



## Overview of human rights initiatives

Raw materials procurement	Business activities of the NOF Group	Use of products by customers
Stakeholder Engagement  ▶ P.112		
<b>Formulation of the CSR Procurement Policy and CSR Procurement Guidelines</b> ▶ P.181	<b>Initiatives to safeguard occupational safety and health in the workplace</b> <ul style="list-style-type: none"><li>● Development of OSHMS (Occupational Safety and Health Management System)</li><li>● Implementation of various training and drills</li></ul> ▶ P.179	<b>Respect for customers' human rights</b> <ul style="list-style-type: none"><li>● Establishment of external whistleblowing contact points</li></ul> ▶ P.182
<b>Incorporation of CSR-related clauses in basic purchasing contracts</b> ▶ P.181	<b>Management of work hours</b> <ul style="list-style-type: none"><li>● Thorough enforcing of proper labor management</li><li>● Restricting work after the designated end time</li><li>● Introduction of a work interval system</li></ul> ▶ P.179	
<b>Implementation of the CSR questionnaire</b> ▶ P.181	<b>Establishment of internal whistleblowing contact points</b> <ul style="list-style-type: none"><li>● Consultation desks in Japanese, English, Chinese (Simplified Chinese), Korean, Indonesian, and Portuguese set up at external third-party institutions</li></ul> ▶ P.179	
<b>Procurement of sustainable palm oil</b> <ul style="list-style-type: none"><li>● Joined Round-table on Sustainable Palm Oil</li><li>● Participated in Japan Sustainable Palm Oil Network (JaSPON) as a founding member</li></ul> ▶ P.181	<b>Implementation of the employee engagement survey</b> <ul style="list-style-type: none"><li>● Implementation of engagement survey for Company employees</li></ul> ▶ P.180	
<b>Response to responsible mineral procurement</b> <ul style="list-style-type: none"><li>● Conducted a questionnaire using a standardized format for target minerals</li></ul> ▶ P.182		
<b>Establishment of external whistleblowing contact points</b> ▶ P.182		