

Occupational Safety and Health

To raise safety awareness and build culture to prevent accidents through simulation exercise of industrial accidents

Toppan Printing Co., Ltd.

TOPPAN

Promoting development of occupational safety and health management systems through constructive industrial relations

In 2010, Toppan Printing (Toppan) announced its Basic Policy on Health and Safety. The Management Council—where the labour-management consultations take place—declared to its trade union that “safety should be the top priority in conducting business activities.” Previously, the approximately 50 regional offices across Japan engaged in health and safety activities individually. Then several serious occupational accidents occurred within a month. In response, management decided to establish Health, Safety & Fire Safety Promotion Department at the headquarters, in order to implement health and safety activities throughout the company. Under this management structure, each sales office or factory bears responsibility for day-to-day safety activities led by factory managers, technical safety promotion personnel, general affairs safety personnel, and approximately 100 safety masters who cooperate with each other.

In addition, workers and management cooperate to promote health and safety management. During the monthly executive meetings, management reviews the number of occupational accidents that force employee to take leave of more than one-day (including those of contract workers); and their causes and the measures which need to be

taken to prevent similar incidents in the future. The company also examines reported incidents to prevent recurrences. The trade union regularly conducts safety awareness surveys and shares them at labour-management safety meetings. In recent years, workers and management have put a lot of effort into raising awareness on how to prevent occupational accidents, in particular campaigns to eradicate dangerous actions that could result in accidents.

Opening Anzen Dojo Safety Training Facilities to learn through experience

One of the prominent initiatives for promoting health and safety of Toppan is the Anzen Dojo Safety Training Facilities. This is a health and safety training program that fosters a culture of preventing accidents through “painful, scary, or dangerous” experiences, such as being caught by a press or rollers. In Toppan, there is a “labour-management committee to promote work satisfaction” which exchanges honest opinions on various issues between workers and management. Toppan established the Anzen Dojo as a result of a labour-management committee agreement.

The Anzen Dojo is training center which has provided 36 training programs. Four employees with expertise developed the training, and they are referred to as “safety masters”. Since then, two more Anzen Dojo facilities have been established

in Japan. These facilities have installed a number of dedicated devices developed to simulate occupational accidents, such as being caught between machines or entangled by them. The Personnel & Labour Relations Division (Health, Safety & Fire Safety Promotion Department) has established a training system for safety education for all departments, including group companies, part-time workers and temporary employees. And the company started an Anzen Dojo caravan that carries the simulators on a truck to visit Toppan offices across the country.



The training is provided to new employees, but also for staff at all promotional stages, including management. Also, the training has a modified version for white collar employees in administrative departments, such as human resources and finance, which, for instance, includes paper-cutting accidents in the office. The training has helped the white-collar employees to be more conscious of occupational accidents.

To date, participants of the training at the Anzen Dojos count approximately 32,000, and about 40,000 employees have participated at the Anzen Dojo caravan. This is equivalent to each group-wide employee participating in the training twice or three times. Here are some examples of reactions of employees who attended the training: “At the training, I was horrified when I got caught up in a roller accident simulation, imagining a real on-site accident”; “In order to prevent occupational accidents, I could again learn the

importance of complying with basic work rules”; “Before the training, I thought that occupational accidents were none of my business, but I now recognize them as part of my business.”

As the business expands worldwide, the company has opened Anzen Dojos in Thailand in 2017 and in China in 2018, in response to severe occupational accidents at overseas sites. In 2019, the Anzen Dojo caravan toured four manufacturing locations in the United States for one month each. In order to further instill the basic principle of Toppan’s safety-first into the overseas sites, it is committed to export the know-how of safety activities cultivated in Japan overseas.

Under the concept that “everyone wishes zero occupational accident” Anzen Dojos actively welcome participation from other companies and organizations. The number of external trainees increased year by year, reaching 1,201 participants from 141 organizations in fiscal 2018. These include participation from manufacturing companies and associations that accept foreign workers and overseas employers’ organizations in the printing industry. Thus, the Anzen Dojos have contributed to the improvement of occupational health and safety beyond Toppan’s industry and region.

Toppan has also developed safety and health measures such as risk assessment of equipment and review of equipment from a safety perspective. As a result, the number of occupational accidents has decreased by approximately 30 percent. However, the company has not strictly achieved zero occupational accidents. Toppan will continue to collaborate with the trade union to achieve zero accidents. Furthermore, in the future, the company is planning to develop a next-generation pseudo-sensory machine that utilizes Toppan’s competitive VR technologies to contribute to the safety and security of all employees as well as all the workers around the world.

NOTE



MNE Declaration
par.38, par.44



Related SDGs
Goal 3, 8