

Health and Safety

Kajima believes that “safety is a barometer indicating the capabilities and conscience of a corporation.” Without being swayed by the excitement or disappointment of immediately looming business results, we are striving to build the “Kajima safety culture” that aims to realize, above all else, construction projects free of accident or injury from commencement to delivery.

Occupational Health and Safety Management

At all construction sites, we have introduced the Construction Occupational Health and Safety Management System* (COHSMS) and are taking a full range of measures to manage safety and health. Kajima strives to eliminate or reduce potential work accident and injury risks and promotes the creation of pleasant work environments.

*COHSMS guidelines have been adapted from the Occupational Safety and Health Management System (OHSMS) of the International Labour Organization (ILO) to reflect the particular characteristics of the construction industry.



At all project sites, the “Basic Safety Guidelines” (calling to work mates to warn of possible dangers; checking in advance for possible hazards on site; hand and vocal signals giving the all clear to yourself and your work mates) is displayed, and the importance of adherence to the guidelines is reiterated constantly to all employees and workers on each site.



The safety and health section on Kajima’s intranet provides information on injury and accident prevention and risk management.

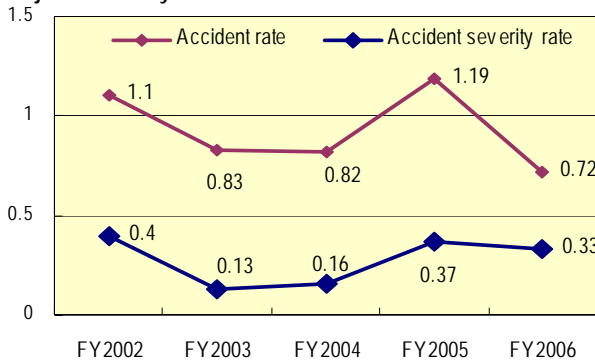


Injury case information system: Past injury cases are used as a reference to help prevent recurrence of similar injuries.

Safety and Health Targets and Safety Record

In financial year 2006, we set a target of “Eliminate all deaths, serious injury or major accidents.” While actual results for the year were an improvement compared with the previous financial year, the accident frequency rate was 0.72, compared with our initial target of under 0.7. We were also unable to achieve our target of under 0.2 for the accident severity rate, with the actual result being 0.33. We have set the same targets again for financial year 2007, with renewed determination to achieve them.

Kajima's Safety Record



* **Accident rate:** The accident frequency rate is calculated as the number of deaths and serious injuries per one million man-hours worked on construction sites. (This figure includes subcontractors.)

* **Accident severity rate:** This is calculated as the number of work days lost per 1,000 man-hours worked, and is used to indicate the severity of injuries.

Safety and Health Education

At Kajima, employees and subcontractors' workers each receive a full range of safety and health education programs. For Kajima employees, there are basic trainings in relevant laws and company regulations, introductory management training focused on case studies, and project manager training covering risk management. In financial year 2006, these three training programs were completed by 123, 156 and 98 persons, respectively. For workers from partner companies, thorough training is conducted at the time workers are first employed, and again when they are assigned to a site for the first time. Specific training is also provided for supervisors as well as for persons assigned as safety and health controllers.



Training session for subcontractors' workers



Kajima's President Nakamura gives instructions at a project managers' training session.

Awards and Appraisals

Kajima operates a safety and health award program recognizing the achievements of both branches and individual employees. We also operate a program to recognize subcontractors with good safety records. Conversely, any subcontractors involved in serious injuries or accidents are subject to measures, based on prescribed criteria, including suspension of work orders.

Activities of Subcontractors

Rokueikai, an association comprising approximately 3,700 of Kajima's subcontractors, works closely with Kajima in the planning and implementation of injury prevention programs. Rokueikai also works together with the Kajima Business Cooperative (a cooperative organized under the Law on the Cooperative Association of Small and Medium Enterprises, comprising approximately 900 member firms).

Case Study:

Kajima Joint Venture Receives Award from the Minister of Health, Labour and Welfare

In the Tohoku Shinkansen Hakkoda Tunnel construction project, the Kajima Joint Venture received the Minister of Health, Labour and Welfare Excellence Award for Safety and Health in 2007.



Mr. Kubota, Project Manager, receives the award certificate at the award presentation ceremony.

Case Study:

Kajima's Singapore Subsidiary Receives Ministry of Manpower Safety Award

In 2006, Singapore's Ministry of Manpower presented Kajima Overseas Asia Pte Ltd (KOA) with Annual Safety Performance Awards 2006 for three projects including the Newton Suite Condominium. With these three awards, the number of awards KOA has received since 1998 totals 21.