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- Occupational Safety, Process Safety
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Occupational Safety, Process Safety

Our Guiding Principle state that "Safety is the cornerstone of everything we do." Guided by this principle, we have set the following numerical safety targets to ensure that Kuraray is a safe workplace and a company in which everyone can work with confidence for all Group employees.

Our goal for occupational safety is zero serious (A or B rank) occupational injuries. We also tackle to prevent minor injuries at sites in Japan and overseas, aiming for total occupational injuries frequency rate of 1.3 or less (less than half of the benchmark) by 2026.

Our goal for process safety is to achieve zero serious (A, B, C rank) process accidents / troubles. We also aim to reduce the number of minor (D₁, D₂, rank) process accidents, such as very small leaks of flammable liquids, less than 3 cases (less than half of the benchmark) by 2026. To this end, we promote understanding process safety risks and taking countermeasures for them at each site of both Japan and overseas.

[>Occupational Safety and Process Safety](#)

"PASSION 2026" Priority Issue Targets and Fiscal 2024 Results

		Benchmarks	FY2024		FY2025	FY2026	After FY2027	
			Targets	Results	Targets	Medium-Term Plan	Medium-to long-term plan	
People	Occupational injury	A and B rank occupational injuries ^{*1}	2021 3 cases	Zero	4 cases	Zero	Zero	—
		Frequency rate of all occupational injuries ^{*2}	2021 2.89	1.8 or less	2.32	1.6 or less	1.3 or less	—
	Process safety	A, B, and C rank accidents ^{*3}	2021 3 cases	Zero	4 cases	Zero ^{*4}	Zero ^{*4}	—
D ₁ and D ₂ rank accidents ^{*3}		2021 7 cases	3 cases or less	21 cases	3 cases or less	3 cases or less	—	
Diversity and inclusion	Global measures	—	- Develop personnel database and promote personnel recruitment - Promote global mobility	- Established project for database creation - Put in place short-term overseas assignment system	- Develop personnel database and promote personnel recruitment (To visualize human resource status, leverage resources efficiently) - Promote global mobility (To expand career opportunities, invigorate human resource exchanges)		—	
		Ensuring diversity of core human resources ^{*5}	End September 2021: 12%	16%	18%	—	20%	2030: 25%

^{*1} Evaluation ranking of occupational injuries using Kuraray's proprietary system.

^{*2} Four ranks in order of seriousness: A > B > C > D.

^{*3} Frequency rate of all occupational injuries: Number of all occupational injuries (lost time and no lost time injuries) per million working hours.

^{*4} From fiscal 2025, in addition to zero process accidents in ranks A, B, and C, we will work toward the Medium-Term Plan target of also achieving zero process troubles in ranks A, B, and C.

^{*5} Ratio of managers in Japan who are women, foreign nationals and mid-career hires, excluding production sites