

To Our Employees: Occupational Health and Safety

Murata promotes occupational health and safety in the effort to provide a work environment in which each employee can work without risk to health and safety.

Statistics on Work-Related Injuries and Deaths

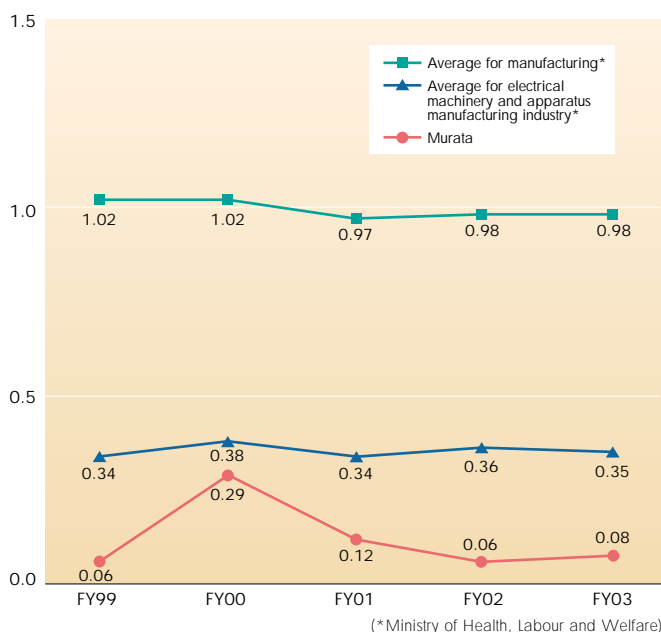
Murata's work-related injuries and deaths fell to the lowest frequency rate* for accident statistics in Japan.

Because Murata's production lines include relatively few dangerous or harmful operations, the number of serious work-related accidents requiring shutdown of the line is very low. However, relatively minor injuries—such as fingers being pinched and drawn into equipment—do occur during non-regular operations such as repair, adjustment, and transfer of equipment and machinery.

Whenever an accident occurs, we make the details of the accident available to the Occupational Health and Safety Committees of the various plants or subsidiaries involved. In addition, we standardize operations, implement training, undertake workplace patrols, and provide work instructions through the management supervisor using special work observation techniques in order to prevent a similar type of accident from recurring. In short, we have undertaken a group-wide effort to prevent work-related injuries and deaths.

*The frequency of accidents expressed as the number of work-related injuries and deaths per million working hours.

Occurrence of Shutdown Accidents (Japan) (Millions of hours per incident)



(*Ministry of Health, Labour and Welfare)

Addressing Risk Reduction

In 1999, the Ministry of Labor (currently the Ministry of Health, Labour and Welfare) provided guidelines on a management system for occupational health and safety. In response, Murata took steps to organize and introduce this system. The occupational health and safety management system reduces potential causes of accidents, and systematically improves the level of occupational health and safety through a plan to continuously promote the process chain encompassing planning, enforcement, assessment and improvement.

Murata subsequently introduced risk assessments that are the core

of this system. In conducting a risk assessment when new chemical substances are introduced, we use our chemical substance inspection and registration system to survey all relevant legal regulations and confirm the appropriate facilities and other aspects are in place before receiving the chemical at the plant.

We have completed a risk assessment for the design and manufacture of production facilities on a trial basis in the Model Division and will extend this to all plants and offices in April 2004. Furthermore, we conduct occupational health and safety inspections whenever we introduce a facility at a production site.

Employee Health Management

Activities that contribute to the health of employees are growing in importance. Murata itself has established a basic approach to promoting the health of its employees, and on this basis we have implemented activities intended to promote health maintenance. In short, we are taking steps to support both the physical and mental health of our employees.

During routine health checkups, we also implement motor function measurements and use these measurements to provide guidance related to health, exercise, and nutrition. We also support events that promote exercise, primarily walking, in cooperation with health insurance societies, as well as health-promoting activities in which individuals set and adopt their own goals for healthier lifestyles.

Additionally, we have provided a system through which industrial physicians as well as doctors specializing in mental

health regularly visit the group's major plants and offices. This effort includes sponsored counseling and mental health classes. In this way, we are providing the information and opportunities required to ensure good mental and physical health.

