

## **Panasonic's approach to responsible business conduct - Examples of health and safety initiatives -**

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Panasonic Holdings Corporation

# Overview of the Panasonic Group

**Founded**

March 1918

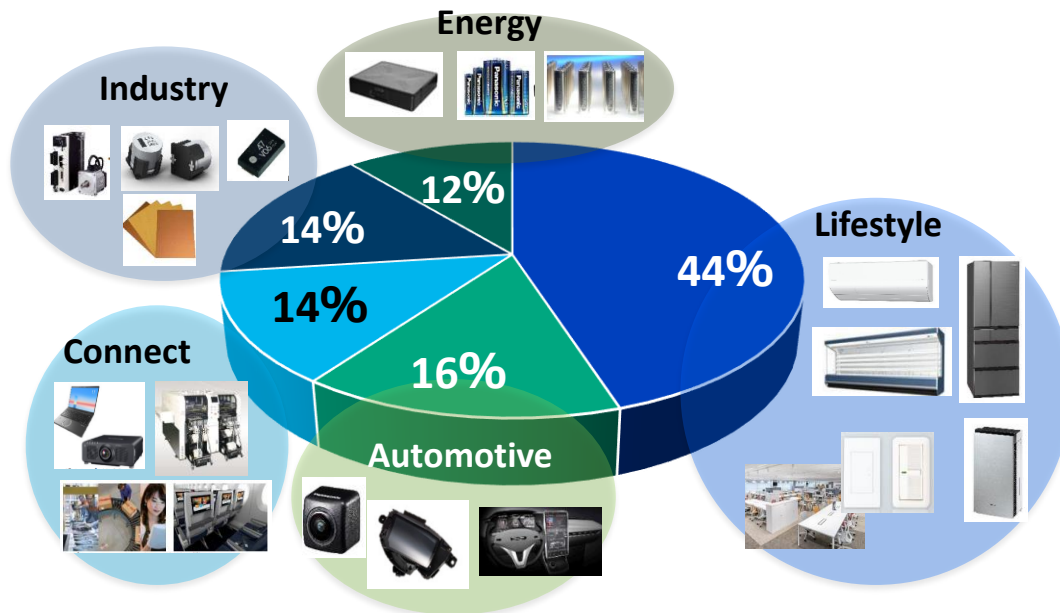
**Net Sales**

8,378.9 billion JPY (Fiscal year ended March 31, 2023)

**Number of consolidated subsidiaries**

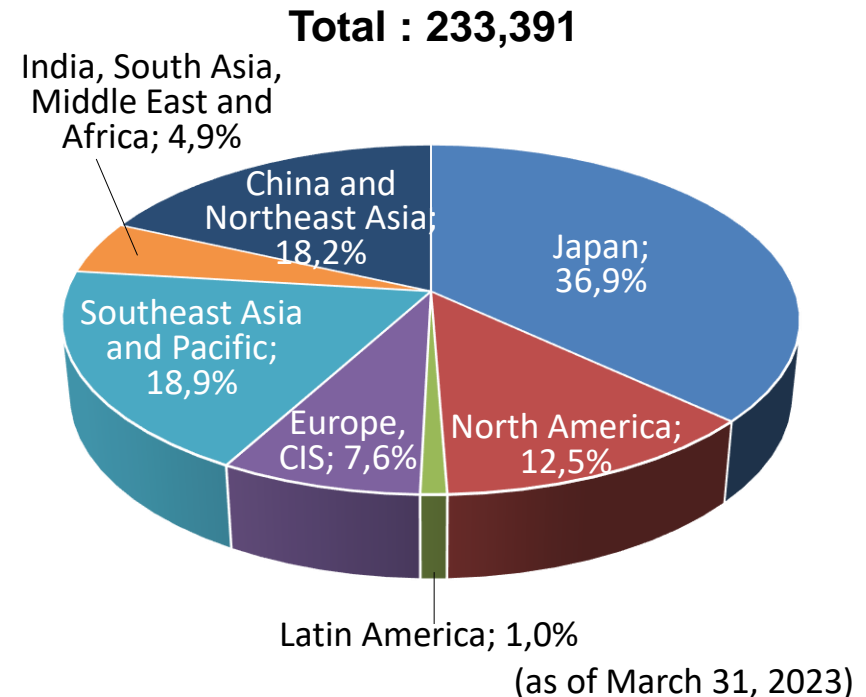
523 (as of March 31, 2023)

## Sales by Segment



(Fiscal year ended March 31, 2023)

## Employees by Region



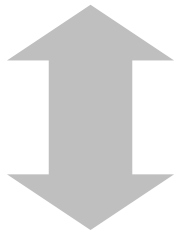
(as of March 31, 2023)

# Panasonic Group's OHS initiatives

## Combination of top-down and bottom-up

**Top-down**

Analyzing risks and formulating guidelines



**Bottom-up**

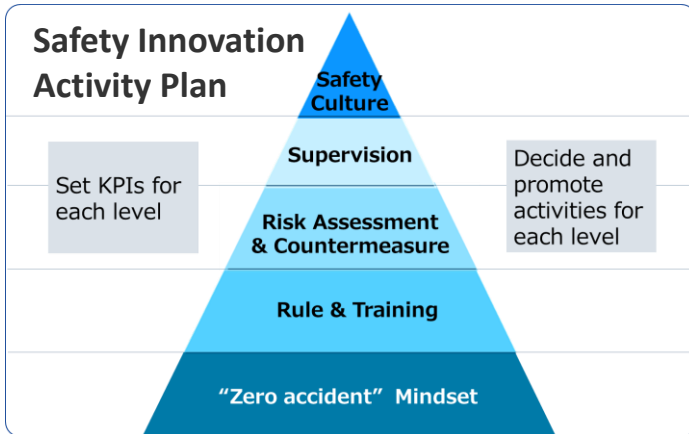
On-site safety and health activities at each site



# Examples in Vietnam (1/2)

## Respecting employees' autonomy and opinions

### Safety and Health



### Work Instruction Process Board



### Employees and managers openly discuss and find solutions

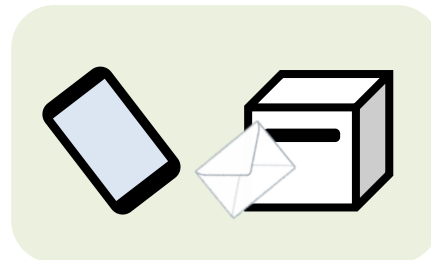


### Work environment

Manager & staff  
1 on 1 meeting



Opinion box  
(online & real)



Management & Union  
meeting (bi-monthly)



MD & employees dialogue  
(annually)



Panasonic Industrial Devices Vietnam Co.,Ltd.

# Examples in Vietnam (2/2)

## Cooperating with group companies and stakeholders

Parent company



Outside experts



Group companies and neighboring companies



Panasonic Industrial Devices Vietnam

Vendors



Suppliers



## Conclusion : Our learnings

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### Listening to each other through multiple communication channels is essential

- Embedding policies and rules should involve a top-down and bottom-up approach
- We must enhance communication with different regions to understand their specific needs
- Collaboration with peers, governments, trade unions and other stakeholders is needed