

**Results of 2019 IMS Objective and  
2020 IMS Objective  
for HORIBA Group in Japan**

# Result for HORIBA Group's IMS Objective in 2019

1 / 4

The HORIBA Group sets "Group IMS Target" to ensure the effectiveness of the IMS. It consists of five categories:

① Safety   ② Quality   ③ Health   ④ Environment   ⑤ Risk Management.

Target: Achieve Triple Zero\*<sup>1</sup> and become the partner with safety and trust.

😊 = Achieved   😐 = Partially Achieved   😞 = In Progress

Category	Theme	Group IMS Target	Outcome	Result	
① Safety	Safety Declaration and Action Guideline : adherence to the action plan	1. Factory Equipment Safety	(1) Zero accidents regarding development/relocation of bases. Implementation of safety measures during the Aso Factory expansion.	Achieved zero accidents.	😊
			(2) Implementation of risk assessment and safety measures. (prevention of exhaust and leakage of discharged (waste) water)	Continued implementation of risk assessment.	
		2. Industrial Accident Prevention	(1) Zero work-related accidents, work-related traffic accidents, occupational illness, and commuting accidents.	Although there was no severe accidents due to implementation of cause analysis and activities to prevent accidents, objective is unaccomplished.	😞
			(2) Zero accidents during irregular work.		
		3. Product Safety	(1) Zero SA* <sup>2</sup> and A* <sup>3</sup> rank incidents in the Complaint Sheet* <sup>4</sup> .	A rank incident occurred, but corrective action is implemented.	😞
			(2) All CAPA* <sup>5</sup> sheets are completed within the definite date.	CAPA Sheet is continuously operated.	
		4. Service Safety	(1) Zero on-site incidents attributable to product or service. (including potential or serious incidents)	Due to one accidents occurred internally, objective is unaccomplished.	😞
		5. Traffic Safety	(1) Zero fatal accidents and becoming the cause of accident resulting in injury.	Although there was no severe accidents due to implementation of activities to prevent accidents, objective is unaccomplished.	😞
			(2) Zero accidents damaging physical objects. (damaging other people's property or own vehicle)		

\*1 Triple Zero: achieve zero severe complaints, accidents, non-conformity

\*2 SA incident: incident causing injury or death, fire, environmental pollution, or cause severe loss to our customer

\*3 A incident : incident which cause multiple troubles, is high risk, or need recall

\*4 Complaint Sheet : System to response to complaints from customers

\*5 CAPA : System for Corrective Action and Preventive Action

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Category	Theme	Group IMS Target	Outcome	Result
② Quality	1.Enhance Customer Satisfaction	(1) Balanced division (prevention/assessment/loss) and reduction of quality costs. • Medium to long term target : Preventive cost ≥ Appraisal cost ≥ Failure cost • Reduction of failure cost from 2018	(1) The number for each company is below. HOR 1:6:3 STEC 1:5:5 HAT 5:1:4	😐
		(2) Strengthen change control management. (Confirmity and Zero Violation)	Focused on strengthening the precheck system, and making the criteria more clear.	
	2.Improvement of Factory Quality	(1) Improvement of productivity in Biwako Factory.	Improved product quality and workability, and accelerated the production process.	😊
		(2) Establishment of the Group's core factory system for mass production (stable quality/cost reduction / QSR) in Aso Factory.	It is implemented as scheduled.	
	3. QSR*6	(1) Construct management system that satisfy QSR requirements.	It is implemented as scheduled.	😊

[HOR]:HORIBA, Ltd.   [STEC]:HORIBA STEC Co., Ltd.   [HAT]:HORIBA Advanced Techno Co., Ltd.   [HTS]:HORIBA Techno Service Co., Ltd.

\*6 QSR : Quality System Regulation

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Category	Theme	Group IMS Target	Outcome	Result
③ Health	1. Occupational Health	(1) Maintain zero health problem caused by exhaust, discharged(waste) water, toxic substances, radiation, or chemical substances.	Due to implementation of risk assessment, there was no health problem caused by exhaust, discharged(waste) water, toxic substances, radiation, or chemical substances.	😊
	2. Health Promotion	(1) Reduce employees who develop mental problem than 2018.	The target is accomplished.	😊
		(2) Increase health instruction rate than 2018.	The target is accomplished.	
	3. Mental Health	(1) Reduce employees who develop mental illness than 2018.	The target is accomplished.	😊
		(2) Improve the Stress Check group analysis result. ( 1.Reduction of the number of employees under severe stress / 2.Reduction of overall workplace health risks)	From analysis of "Stress Check", meeting and seminar was implemented.	

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4 / 4

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Category	Theme	Group IMS Target	Outcome	Result
④ Environment	Energy and Resource Saving	(1) 1% increase in energy use efficiency from 2018.	Target is partially accomplished. Energy use at night and in holiday is improved.	😐
		(2) Expand activities to reduce waste materials.	The target is accomplished.	😊
	Prevention of Environmental Accident	(1) Zero environmental accidents.	The target is unaccomplished.	😞
	Maintenance and Enhancement of Products	(1) Improve energy and resource saving.	In eco-friendly products, energy and resource saving is implemented.	😊
		(2) Early submission of information on chemical substances contained in products.	Early submission is implemented.	😊
		(3) Conformance with the EU RoHS Directive.	It is implemented as scheduled.	😊
⑤ Risk Management	Information Security	(1) Prevention of information security incidents. • Reduce number of information security incidents 10% from 2018.	Due to implementation of training and strengthening the system, incidents occurred from external factor reduced, but target is unaccomplished.	😊
	Business Continuity	(1) Enhancement of resilience as the benefit of BCMS <sup>*7</sup> .	Due to work style reform and to prepare for actions in emergency, remote work system called "Good Place work style system" was introduced.	😊

\*7 BCMS : Business Continuity Management System

# 2020 IMS Objective for HORIBA Group in Japan

Target: Become trusted Solution Provider with speedy response in change.

Category	Objective	Management Item and Value
<b>Safety</b>	To ensure implementation of "Declaration of Safety Action Policy" and objectives	Factory Equipment Safety : Implement risk assessment and actions to safety measures to achieve zero accidents.
		Prevention of Work Accident: Zero work-related accidents and commuting accidents.
		Product Safety : Zero SA and A rank incidents due to manufacturer's responsibility.
		Safety on site and service: Zero accidents due to the service.
		Traffic Safety: Zero fatal accidents, accidents causing injury, and accidents damaging physical objects. (damaging other people's property or own vehicle)
<b>Quality</b>	Maximize the resource productivity by fulfilling the responsibility for using resources and manufacturing	Shortening MTTF and MTTR.
		Reduction of loss cost.
		Quality of manufacture and supplier: Maximize resource productivity.
		Reduce quality risk by strengthening change control (5M&1E).
		Improve quality of operation by radically reviewing each KPIs.
<b>Occupational Health</b>	Realize sustainable work environment by promoting work style reform.	Occupational Health: Maintain zero health problem caused by exhaust, discharged(waste) water, toxic substances, radiation, or chemical substances.
		Promoting Health: Maintain 100% health check up rate.
		Mental Health : Reduce employees with high stress, and risks for health in work environment.
<b>Environment</b>	Realize Circulating and Environmental Management by life cycle management	Energy saving, resource saving, waste management : Improve energy use efficiency by 1% from 2019 Reduce waste.
		Prevention of environmental accident: Zero accident and reduce the load by risk assessment.
		Maintain and improve environmental performance in products : Conformity of EU RoHS regulation and achieve eco-friendly product.
<b>Risk Management</b>	Integration of business activity and risk management system	Information Security: Zero Incident.
		Business Continuity: Improve resilience from the effect of BCMS operation.
		Supply Chain Management: Reconstruction of risk assessment.