



## Occupational Safety and Health Policy

The whole NOF Group, including the staff of cooperating companies assigned to NOF's works, is making all-out efforts to eradicate occupational accidents. In order to clearly express the Group's

determination to make its workplaces secure and safe for all the workers involved in its activities and to realize this ideal, NOF set forth its Occupational Safety and Health Policy in April 2006.

Under this policy, an occupational safety and

health management system is organized, under which required management and improvement are pursued.

## Results of activities in FY2022

In fiscal 2022, the Group targeted "completely zero accidents,"<sup>\*1</sup> and under the slogan of "elimination of unsafe actions and unsafe conditions," worked to strengthen our hazard prediction skills and to identify hazardous locations at cooperating companies. However, we were unable to achieve the goal of "completely zero accidents."

## Development status of OSHMS<sup>\*2</sup>

The NOF Group, under its Occupational Safety and Health Policy, is undertaking buildup of the Occupational Safety and Health Management System. Referencing the guidelines of the International Labor Organization and the Ministry of Health, Labor and Welfare, we are building up our own system and promoting activities. The Risk Assessment program,<sup>\*3</sup> which started in fiscal 2008 at every works of NOF, is now adopted by domestic member-companies of the NOF Group as well.

### Occupational Safety and Health Policy

#### Fundamental idea

We, as a group of chemical companies, shall endeavor to secure the safety and health of our employees and local communities in the belief that "no business can be viable without safety." All the officers and employees shall be committed to the buildup of "workplaces where we can work safely and securely" in close teamwork consistent with responsible care activities, and positively promote activities for occupational safety and health.

#### Fundamental principles

- (1) We shall organize an appropriate self-management system regarding occupational safety and health, and continue necessary management and improvement.
- (2) Our target shall be the eradication of labor accidents by improving the working environment, making the equipment intrinsically safe, and carrying out risk-reducing activities in anticipation of future changes in the working environment.
- (3) We shall faithfully observe relevant laws and regulations and our own rules and standards.
- (4) We shall endeavor for the creation of a pleasant working environment and support efforts for keeping and promoting health.
- (5) We shall make the Occupational Safety and Health Policy thoroughly known to all the employees, and review it every year or as necessary. These principles shall be broadly disclosed to the public.

(Amended March 2013)

\*1 The NOF Group's own target to achieve zero lost workday accidents and zero accidents not involving lost workdays.

\*2 Acronym for Occupational Safety and Health Management System. A management system that determines the organization, responsibilities, practices, processes, and management resources required for an operator to continuously mitigate potential occupational safety and health risks.

\*3 Method of identifying, eliminating, and reducing potential risks or hazards in the workplace.