

Social Initiatives

The YBHD Group recognizes its roles as including “Creating value for society and the public by building and protecting high-quality products and connecting them to future generations,” and “Contributing to the improvement of regional convenience and the development of social life and logistics through infrastructure development.” To sustain growth driven jointly by people and technology, the YBHD Group focuses on developing the specialized skills of its employees while also working to improve labor conditions and occupational safety and health.

Initiatives to ensure safety and quality

FY2022 Company-wide Health and Safety Policy (Yokogawa Bridge Corp.)

“Safety and quality” are the foundations on which our company was built.

The health and safety policy outlined below has been announced with the aim of ensuring safety and creating a comfortable working environment based on the principle of respect for human rights and the principle of compliance with relevant laws and regulations.

1. Eliminating serious accidents and incidents
2. Compliance with occupational health and safety legislation and internal rules
3. Creating a healthy and comfortable working environment

The YBHD Group has operated the Group Safety and Quality Committee, a voluntary committee of the Board of Directors, since fiscal 2022. The objectives of this committee are to analyze the safety and quality management operations of each operating company, verify the feasibility of various measures, and make proposals for improvement to the Board of Directors.

Enhancing safety through DX

Based on the Sixth Medium-Term Plan, the entire YBHD Group is working to “reinforce safety measures through DX.” Yokogawa Bridge is currently trialing a “remote safety management system” at bridge construction sites.

In October, Yokogawa NS Engineering plans to introduce “AI-based detection of entry into hazardous areas” at its Kashima Plant. We will share these initiatives across the Group and consider expanding their application.

Support for disaster recovery

To prepare for increasingly severe damage from abnormal weather and earthquakes, the YBHD Group has established a system for swift support through disaster management cooperation agreements.



Joint safety patrols

Joint safety patrols

To verify the status of safety management at each operating company and enhance employees’ and workers’ safety awareness, committee members and auditors conduct mutual safety patrols across operating companies. In fiscal 2022, patrols were carried out at three sites in December.

Sharing and analyzing quality-related information

Each YBHD Group operating company has established a quality management system with a dedicated department. The committee aggregates quality management information from each operating company and analyzes it based on unified Group standards. Information about all measures to prevent quality nonconformities is shared across the Group.

Case Study

Rebuilding Okitsuru Bridge Superstructure for Disaster Recovery on the Okitsuru Route of Kuma Village Road

The YBHD Group was awarded the contract to rebuild Okitsuru Bridge in Kuma Village, Kumamoto Prefecture, which was washed away by torrential rains in July 2020. The loss of Okitsuru Bridge cut off the key local transportation artery in the Sangaura area of the Kuma River basin, leaving people eagerly awaiting rapid restoration. To meet these expectations, we will swiftly and safely build it.

Making full use of our technological capabilities, the YBHD Group will continue contributing to disaster recovery work.



From an article contributed to the October 24, 2021, issue of the journal Construction Graph by Koichiro Tokuda of the Yatsushiro Reconstruction Project Office, Kyushu Regional Development Bureau



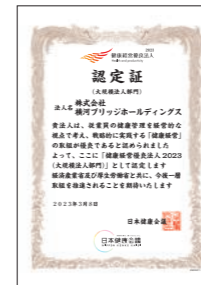
3D rendering of the completed bridge

Responding to health issues

Group Health Declaration

In the midst of severe changes in its business environment, the YBHD Group views the health of employees as one of its most important management resources and promotes initiatives to support the health of employees and the families who support them. The Group aims to develop its business and contribute to society through workplaces where employees can work vigorously and reach their full potential.

Yokogawa Bridge Holdings was certified as a 2023 Health & Productivity Management Outstanding Organization in the large enterprise category. This certification program was established by Japan’s Ministry of Economy, Trade and Industry to visualize and evaluate large companies, SMEs, and other organizations that have implemented especially excellent health and productivity management practices. Certification is conducted by the Nippon Kenko Kaigi (Japan Health Council). Going forward, the YBHD Group will continue to promote initiatives for the health of employees and their families based on the Group Health Declaration.



Prevention of overwork and promotion of work-life balance

The YBHD Group has formulated a 2-day Weekend Action Plan to rectify the problem of excessively long working hours at construction sites, and provides training to prevent overwork.

We have also implemented work-life balance measures (accommodation expenses subsidy system, a travel expenses subsidy system for employees returning home, commemorative holidays, a telecommuting system, a reduced working hours system, implementation of “No Overtime Days,” etc.) to support all employees in enriching both their work and private lives.

Labor productivity enhancement

The YBHD Group is promoting digital transformation (DX) and working to improve labor productivity by utilizing ICT-based technologies and improving business processes. (See pages 49–50 for information on DX initiatives.)

Securing talent and promoting diversity

We proactively employ diverse human talent regardless of nationality, gender, or age, and implement various support measures and initiatives for their development and retention.

Aspiring to be an engineer

Ei Ei Phyo, Osaka Construction Dept. 1, Osaka Construction Headquarters, Yokogawa Bridge



I currently work as a construction manager at the site of the Okishin Viaduct construction project in Sasebo City, Nagasaki Prefecture. I am from Myanmar, and ever since I was a child, I dreamed of becoming an engineer. I chose Japan as a place to challenge myself in this endeavor. I had no prior site experience when I was assigned to the Okishin Viaduct site in May 2021, and it has been over two years since then. Through hands-on experience in on-site construction work, I have gradually come to understand the work involved and technical aspects. Senior staff and skilled workers listen to and understand my opinions more now, which gives me a real sense of my own growth. This project involves a wide variety of construction types, and I feel it is a site where I can grow by gaining knowledge in diverse areas. Going forward, I want to proactively acquire qualifications such as certification as a civil engineering management engineer and be active in Japan as a civil engineering professional.



Okishin Viaduct, Sasebo Road

Respecting the human rights of our employees, and the employees of partner companies and suppliers

The Group’s Charter of Corporate Behavior clearly stipulates the requirement to respect the human rights of each individual employee, and prohibits discrimination on unreasonable grounds that do not relate to the conducting of business, such as discrimination on the grounds of place of origin, nationality, race, ethnic background, beliefs, religious faith, gender, age, disability, or academic background.