

BIPROGY Group Occupational Health and Safety Policy

Based on our corporate philosophy which states, “Work with all people to contribute to creating a society that is friendly to people and the environment,” the BIPROGY Group respects human rights in accordance with the BIPROGY Group Human Rights Policy and strives to create a comfortable working environment that gives full consideration to safety and health in order to ensure occupational health and safety for all of the people we work with.

1. Continual Improvement of the Occupational Health and Safety Management Structure

We strive to enhance occupational health and safety initiatives by maintaining and continually improving our occupational health and safety management structure.

2. Compliance with Laws and Regulations

We comply with laws, regulations, and agreements on occupational health and safety in the countries and regions where we conduct our business activities.

3. Dialogue and Consultation with Stakeholders

We strive to improve the working environment, including occupational health and safety, in consultation with workers and their representatives.

4. Risk Reduction and Continual Improvement of the Occupational Health and Safety Management System

We strive to eliminate and reduce occupational health and safety risks by identifying factors that cause hazards and health issues and establishing priorities and action plans.

We make efforts to continually improve the occupational health and safety management system, which includes the setting of quantitative targets.

5. Education and Training

We continually implement the necessary education and skill development to ensure that our officers and employees understand this policy to act in accordance with their work.

6. Disclosure of Information

The Group regularly discloses information on its occupational health and safety initiatives via various channels, including internal and external websites and a variety of other media.

Scope of Application

This policy applies to all officers and employees of the BIPROGY Group. Moreover, in line with this policy, we require our business partners and suppliers to comply with the occupational health and safety section of the BIPROGY Group Sustainable Procurement Guidelines.

Noboru Saito
Representative Director, President & CEO
BIPROGY Inc.
Effective: August 1, 2025