

Creating a Safe Work Environment

Safety is the barometer of a company's capabilities and conscience. Without a bona fide safety and health management system, a company cannot win the trust of society. In order to achieve its goal of zero critical accidents and fatalities, Kajima is pursuing a wide range of measures designed to ensure a safe working environment.

Building a Culture of Safety together with Subcontractors

Labor safety and health management system

Based on its Construction Occupational Health and Safety Management System (COHSMS) formulated in accordance with guidelines issued by the Ministry of Health, Labour and Welfare, Kajima has adopted rules governing the implementation of its safety and health activities. Proper implementation is ensured through application of the PDCA approach.

As such, the "plan" stage involves setting targets based on the company's basic policy on safety and health, reviewing past accidents and identifying hazards or dangers in the workplace, and formulating priority issues under the Safety and Health Plan. "Do" equates to carrying out the Safety and Health Plan. "Check" entails evaluating the implementation status of the Safety and Health Plan. Finally, the company "acts" on its findings by identifying improvements to be made in the coming fiscal year. Continual repetition of this process yields improvements in workplace safety and health.

Following the Three Accident-Prevention Principles and improving communication

Kajima has adopted safety guidelines to facilitate its basic policy on safety and health aimed at ensuring safe working environments. The company's safety guidelines are not only for Kajima employees but also for all subcontractors and their employees, including company presidents and foremen, who are involved in construction site operations.

Establishing a safe working environment helps maintain quality and ensure smooth construction schedules, and leads to accident-free project completion. In order to be worthy of the trust placed in the company by customers and society, Kajima works diligently and closely with its subcontractors to implement safety and health management.



Kajima's Basic Safety Action promotional poster in Japanese

Basic Policy on Safety and Health

Kajima firmly believes that safety is the barometer of a company's capabilities and conscience. On the basis of this belief, the company works together with subcontractors that have strong management capabilities to eliminate construction-related casualties and accidents in order to maintain trust in the construction industry while aiming for the sustainable development of the company.

1. Prevent casualties and accidents due to human error by adhering to Kajima's three accident-prevention principles of going to the site, making direct observations, and determining the facts, as well as by consistently pointing and calling out dangers and actions during operations.
2. Strengthen communication with subcontractors to create a safe and smooth working environment in which people, machinery, and equipment are well coordinated.

Safety and health management

Kajima sought to make fiscal 2008 a year of “zero critical accidents and fatalities.” Regrettably, over the course of the year there were 92 incidents of injury or illness requiring employees to miss four or more days of work, as well as three fatalities. However, the number of incidents decreased by five incidents in the previous fiscal year.

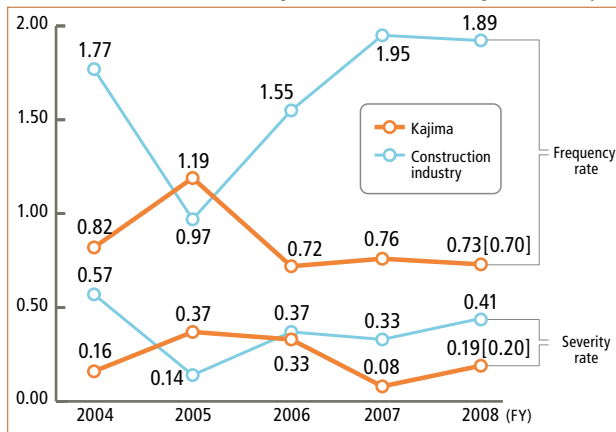
In light of these results, the company is determined to redouble its efforts in the area of safety and health management to make fiscal 2009 a year of “zero critical accidents and fatalities.”

Safety and health training for a zero-accident workplace

Safety and health management is based on respect for human life, and must be implemented rigorously. As construction techniques evolve and work conditions grow increasingly complex, the company builds up its training curriculum to ensure that the employees of both Kajima and its subcontractors will always be able to carry out safety and health management with confidence.

Safety Statistics

Figures inside brackets indicate targets for the fiscal year.



Frequency rate: the number of fatalities and injuries in the workplace per one million cumulative working hours
 Severity rate: the severity of illnesses and injuries in terms of the number of workdays lost over 1,000 cumulative working hours