



### Management Policy Regarding Responsible Care

For a chemical company to live together with society as one of its vitally important members, it has to seek harmony with social environment and natural environment, and be recognized, appreciated, and accepted by society. With this fundamental awareness in mind, NOF has set forth its Management Policy Regarding Responsible Care as a set of norms to be faithfully observed by every officer and employee of the Group compa-

nies with a view to winning even greater trust from society.

Furthermore, NOF became a signatory of the Responsible Care Global Charter, proposed by the International Council of Chemical Associations in 2014, and declared its support of the Charter and its commitment to practice RC activities both in Japan and overseas.

### The Five Components of Safety

The NOF Group classifies its RC activities into “Five Core Components” including 1) environmental safety, 2) labor safety, 3) plant safety, 4) product safety and 5) transportation safety, and according to this classification each works sets priority items, which are practiced in specific activities. In addition, “dialogue with society” has been added to the Five Core Components as a theme of activities.



#### Management Policy Regarding Responsible Care

NOF is dedicated to protecting the safety and health of customers, the public, and employees, as well as the environment, ecosystems, and resources. For this purpose, based on the principles of Responsible Care, NOF, its affiliates, and all executives and employees observe the following management policies on safety concerning the five areas of environment, products, plants, transportation, and labor.

- (1) Retain an awareness concerning safety issues involving the social and natural environments.
- (2) Conduct activities based on appropriate self-management along with close collaboration with other business units.
- (3) Conduct highly reliable safety checks and adhere to all laws and regulations.
- (4) Everyone must work to minimize the impact of products on the environment, safety and health. This covers every aspect of products, from their development and manufacture through retail, use and disposal.

(Amended September 2001)

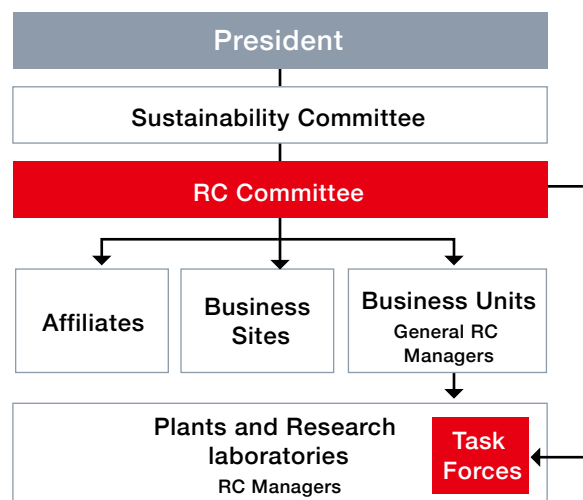


## RC promoting organization

The RC Committee, chaired by the general manager of the Corporate Technical Division (concurrently director and executive operating officer), has 14 other members (business division managers, corporate division managers, and managers of works).

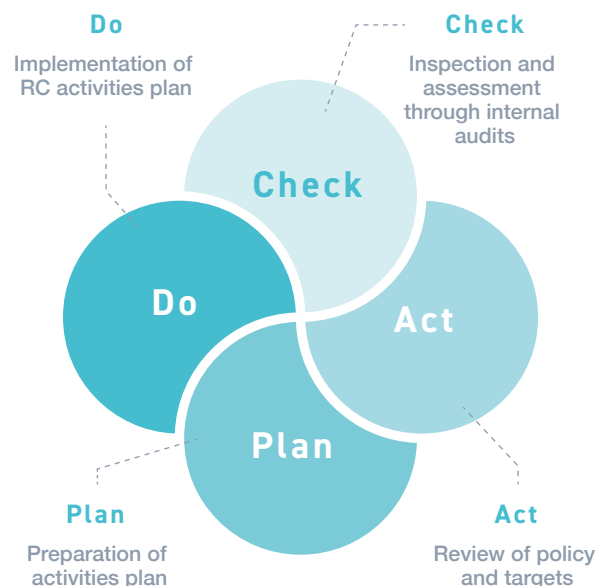
The RC Committee, whose decisions are immediately made thoroughly known as the policy of the NOF Group, has an executive function as a body to which authority is delegated by the President. A general RC manager is appointed to each business division, and an RC manager to each plant or research laboratory, to ensure concrete representation of environmental targets.

### RC promoting organization diagram



## Flowchart of RC activities

RC activities are conducted by keeping the cycle of CAPDo (Check-Act-Plan-Do) turning without interruption.



If any item needs improvements, the progress is assessed at the time of the next auditing, a half year afterwards, and completion is checked.



**Status of internal auditing**

It is important to improve the effectiveness of RC activities through internal audits.

We have been conducting RC auditing of all NOF plants since fiscal 1998 as well as of our domestic and overseas subsidiaries with manufacturing divisions since fiscal 2005 in order to strengthen our self-inspection activities and promote RC activities.

In fiscal 2022, the impact of the COVID-19 pandemic has decreased, and we are conducting planned audits of the entire NOF Group, including overseas businesses, as it was before the COVID-19 pandemic.

In addition to confirming progress toward the RC activity targets set annually by the NOF Group, the audits also set common priority themes each time. By probing these themes, we are endeavoring to “spiral up” the five safety activities of each works.

Priority themes in recent years are listed on the right.

**Implementation status of internal auditing**

Term	Priority theme in audit
1st half, FY2018	Details of measures for past labor accidents, reconfirmation of actions for prevention
2nd half, FY2018	Confirmation of measures to enhance understanding of rules and manuals
1st half, FY2019	Confirmation of the status of maintenance and management for environmental facilities and the status of SDS management
2st half, FY2019	Confirmation of safety upon delivering hazardous materials and the status of management of specific chemical substances
1st half, FY2020	Confirmation of the preparedness for earthquakes and tsunami, confirmation of PCB waste disposal
2st half, FY2020	Confirmation of safety measures for movable objects and monitoring of legal and regulatory changes
1st half, FY2021	Confirmation of proper use of hoses, Ordinance on Prevention of Organic Solvent Poisoning and Ordinance on Prevention of Dangers Due to Specified Chemical Substances
2st half, FY2021	Confirmation of appropriate protective equipment decisions and usage control status, as well as energy management status
1st half, FY2022	With regard to the revision of the PRTR Act, confirmation of safety of portable equipment, and CO <sub>2</sub> reduction measures
2st half, FY2022	Confirmation of implementation of safety assessment and progress of CO <sub>2</sub> reduction measures