

## Toshiba Carrier Group Health & Safety Policy

March 1, 2019

Under Toshiba Group's Basic Commitment of respect for people, Toshiba Carrier Group offers products and services in the highest quality based on heat application solutions featuring its heat pump technologies in order to fully respond to various needs from customers. By doing so, the group strives to contribute to the society and global environment and globally grow its business as an "environment creation company".

In order to accomplish such objectives, Toshiba Carrier Group places the utmost priority on life, safety, and legal compliance in any of its business activities, and accelerates group-wide efforts to assure safe and comfortable working environment and mental and physical health of employees.

1. Position safety and health as a top priority for management to promote "continuous improvement of health & safety management activities" for "preventing injuries and diseases caused by business operations".
2. Comply with laws, regulations such as "Industrial Safety & Health Law", and guidelines and/or voluntary standards determined internally by Toshiba Carrier Group
3. Formulate objectives and goals for the following items and execute such items:
  - (1) Eradicate hazards that may cause accidents in the workplace and occupational diseases, mitigate risks, and prevent repeated disasters through fundamental safety measures.
  - (2) Eliminate traffic accidents through implementation of a traffic safety policy and improving the safe driving skills of employees.
  - (3) Maintain and improve mental and physical health of each employee to maximize performance of employees
4. Thoroughly consult with all employees and their representatives working in a variety of situations throughout the group's businesses regarding safety and health initiatives and support their participation.
5. Contribute to the improvement of safety and health management in society through communication about various safety and health measures.

President & CEO  
Toshiba Carrier Corporation

