

Human Resource Strategy: Safety and Health Management

Health and Safety Initiatives

Basic Concept

Toho Gas believes that “ensuring the health and safety of employees is a cornerstone of fulfilling our social responsibility as a corporation” and makes every effort to ensure that our employees are able to enjoy a healthy, safe, and comfortable workplace. Specifically, each Group company shares its annual health and safety activity policies and results, and implements activities aimed at mutual improvements. We also strive to prevent work accidents throughout the Group, including organizing the Health and Safety Council that includes partner companies, providing education and awareness of safety and quality, and conducting on-site patrols.

Promoting Occupational Health and Safety

Under the Toho Gas Group Safety and Health Board, we have established safety and health boards at individual business locations and workplace health and safety meetings that promote health and safety activities. Additionally, we have established a Health and Safety Council that includes partner companies in an effort to prevent work accidents. We also engage in health promotion activities in the workplace to support employee health and enhance communication.



System for promoting health and safety activities
For details, please visit our website.

https://www.tohogas.co.jp/lang/en/corporate/eco/pdf/2025toho_web_en_health-safety.pdf

Status of Work-Related Injuries

The lost-time injury frequency rate for FY2024 was below the average for companies with 100 or more workers across all industries. One accident occurred (no lost time) due to a fall while descending stairs that resulted in contusions to the chest.

When a workplace accident occurs, we strive to prevent similar workplace injuries by issuing accident reports to share information with all employees and distributing special email newsletters.

Hands-on Safety Training

To facilitate safety training, we established a training facility at the head office to demonstrate past cases of gas work-related injuries and use dummies and virtual reality for a more immersive experience. Trainees can see firsthand hazardous conditions that can result in falling accidents, fire, electrostatic discharge, and landslides from a safe distance, which heighten their awareness of dangers and contribute to the prevention of workplace accidents.



Training facility

Driver Certification Program

We have an in-house driver's license certification course for employees who drive company vehicles. To obtain a license, employees are required to take a beginner course; and to renew the license every five years, they must pass a ride-along driving test and aptitude test in order to help prevent traffic accidents. In addition, all vehicles are equipped with a drive recorder so that supervisors can review recorded video and provide guidance.



Driver safety instruction

Health Management of Employees Comprehensive Health Exams

In cooperation with the health insurance association, we provide comprehensive health exams that include gastrointestinal and dental examinations and one-on-one visits in addition to the legally required items in regular health checkups, with the aim of encouraging a healthy lifestyle and preventing lifestyle-related illnesses from a young age. Furthermore, we are preparing to introduce gastroscopy, breast cancer, and cervical cancer screenings during health checkups starting in FY2026.

Implementing Stress Checks

The Toho Gas Personnel Department oversees stress checks on its employees for the entire Toho Gas Group, consistently maintaining a high implementation rate that includes affiliates. After implementing stress checks, we conduct workshop training sessions based on the results of group analysis as part of our activities to improve the workplace.

Health Consultations

We have established phone and email contact points with industrial physicians and public health nurses that facilitate rapid responses to employee physical and mental health-related consultations. Employees on leave who are returning to work are supported by industrial health staff, workplace supervisors, and the Personnel Department, establishing a return-to-work system that also incorporates cooperation with external support organizations.