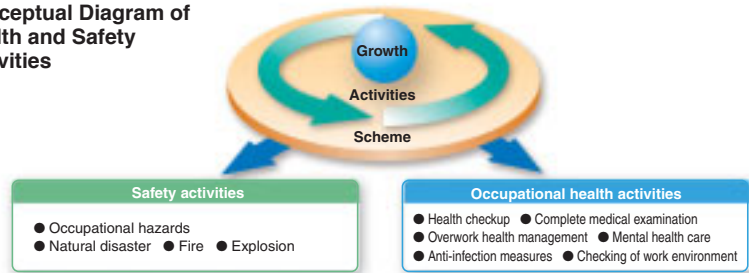


Health and Safety from a CSR Point of View

The Ricoh Group is committed to an ever higher level of health and safety and to creating a safer and more comfortable working environment. The basic policy and action agenda of its health and safety activities have been made clear to all employees and positioned as its commitment to society. Ricoh believes encouraging more individually motivated activities is a necessary condition for continued and stable improvements. Accordingly, efforts are being made to create new systems and to utilize them.

Conceptual Diagram of Health and Safety Activities



Health and Safety Activities in Fiscal 2005

● Prevention activities

The diversification and increasing complexity of manufacturing processes made it necessary to introduce new hardware and chemical substances, which has resulted in a diversification of potential work-related accidents and made it difficult to determine the conditions for such accidents. Ricoh is introducing risk management at its production sites. Of the business sites that have completed this process, two have been selected and gone through an introductory level assessment by an external certification organization. Thus, efforts were made to understand our strengths and issues that need improvement, thus improving overall quality.

● Activities to establish common indicators for health and safety activities

- (1) Safety activity costs
- (2) Safety activity effects
- (3) Economic effects
- (4) Work burden
- (5) Deemed effects
- (6) Safety management indicators

From the above points of view, 26 types of actual indicators were managed in a database on a trial basis. As a result, some problems surfaced, including burden upon the operations of people in charge and the collection of information. In response to this, the indicators were divided into “must” items and “want” items in respective layers, aiming at an effective and efficient operation.

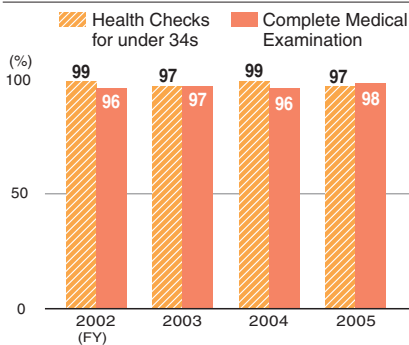
● Compliance activities

The amendment of the Occupational Safety and Health Law, etc., that was enforced on April 1, 2006, was the most significant revision of the law since its establishment in 1972. Ricoh is hard at work actualizing and reflecting the changes. In concrete terms, the standard for the health management of employees working a lot of overtime was revised—it changed from merely making an effort to reduce overtime to an obligation to be observed. Steps were taken to inform all employees.

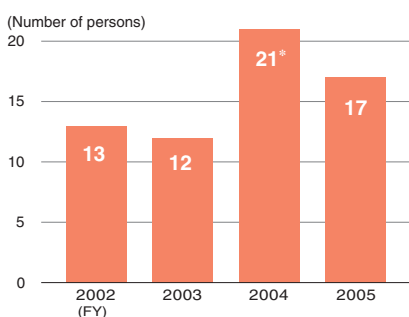
● Activities to address problems

- (1) To clarify problems, we carried out a process for learning from facts, analyzing past work-related accidents, conducting self-checks, and listening to safety managers concerning health and safety activities for employees of our contractors. We have agreed that it is necessary to upgrade our daily activities and human resource training and developed tools to support relevant activities.
- (2) The facility management and environmental promotion divisions, related companies, and health/safety management divisions conducted fact-finding surveys in close cooperation at plants and offices on the use of asbestos and made a list of 154 cases. Analyses of these cases showed that none of them were in urgent need of improvement while 10 needed planned improvements, which we have agreed to carry out in the future.
- (3) Thorough efforts are being made for the management of the health of employees working a lot of overtime by following the advice of medical officers and interview guidance, referring to health check lists and medical checkup results that are prepared every month.

Medical Checkups Rate/Complete Medical Examination Rate (Ricoh)



Changes in Total Number of Occupational Hazard Cases at Ricoh



* As a result of a revision to the definition in fiscal 2004, the figures in and after fiscal 2004 represent new recipients of workers' accident insurance money.