



 INDONESIA

## We also develop our original activities to help the production site maintain safety

Coordinator, Safety Section  
John Robert Taka

WIN-I, where I am working, has proudly achieved zero accidents and zero disasters for nine years or more. While also understanding the approach of the Sumitomo Electric Group to safety and health, our company develops safety activities tailored to the unique culture and characteristics of Indonesia, which are introduced below.

### Focus on dialogues based on the Indonesian culture

In Indonesia, people pay less attention to safety when compared with Japan, and WIN-I therefore works to give safety and health training while setting original slogans and targets every year. Various original safety activities are also deployed to enhance awareness of safety, including "daily speech" of employees to send their own messages for enhancing awareness of safety everyday over the PA system, as well as "bell patrol" to inspect the plants while ringing a bell once a day to encourage site workers to be



aware of safety. In addition, many safety activities with focus on communication are developed, such as 1-2-3 activities\*, MSTs activities (safety meetings held in each division), monthly safety meetings and communication meetings.

In Indonesia, on-site "dialogues" are especially important because Indonesians tend to hold their comments at a meeting. Based on it, I patrol the plants at least twice a day as an employee dedicated to safety activities and talk directly to the workers in an effort to identify a wide range of problems while collecting information on unsafe places and equipment, etc. Moreover, monthly meetings attended by all employees, at which the President announces the performance related to safety in addition to the

performance of the company, are held to provide precious opportunities to directly exchange information on safety between managers and employees.

### Training programs implemented with strict targets

WIN-I also provides various safety training programs to prevent accidents and reduce risks, which include danger prediction training, first aid training, KKP training\* and K-3 training\*. A target attendance rate is set for each program in accordance with the training content to develop uncompromised safety activities. In the danger prediction training program, for example, the participation of all employees is required, and the training is provided at least once a month so that all employees can complete the program. In addition, a test is conducted after each training session, and only the employees with an accuracy rate of 80% or more pass the test while those who have failed it are obliged to take the training again. As an employee dedicated to safety activities, I also organize a monthly session to report progress in all safety activities to top management and discuss how much the targets have been achieved.



### Concerted efforts to meet a target

All employees in WIN-I also share the long-term vision and mid-term targets and plans of the Sumitomo Electric Group, which have positive impact on the organization. The stable performance and high-quality training of the Group are

#### Glossary

##### \* 1-2-3 activities

Activities of leaders in the divisions as well as managers and supervisors to inspect sites twice (2) in one (1) day to make over three (3) indications or warning calls to identify problems

##### \* Safety and Health Version of Kiban Kyoka

(reinforcement of fundamentals) Training Program (KKP) Practical training on safety and health to learn concepts of and approaches to safety management, danger prediction, etc.

##### \* K-3 Training

Health and safety training program specified by the Indonesian Government "for workers" to prevent occupational accidents, sickness and disorders

creating an environment where employees can work for a long time with a sense of security. I take pride in working as a member of the Sumitomo Electric Group. Our current target is to maintain zero accidents for 3,650 days, and I believe that we can surely achieve it if all employees continue to make concerted efforts for safety activities.



### Safety Activities of WIN-I

#### » Daily speech

Employees announce their opinions on safety over the PA system every day. While some employees reluctant to participate in this initiative initially after the introduction, they now understand its significance and all employees are involved in it.



#### » Bell patrol

Employees in charge go on patrol in the plants once a day after the lunch break while ringing a bell to encourage site workers to be aware of safety. The purpose is to keep workers aware of safety with a sense of tension while working. All divisions, including the manufacturing divisions, are covered by this initiative.



VOICE

Section Manager of Manufacturing Section

#### “Dialogues” underpin the safety activities of our company

I think that Mr. John is making a great contribution to safety activities in our company as a safety officer, who is dedicated to safety activities. Thanks to his enthusiasm, the management and the employees are able to communicate closely. One Example of this close communication is the small-scale safety meetings called MSTs, which have been organized by Mr. John to promote bottom-up activities by limiting participants to a leader of a working group and its’ group members. In this meeting, all the members are able to give comments related to safety freely, while they seldom do the same in formal meetings. Many of the manufacturing facilities in WIN-I are old as they were originally relocated from Japan and other production sites, and some of them are not in conformity with global standards. Although upgrading of them involves enormous costs including opportunity loss due to the shutdown of the facilities, as well as facility remodeling cost, we are upgrading them step by step to eliminate unsafe facilities under the slogan of “Safety First” and with the understanding of the management. I would like to be continuously dedicated to occupational safety and health activities.



**Bonar Sinaga**  
Section Manager of Manufacturing Section

#### Aiming to develop the world's highest level of safety activities

Principles underlying safety activities in the Sumitomo Electric Group are to prioritize safety above all else and to protect the safety of employees. They are exactly same in our overseas bases. Our Group, in which the proportion of overseas sales is over 50%, develops activities to thoroughly disseminate the global standards on facility safety and safety management at overseas bases as well. SEPM and WIN-I have made extra efforts to perform safety activities and each of them has established a system to gather information on problems identified across the company and improve them at the initiative of the top management. While they also receive suggestions from Japan on how to perform safety activities, it is important that local staff think for themselves. The safety activities designed independently under the initiative of the staff dedicated to safety activities obviously generate better outcomes. Some of their activities, such as a mechanism to gather information on troubles at the production field and improve them through small-group activities, are so excellent that they should be also employed at our sites in Japan. While continuously aiming to be a company with the world's highest level of safety, we will identify any weaknesses in our activities and improve them for our commitment to the plans following VISION 2017.



**Nobuya Ooka**  
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※ The names of the departments and positions are those at the time of the interviews.