

Lacto Japan Group Industrial Safety and Health Policy

We at Lacto Japan Group have set forth this policy that we will abide by, the objective of which is to continuously strive towards ensuring workplace safety, giving the highest priority to the safety of all the employees we work together with, and work to maintain and improve our employees' health.

1. Compliance with laws and regulations, as well as in-house company rules

We will abide by laws, regulations, and in-house company rules related to industrial safety and health in the workplace.

2. Preventing industrial accidents and responding appropriately

- We will prevent the occurrence of industrial accidents in the workplace by identifying and assessing the sources of hazards and eliminating or mitigating risks by means of countermeasures.
- We will prepare evacuation plans, emergency treatment procedures and a contact network for communications in the event that a disaster or accident occurs, and we will work so as to respond appropriately and swiftly in emergencies.

3. Physical and mental health management

- We will manage personnel and labor in depth, create a working environment where our employees can feel mentally and physically confident about working, and will conduct health management.
- We will conduct regular health examinations, stress checks and mental health care.

4. Employee training

We will proactively hold in-house company training in order to prevent industrial and commuting accidents, and will raise employee awareness, as well as ensuring workplace safety.

Enacted: September 2024