

Foundations for Growth

Initiatives for Safety and Reliability

The Fujitec Group's management places the highest priority on safety and reliability. In working to provide elevators and escalators that people can use with peace of mind, we maintain total commitment to developing technologies that support safety and to ensuring the safety of everyone associated with the company. We also promote safety awareness throughout our operations on a daily basis.

We work to ensure the safety of customers, including users, as well as Fujitec Group employees. Measures include maintenance to ensure the quality of elevators and escalators in operation; expansion and improvement of safety functions that mitigate risks; and operation of an emergency response system and the Safe Net Center, a center that remotely monitors elevators and escalators 24 hours a day, 365 days a year.

At the same time, measures to ensure the safety of employees include conducting educational programs to promote awareness of safety and behavior; producing and disseminating manuals and videos that prescribe procedures for safety in the field; and use of telematics in all company cars to prevent traffic accidents. Our business encompasses a wide range of jobs in areas from research and development to sales, manufacturing, installation and maintenance, and the risks vary significantly. Accordingly, we tailor safety awareness education to the type of work done by each division. Safety and reliability will remain the highest priority as the Fujitec Group expands its business.

Ensuring the Safety of Customers



Maintenance work



Safe Net Center

Ensuring the Safety of Employees



Safety awareness training

Training with Original Educational Videos

To enhance safety awareness, the Safety Control HQ created videos covering safe operating procedures (an installation version and maintenance version). The videos target employees in the Installation Division and the Maintenance Division. In addition to reinforcing basic tasks, the videos comprehensively and clearly explain important safety procedures. Questions are posed at several points in the videos to confirm understanding. The videos are widely used for new employee training and other purposes.



Safe operating procedure videos

Human Resource Development

The rationale behind Fujitec's commitment to human resource development is reflected in the Fujitec Philosophy of Human Resource Management, which states: "The people at Fujitec cultivate their character as members of society, improve their capabilities as members of the company, deepen their insights as citizens of the world, and work toward the company's lasting growth and prosperity while achieving self-fulfillment with open-minded communication and vigorous energy." To develop our human resources based on this philosophy, we have established various training curriculums, which we implement on an ongoing basis.

We focus in particular on field engineers, the cornerstone of our business, and use a dedicated training facility to conduct detailed training according to years of experience. Employee training also takes place at dedicated training facilities at core

sales and manufacturing bases in Japan and regions around the world, where engineers work every day to develop the necessary skills for providing Japan-level high-quality service to customers globally. Moreover, our training programs are not limited to those for field engineers – we offer a wide range of training options to other employees, including those in sales and management operations.

As part of our human resource development, a competition that tests the skills of field engineers is held in Japan every year. Similar competitions are held overseas, helping to raise the skill level of each engineer. We will continue to enhance the content of our training programs to better fit current needs and develop employees that live up to the ideals of our management and personnel philosophy.

Technology Training

- New employees**
 - Safety training/department introduction training
 - Strict compliance with "Pointing and calling" method and Safety and Hygiene Standards
 - Hands-on training to promote the idea of "understanding before knowing and doing"
- 2nd year**
 - Basic training for improving safety and technical skills
 - Reconfirm safe operating procedures
 - Hands-on training for elevator safety
- 4th year**
 - Training for Certified Supervisor qualification
 - Inspection supervisor practical training
 - Take on responsibility of ensuring safety
- 10th year**
 - Advanced training for improving safety and technical skills
 - Safe operating procedure knowledge, technical skill and capability
 - Techniques for handling problems



Field engineer training at Big Fit (Osaka)

Upgrading the Skills of Engineers

Our field engineers are responsible for the installation, repair and improvement, and maintenance of our elevators and escalators. Every year, we hold a national technical skills competition that alternates between the themes of "installation/renovation" (National Installation/Renovation Technique Competition) and "maintenance" (National Maintenance Technique Competition), the two main tasks of field engineers. In addition to checking the skills of field engineers, the event provides an opportunity for technical exchanges among engineers and for improving individual skills.



Ninth National Maintenance Technique Competition

Environmental Initiatives

Fujitec regards its interaction with the environment and the development of a sustainable society as a key management issue, and strives for harmony between its business and the environment as a good corporate citizen. Our Environmental Policy comprises seven action guidelines for interacting with the environment.

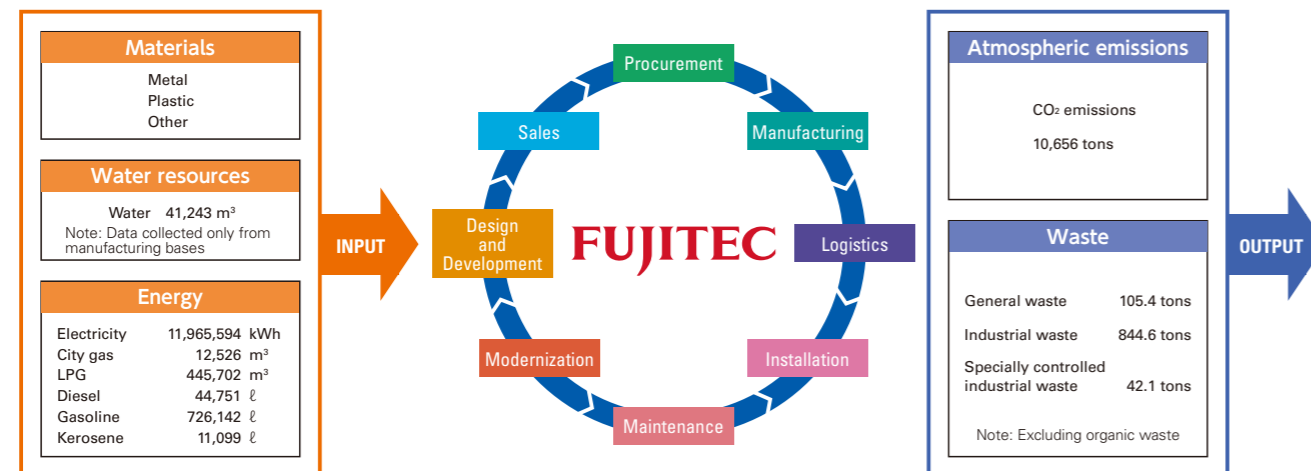
By continuously implementing these seven action guidelines, we will achieve better harmony between our business and the environment. As one initiative in line with this policy, we are developing modernization options that retain the existing trusses (the steel structure that supports the weight and load of the escalator) when carrying out upgrades.

● Environmental Policy (Action Guidelines)

1. We will establish and review environmental objectives and goals based on an accurate understanding of the environmental impact of our products, as well as the development, design, manufacture and field service of our elevators and escalators.
2. All employees should understand the Environmental Policy, conduct environmental protection activities, make continuous improvements, and work to prevent pollution.
3. We will comply with environment-related laws, regulations, ordinances and other requirements.
4. In our business activities, we will (1) promote conservation of energy and resources; (2) promote recycling and reducing waste materials; (3) promote green procurement; and (4) control and reduce hazardous materials.
5. We will develop and commercialize environmentally friendly products.
6. We will provide education and guidance in the environmental protection activities of Group companies and cooperating organizations.
7. We will publicly release our Environmental Policy.

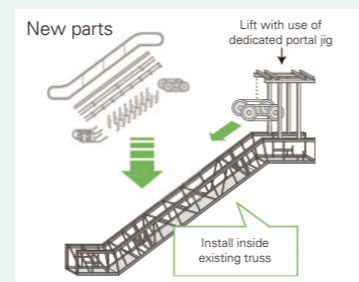
● Overall Environmental Load (Fiscal Year Ended March 31, 2019)

Scope for data collection: Head office, factories, branch offices, branch operation bases, sales offices and services centers in Japan



Escalator Modernization Using Existing Trusses

In conventional escalator modernization projects, the truss was typically replaced. Fujitec developed an original “unit-in-truss method,” which enables retrofitting a new escalator into an existing truss. Retaining the existing truss reduces industrial waste. This method reduces environmental burden. We are offering this product overseas as well as in Japan, and it is attracting interest in Hong Kong and Singapore in particular.



○ Social Contribution Activities

Safety Classes Held around the World

Safety classes to teach children how to ride elevators and escalators safely are conducted by Fujitec Group companies. The classes are primarily aimed at students in the early elementary grades. Since many accidents involving children occur around the doors of elevators and when getting on and off escalators, the class focuses on teaching children what to watch out for. In 2018, the class was held a total of 52 times in China and Japan.



The Gift That Saves Lives

Fujitec Group companies continue to participate in blood donation activities, often called “the gift that saves lives.” Every October, the Japanese Red Cross Society visits Big Wing, Fujitec’s main elevator manufacturing base, to conduct a blood donation drive. In Hong Kong, Fujitec has designated a volunteer blood donation day in June and December each year.



Lake Biwa Environmental Activities

As an initiative of the Head Office in Shiga Prefecture, Fujitec has participated in reed cutting around Lake Biwa, the largest lake in Japan, since 2014. Reeds, a perennial grass species, play an important part in purifying the water and preserving the biodiversity of the lake. By cutting reeds that grew in winter, the new reeds can grow stronger. We participate in these volunteer activities every February and December, and plan to continue this initiative.

