidents and reach a stage where safety is an intrinsic part of our organization.



Notes: 1. Frequency rate of accidents resulting in absence from work indicates death and injury number per total 1 million actual working hours. Frequency rate of accidents resulting in absence from work = Number of death and injuries requiring absence of one day or more in labor accidents ÷ Total actual working hours x 1,000,000. 2. Accident frequency rate of manufacturing industries is extracted from Japan Industrial Safety and Health Association. (FY2013 data of frequency rate of absence from work is not yet disclosed and therefore not available)

03 Implementation of Danger Sensibility Improvement Training

In April of 2007, MES opened the Safety Training Center at our Tamano Works. One of the factors that led to its establishment was our growing number of MES retirees who were being replaced with young employees and workers from associated companies. To reinforce safety measures, employees experience twenty-one different dangerous situations as part of danger experience training at this facility. In 2008, similar facilities were built at both our Oita and Chiba Works. This now gives all of our works the capability of promoting and implementing improved danger sensibility and safety through danger experience training.



Danger experience training

Creation of Lively Workplace

Employee is a valuable asset to the company. We aim to create a lively workplace through personal development and provision of comfortable work environment.

Human Resource Development

We recognize that improving a worker's employability is a company's responsibility. With this in mind, MES is striving to perform total human resource development for a wide range of employees.

- ① Early Training for Young Employees
MES believes in the slogan, "becoming full-fledged in five years." In order to help young employees quickly master basic techniques and professional skills applicable to their work, we hold both freshmen and third-year seminars. We also conduct follow-up on a regular basis to ensure that OJT is implemented in a planned and effective manner.
- ② Creating First-Class Mid-level Staff
As experts at their jobs while still being in the prime of their lives, we believe mid-level staff members are extremely important to MES. In order to continue the growth of these mid-level staff members, we hold a variety of workshops for section chiefs and assistant managers. These events allow them to acquire the skills and perspectives required to move ahead.
- ③ Manager Workshops
Through their efforts to oversee what goes on in the office, managers and directors are the key to successful human resource development. In order to improve their management and human resource training capabilities, we offer a variety of managerial workshops.
- ④ Nurturing People Who Can Work on The Global Stage
Society is facing an urgent task to globalize human resources with the globalization of the business environment. MES is making efforts to strengthen the English skills of its staff and providing training on multicultural understanding and communication to nurture people who can work on the global stage.
- ⑤ Succession of Skills and Techniques
It is essential for business operation of the company to transfer professional skills and techniques owned by veterans of 50's to mid-level staffs and young staffs. We have established Skills Transfer Center in our works where the skilled workers transfer their high level skills and techniques to their juniors.

Human Rights Education

Within our business activities, we view each and every employee as an irreplaceable person. Creating a workplace where human rights is valued increases workers' motivation and sense of value. Moreover, this dedication to people enhances each employee's capabilities and as a result, maximizes productivity.

The MES Basic Policy Concerning Human Rights
As a member of corporate society, MES holds much social responsibility. Part of this involves tackling human rights and inequality issues such as racial and gender discrimination within our daily activities. In order to create a truly discrimination-free workplace, MES has made respect for human rights as a basis for all of our business operations.

Efforts to Promote a Work-Life Balance

We endeavor to establish work shifts and vacation systems that allow each and every employee to feel a sense of joy and purpose while fulfilling their business responsibilities. This involves allowing employees to choose a work-life style that best fits their responsibilities and stage of life. These include things such as raising children, enjoying middle-to-old age, spending time with family or even being active in one's community. With this in mind, MES promotes the use of vacation time.

● Various Working Hours, Holidays and Paid Leave System

Systems to use limited time effectively and realize well-disciplines working hours

	Administrative staff	Technical staff	Head Office
Flexible Working Hours System	●	●	●
Leave for Refreshment	●	●	●
Annual Leave	●	●	●
Memorial Leave	●	●	●
Promotion of Taking Annual Leave	●	●	●
Half-day Leave	●	●	●
Accumulated Annual Leave	●	●	●
My Holiday Plan	●	●	●
Designated No Overtime Days	●	●	●

● Support for Balancing of Work Life and Personal Life

Systems to support balancing of childcare or nursing care and work

Childcare	-Childcare leave (Male employees also are encouraged to take Childcare Leave.) -Short-time working hours for childcare (application of flex-time system also allowed) -Expectant and nursing mothers provided half-pay during hospitalization	-Maternity leave (for marital partners at childbirth) -Nursing leave (to take care a child)
Family care	-Care Leave (In case a Care Leave is not taken, short-time working hours or other systems may be made available.) -Care day-off	

Initiatives Promoting Women's Engagement in The Workplace

We are promoting women's engagement in the workplace with the goal of fostering an environment where all employees, regardless of gender, can utilize their skills through the various stages of life events and maintain the desire to work towards long-term career goals. We offer maternity leave before and after childbirth and training support during childcare leave to ensure the engagement of female employees

returning to the workplace after having children. We also encourage female employees in near-management level positions to participate in external seminars. Moving forward, we will continue our focus on female hiring, accelerated training, career path support and awareness development for mid-career females as we aim for a rate of females in management positions that is equivalent to the ratio of female hires.