

Toshiba Carrier Group Health & Safety Management Commitment

March 1, 2019

Toshiba Carrier Group prioritizes managing the health and safety of employees who are our greatest asset, and the promotion of "Health and Safety Management" to ensure that we can create rich values and continue to contribute to the lives and culture of people around the world. To realize this, based on the "Toshiba Carrier Group Health & Safety Policy", we will establish a system that enables employees at all levels to fulfill their obligations as outlined below, determine regular monitoring indices for safety and health, and build and operate an industrial health and safety management system as we aim for continuous improvement.

1. Executive level (division leaders) will lead by example, promoting "Health and Safety Management"

- ▽ The various health and safety indices are a top priority for management, and they will communicate the importance of improvement.
- ▽ They will invest in the management resources (people, things, money) required for the health and safety issues and risks faced by their own companies.

2. Managers will give thorough consideration to the safety and health of subordinates

- ▽ They will pay attention to the health and safety of subordinates in daily work management and if any issues arise, they will deal with them appropriately.
- ▽ In accordance with internal rules, they will ensure appropriate opportunities and time to secure the health and safety of subordinates.
- ▽ They will endeavor to create a lively workplace with good communication.

3. Health and safety staff will endeavor to create a culture of health and safety in the workplace

- ▽ They will analyze daily health and safety issues in the workplace and focus on preventive safety and primary prevention of disease.
- ▽ They will increase their own expertise, and provide appropriate support, advice, and guidance to lines and divisions.
- ▽ They will endeavor to develop health and safety human resources including cooperative partners in order to secure continual health and safety management.

4. Employees will endeavor to ensure their own and each other's safety and health

- ▽ We ask that employees engage in the following endeavors.
 - ▼ Please utilize the various systems and opportunities provided by relevant institutions to ensure your own safety and maintain and improve your health.
 - ▼ Please understand that the health and safety of you and your family are of the utmost importance to the Toshiba Group and endeavor to behave with safety first in mind on a daily basis, as well as develop healthy lifestyle habits.
 - ▼ Please consult with superiors and colleagues, health and safety staff, and the various external consultation services if you have a problem that you cannot resolve alone.
 - ▼ Please pay attention to the people and environment around you and help each other, endeavoring to create a workplace that can ensure safety and health.

Chief Health and Safety Officer (Executive Officer)
Toshiba Carrier Corporation

Tsuyoshi Sakakibara