

COMSYS Group Health and Safety Policy

Introduction

The COMSYS Group positions "Safety, Security, and Reliability as the top priority in business operations" and aims to create a safe and comfortable working environment. We have established the "COMSYS Group Health and Safety Policy" to foster a corporate culture that strictly adheres to laws and regulations related to occupational health and safety, and to improve our health and safety standards.

1. Prevention of Occupational Accidents

We prioritize ensuring a safe and comfortable working environment and commit to preventing occupational accidents.

2. Health and Safety Activities with Employee Cooperation

We respect the opinions and suggestions of employees and work on improving health and safety with their cooperation. We effectively promote health and safety activities by ensuring that employees understand the importance of health and safety management and thoroughly implement health and safety education.

3. Compliance with Laws and Regulations

We understand and comply with laws and regulations related to health and safety, as well as internal regulations.

4. Appropriate Measures Based on the Management System

Based on our management system, we appropriately implement measures to continuously plan, execute, inspect, and improve.

5. Promotion of Physical and Mental Health

We protect the physical and mental health of our employees, create a comfortable working environment, and ensure the safety and security of our employees.

This policy will be thoroughly communicated to all employees of the COMSYS Group.

Established on February 27, 2025

Hiroshi Tanabe

President and Representative Director