



SAFETY



ANSHIN



WELL-BEING

Special Feature

Toward Achieving Safety, ANSHIN, and Well-Being

Since the founding, in 1945 as Izumi Shokai, IDEC has been committed to “management with respect for humanity,” which is the starting point for IDEC’s well-being.

Our management philosophy, “The IDEC Way,” which was established in 2019, positions management with respect for humanity as the foundation of our Vision, Mission, and Core Values. We are engaged in a variety of initiatives to improve the well-being of our employees.

To achieve our purpose, “create the optimum environment for humans and machines, and achieve safety, ANSHIN, and well-being for people around the world,” we are inspired to pursue and attain consistently high levels of safety, ANSHIN, and well-being, and protect humans even in unforeseen circumstances to contribute to the functioning and well-being of society, based on the premise that at times humans make mistakes and machines break down.



* Source: Nikkei BP publishing “Well-being in Practice!”

The IDEC Way

Management Philosophy

Vision

Pioneer the new norm for a safer and sustainable world.

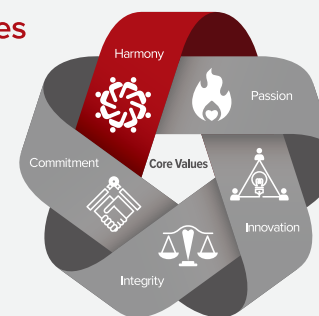
We will drive the future of manufacturing by creating new possibilities and establishing new standards that will become the “new norm” of tomorrow’s world. Through our efforts, we envision a safer and more sustainable world, bringing happiness and ANSHIN for all.

Mission

To create the optimum environment for humans and machines.

Our mission is to make the point of contact where people interface with machines, easy, safe, and ANSHIN. We will introduce new products and services to respond to a diverse set of customer demands beyond those of our industrial customers, including increased safety, reliability, operability and environmental awareness.

Core Values



Harmony

In Harmony with our co-workers, our customers and society.

Passion

Joy in fulfilling our mission.

Innovation

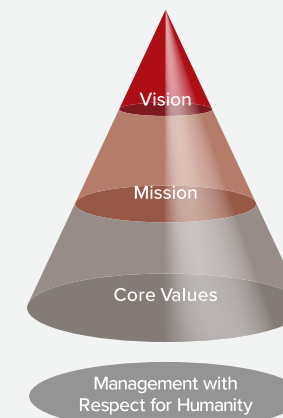
Take on new challenges and embrace change.

Integrity


Exhibit honesty, fairness and respect at all times.

Commitment

Be the person everyone can count on.



We have set “pursuit and realization of safety, ANSHIN, and well-being” as one of our material issues, and set sustainability KPIs.

| Related material issue | Major sustainability KPIs (FY2023-2025) |
|--|---|
|  Safety, ANSHIN, and well-being Pursuit and realization of safety, ANSHIN, and well-being | <ul style="list-style-type: none"> ■ CAGR in Safety & Explosion Protection Business (during the past five years): 15% ■ Cumulative attendees of safety & explosion protection seminars (Japan): 5% increase YoY ■ Cumulative number of employees holding safety qualifications*: 3% increase YoY ■ Frequency rate of industrial accidents (IDEC unconsolidated): 0 <p style="font-size: small;">* Number of employees certified as Safety Assessors, Safety Basic Assessors, Robot Safety Assessors, or Safety Officers</p> |

Maintaining and improving employee health and building a safety culture

We have established the IDEC Group Health Declaration, based on the recognition that the physical and mental health of employees and their families is the foundation for all activities. The first step for better well-being is to ensure the safety and health of employees. We are taking action to eliminate or prevent the causes of injuries, diseases, and other dangers in the workplace.

We constructed the Well-being Center within our head

office to help promote employee health in 2019. The center includes a cafeteria that provides healthy meals, as well as a fitness gym and Healthcare Center, and is staffed by a dedicated occupational physician and full-time occupational health nurse for the health management of employees. We also opened an in-house corporate clinic in the Well-being Center in 2022, with the aim of ensuring the mental and physical health of all employees.



Cafeteria



Fitness gym



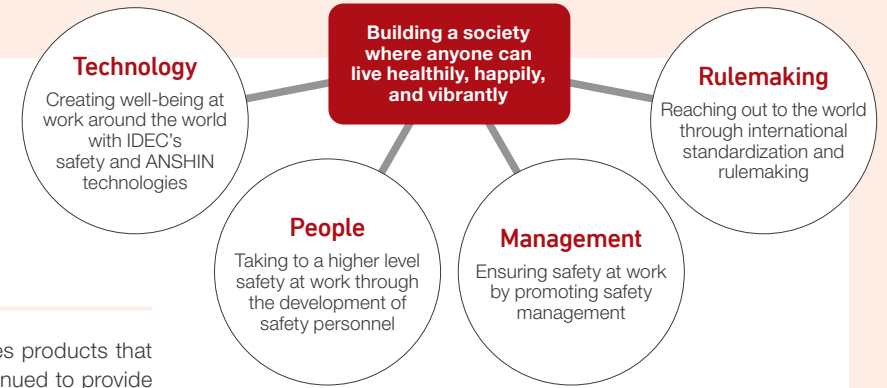
In-house corporate clinic

Vision Zero activities

As a company that develops and provides products that protect the lives of people, we have continued to provide society with a variety of products and services centered around control technologies. To build a society where anyone can live healthily, happily, and vibrantly, it is important not only to have the technical aspects of supplying products with high performance, ease of use, and stable quality, but also human resources education and training, rulemaking and response with regard to standards, and commitment from management to achieve well-being. For this reason, we have been engaged in activities from the four aspects of Technology, People, Rulemaking, and Management.

As part of these activities, in 2018, we became the first company in Japan to endorse and register under the Vision Zero campaign on occupational health led by the International Social Association (ISSA) under the International Labour Organization (ILO), which is a specialized agency of the United Nations. We also established a dedicated department for Vision Zero activities. The Vision Zero campaign is an initiative led by top-level management to improve the safety, health, and well-being of employees by preventing accidents, illnesses, occupational illnesses, and injuries in the workplace.

A Company of
VISION ZERO
 Safety.Health.Wellbeing.



The Takino factory became our first site to acquire ISO 45001 certification in 2019, an international standard for occupational health and safety management systems. Even since before acquiring this certification, we have been taking an approach based on the 7 Golden Rules for Zero Accidents and Healthy Work developed by Vision Zero, and surveying our achievements on a yearly basis. We have identified priority items that require improvement, and were able to take measures quickly by creating a radar chart of the results of our activities. Through our ongoing activities, we have created a workplace where employees can work with security and ANSHIN. We acquired ISO 45001 certification in 2022 for all manufacturing sites in Japan (Takino, Fukusaki, Amagasaki, and Tatsuno), and overseas in Suzhou, China in FY2023. We plan to expand it to our factories in Taiwan and Thailand in the future, and develop an approach based on the 7 Golden Rules.



Development of safety personnel

We encourage employees to acquire safety qualifications such as Safety Assessor and Safety Officer, and are working to train and develop human resources who can advance safety and ANSHIN principles in society. We cover the cost of taking qualification tests and renewing qualifications, and we have the highest number of qualified Safety Lead Assessors—the highest qualification—in Japan.

We also encourage employees to obtain the Robot Safety Assessor qualification, which certifies that they possess basic safety knowledge in the field of robotics, and the Safety Officer qualification, which measures the knowledge and ability of management personnel to perform occupational safety management.

Leveraging our extensive experience in manufacturing and advanced knowledge of safety, we also provide safety consulting services that aim to achieve both safety and productivity, such as through risk assessment support at industrial sites and the proposal and development of risk reduction measures.

In addition, we offer a variety of free, online safety seminars covering basic and applied knowledge and practical skills to help customers use safety-related and explosion protection products correctly. We also provide safety education to all employees, with the aim of becoming a company that pursues and realizes the highest levels of safety, ANSHIN and well-being in the world. The safety training were expanded to our Group companies in Japan in FY2021, and we provided to executives at our Suzhou factory in China, one of our major overseas manufacturing sites in FY2022. Since FY2023 onward, we have been working to expand the scope of safety training to include executives at our factories in Thailand and Taiwan. In the safety training, participants learn about IDEC's safety history, safety concepts, safety products, and the latest information such as Vision Zero and collaborative safety (Safety2.0). They also take a comprehension test after the training to consolidate their knowledge.

(as of March, 2024)

Qualifications attesting to the level of safety knowledge and designing competency for technical staff

Numbers of employees qualified as Safety Assessors, Safety Basic Assessors, and Robot Safety Assessors

586



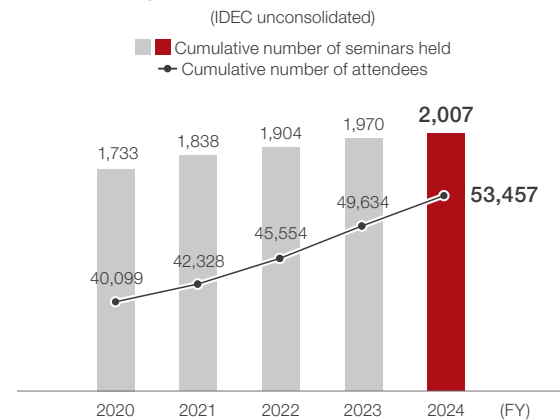
Qualifications of knowledge and competence in occupational safety management for administrative staff

Number of employees qualified as Safety Officers

123



Cumulative number of attendees and number of safety & explosion protection seminar held (IDEC unconsolidated)



Well-being survey

We have been conducting surveys focused on well-being since 2013, based on the 7 Golden Rules, to measure the level of efforts to improve well-being in the workplace. The survey was jointly developed with Human House (Denmark) to enable the application of a European-style survey in Japan. Well-being in the workplace means a state where people can work without anxiety and with peace of mind, vitality, and a sense of fulfillment. Our survey measures the level of efforts to achieve this.

In the future, we plan to conduct surveys at the same standard globally, to identify issues and create a roadmap for improving the well-being of our employees.

Promotion of collaborative safety (Safety2.0)

The IDEC Group is actively engaged in collaborative safety (Safety2.0), in which humans and machines work together to achieve both safety and productivity, and is working to expand its diverse product lineup.

Safety & Explosion Protection Business P.36

In January 2024, the Institute of Global Safety Promotion (IGSAP) established an organization to promote the on-site introduction of collaborative safety (Safety2.0), a new safety concept that originated in Japan, and to promote the creation of international standards. IDEC is also participating in this endeavor. Activities are being driven through public-private collaboration, with 13 leading Japanese companies such as Toyota Motor Corporation. The Ministry of Economy, Trade and Industry (METI) is an observer of this initiative.

● IDEC received the first ISSA Vision Zero Awards



IDEC and two partner organizations that have been engaged in activities together (IGSAP, Japan Certification Co., Ltd.) received the first ISSA Vision Zero Award in November 2023, established by ISSA, in global recognition of their activities so far. This is the first time since IDEC's foundation that we have received an award from an authoritative United Nations-related agency.

The award ceremony was held at the 23rd World Congress on Safety and Health at Work, organized by the ILO and ISSA in Sydney, Australia.

Since the adoption of a dual interlock mechanism to protect the safety of workers in the SB metallic switch box developed in 1950, shortly after the company's foundation, a philosophy based on the importance of safety has been passed down as IDEC's "safety DNA" to the present day.

The IDEC Group develops and provides a diverse range of products and solutions that contribute to solving societal issues such as improving safety, ANSHIN and well-being through various initiatives aimed at realizing cooperative safety (Safety2.0), in which humans and machines work together to achieve both safety and productivity.

Trapping prevention system for aerial work platforms

Aerial work platforms are often used at construction sites. As a result of workers failing to notice beams or structures while ascending, their hands and arms may be caught between the platform handrails and the structure, or their bodies may become caught between the structure and the operating parts or handrails, resulting in serious accidents.

In order to address this issue, we developed a trapping prevention system equipped with IDEC's three-position enabling switch and various sensors, at the request of Daiwa House Industry Co., Ltd. Since the introduction of this system, there have been improvements not only in physical safety but also psychological factors such as a sense of ANSHIN, work concentration, work efficiency, and ease of use, and the well-being of workers at sites with aerial work platforms has improved.

This system was the only one to receive an award out of more than 1,000 applications at the 60th Japan Construction Occupational Safety and Health Convention, held in October 2023.



Example installation of the trapping prevention system

Electrical assist for conveyance processes at manufacturing sites

ez-Wheel's assist wheel drive is a product that easily converts trolleys into electrically assisted vehicles and reduces the burden of transporting heavy objects, which are difficult for workers to carry by themselves. At manufacturing sites where heavy loads are often transported, such as those of automobile and construction machinery manufacturers, there are many cases where workers are responsible for transporting parts weighing more than a few hundred kilograms. By introducing an assist wheel drive, it is possible to easily convert existing trolleys to electrically assisted vehicles.

In the case of a major construction machinery manufacturer that adopted the system, workers had previously carried heavy parts one by one under their own power, pushing 900 kg trolleys. In addition to the physical burden involved, there were also problems with efficiency and safety. After the system was introduced, it became possible for a single worker to transport multiple parts to the next process both easily and safely, and the manufacturer is now able to halt the operation of trolleys in the event of any unforeseen circumstances.



Example of usage at IDEC site

Solutions for AGVs/AMRs

In recent years, AGVs/AMRs are being introduced to the logistics and manufacturing industries at an accelerated pace.

ez-Wheel's safety wheel drive is a revolutionary all-in-one product that includes all the functions required for operation, including the safe motion functionality required by international safety standards when operating in the same area as people. Through the combination of an emergency-stop switch for emergency-stop functionality, a safety laser scanner for detecting the approach of people or objects, and a control switch for operating the vehicles, IDEC's solutions can respond to the diverse needs of each customer.

We launched the emergency-stop assist system, which allows operators to safely stop AGVs/AMRs from a distance in January 2024. With the emergency-stop assist system, a signal is transmitted by pressing the switch of a wireless transmitter worn and used by the operator. When the wireless switch receiver detects the signal, the emergency-stop switch operation support function is activated, allowing AGVs/AMRs to be stopped in an emergency, in the same way as when the button is pressed directly by hand. The system can be operated even when operators and vehicles are moving. Since its introduction, it has been highly effective in preventing dangerous incidents, improving the sense of ANSHIN of workers, and stopping AGVs/AMRs in an emergency.



Example of AMR solution