

For Employees

Creating a Safe and Secure Workplace

In order to create a work environment where all employees can work safely and maintain good mental and physical health, Sharp carries out various activities based on theme-based targets for each month and is expanding education to raise awareness about safety and health. Sharp has also formulated the Healthy Sharp 21 program to support improving the health of employees as well as their families.

Actions in Fiscal 2007		Objectives for Fiscal 2008
Objectives	Achievements	
<ul style="list-style-type: none"> Strengthen industrial accident risk reduction activities Improve safety and health awareness of newly assigned temporary staff and employees of subcontractors stationed inside Sharp sites in Japan 	<ul style="list-style-type: none"> Conducted safety and health inspections at 10 major domestic plants Promoted major bimonthly theme-based targets (six themes in total) Provided safety and health education for newly assigned temporary staff and employees of subcontractors at each site 	<ul style="list-style-type: none"> Strengthen industrial accident risk reduction activities <ul style="list-style-type: none"> Conduct regular safety and health inspections at 11 major domestic plants Continue with preparations for the introduction of an occupational safety and health management system Continue strengthening efforts to promote mental health care <ul style="list-style-type: none"> Expand the support system for employees taking or returning from medical leave due to mental health reasons Continue to carry out stress checks for all employees Continue strengthening measures against lifestyle diseases <ul style="list-style-type: none"> Attain 100% participation in periodic physical checkups (including special health exams) Strengthen guidance for employees with metabolic syndrome (improving exercise, diet, and smoking habits)
<ul style="list-style-type: none"> Strengthen efforts to promote mental health care 	<ul style="list-style-type: none"> Distributed a handbook to all employees Set up a counseling system through an outside medical service institute Carried out mental health training for all employees Carried out stress checks for all employees 	
<ul style="list-style-type: none"> Strengthen measures against lifestyle diseases 	<ul style="list-style-type: none"> Achieved periodic physical checkup rate of 99.9% Promoted weight-loss programs for employees with metabolic syndrome Promoted company-wide fitness programs Promoted company-wide walking programs such as team walking 	

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Labor and Management Discuss and Promote Safety and Health

Sharp Corporation has established the Basic Philosophy and the Safety and Health Principles in the area of safety and health. Every year, the company formulates specific objectives and action plans with the goal of totally eliminating industrial accidents.

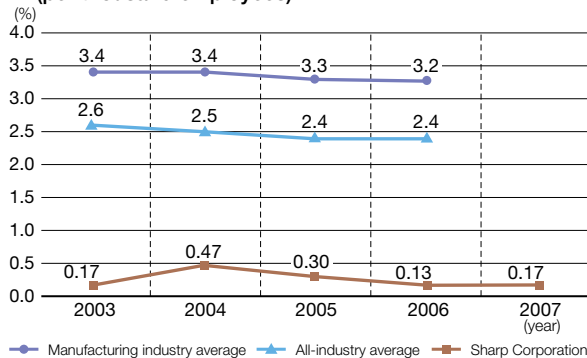
Every two months, Sharp Corporation also holds Central Safety and Health Committee meetings that bring Sharp and the labor union together. Participants confirm the status of company-wide safety and health efforts and share valuable information. The Central Safety and Health Committee members have also assembled a team that conducts safety and health inspections at each plant.

In addition, each site plans and carries out various activities based on monthly labor-management safety and health committee meetings. And since fiscal 2006, each site has held monthly safety and health meetings with subcontractors' site managers to further improve the safety and health of their employees stationed inside Sharp sites.

At Sharp Corporation, the annual rate of industrial accidents per thousand employees (resulting in a leave of absence lasting at least four days) was 0.17 in 2007. Sharp's rate continually remains well below the national average for the manufacturing industry.

In the future, Sharp will work to address the latent risk of accidents and implement proactive safety measures to prevent or reduce accidents. To do so, Sharp will build an occupational safety and health management system, based on the Plan-Do-Check-Act (PDCA) cycle, that promotes safety and health activities in an organizational and voluntary way. Sharp aims to have this system in place at all production sites within three years, as it pursues its ongoing goal of creating a safe and comfortable workplace.

■ Annual industrial accident rates in Japan (per thousand employees)



Note: Averages for all industries and the manufacturing industry are based on a survey by the Japanese Ministry of Health, Labour and Welfare.

Health Promotion for Employees and Their Families

Sharp created Healthy Sharp 21, a comprehensive health-promotion program in Japan for employees and their families that includes voluntary fitness programs to prevent or remedy lifestyle diseases.

Sharp also gives employees periodic physical checkups, with 99.9% of all employees in Japan undergoing these checkups in fiscal 2007. There is also active follow-up for employees who are screened for further medical examinations in the form of reexaminations and health guidance.

In fiscal 2008, the Japanese government began a policy of special health exams and health guidance to help people avoid or treat metabolic syndrome. In line with this policy, Sharp will create programs in Japan that encourage employees to make lifestyle changes involving diet, exercise, and smoking, and to raise their awareness of health self-management.


Mental Health Care

In order to help its employees prevent and deal with mental illnesses at an early stage and support their smooth return from medical leave, Sharp Corporation has developed a counseling system involving medical specialists, company counselors, and an outside medical service institute. To promote correct awareness of mental health, the company also conducts various training and awareness activities.

Also, as part of periodic health checkups, Sharp Corporation carries out mental stress checkups on all employees (based on self-diagnosis, 97.1% participation rate). For employees who have been found to have high stress levels, the company provides training to enhance their capacity for self-management and gives one-on-one counseling through company physicians and counselors.

In fiscal 2007, Sharp distributed a mental health handbook, expanded in-house mental health counseling, and strengthened consultation using outside medical service institutes.

Sharp also plans on continuing to expand the support system for employees taking or returning from medical leave due to mental health reasons.

 Health and safety data