



Employee Voices that Embody the Three Values

GRI 2-24

Under our corporate philosophy, we uphold three important values: “Challenge,” “Fairness,” and “Harmony.” How do employees keep these values in mind and act on them in their daily work? Here, we present the voices of employees in a variety of occupations and positions.

Manabu Saito
Director and Executive Operating Officer; CCO*



“Based on the belief that every business partner is important, we respond sincerely and aim to achieve sustainable growth together. Returning to what should be fair not only for a company but also for people, we will always engage with others on an equal and fair footing and expand our Group’s business while strengthening relationships of trust.”
(Corporate divisions / 50s / Male)

“Customers’ quality expectations and requests continue to rise, but some cannot be accommodated. In such cases, we meet directly with the person in charge and carefully explain why it is difficult to respond, seeking the customer’s understanding. Sometimes it is also necessary not to give customers an easy answer. As a result, customers appreciated our sincerity, which helped deepen our relationships.”
(Division, Sales Department / 30s / Female)

“When we receive a consultation concerning harassment or discrimination, we conduct thorough interviews with the parties involved. During interviews, we listen attentively to understand the other party’s true intentions and strive to resolve the issue promptly and carefully. By consistently repeating these actions, we will gradually foster a culture in which people view harassment and discrimination as their own concern and can call one another’s attention to them.”
(Works, Operations Department / 50s / Male)

“When selecting and placing orders with contractors, we treat all contractors fairly and negotiate prices carefully without giving undue preferential treatment to any particular contractor. We also strive to build good relationships with contractors on an equal footing while maintaining an appropriate distance to avoid conduct that could lead to bribery.”
(Works, Engineering Department / 30s / Male)

“We perform our duties with the recognition that protecting important corporate assets from increasingly sophisticated viruses and cyberattacks is a key role of our department. In addition to security systems, we conduct suspicious-email response drills and information security training to prevent leaks of confidential and personal information.”
(Corporate divisions / 40s / Male)

“Human rights violations range from workplace harassment to issues involving social systems, such as ethnic and gender discrimination, and cannot be resolved easily. Simply accepting the status quo or turning a blind eye would invite social criticism, so we first strive to listen openly and impartially to those reporting harm.”
(Corporate divisions / 40s / Male)

Fairness

As society changes, values provide a basis for judgment. Guided by these values, each person makes sound judgments and takes the right action in every situation.



* CCO: Chief Compliance Officer



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“At our research laboratory, we develop functional materials by drawing on each person’s diverse strengths, including those in career-track positions, administrative and operational positions, and temporary employees. We also make a daily effort to encourage communication so that everyone can demonstrate their abilities, from laboratory-scale studies through product launch.”

(Research laboratory / 20s / Female)

“We conducted small-group activities under the theme of “improving productivity,” as set out in the management policy, and achieved results by having all members cooperate and contribute ideas. I believe our activities received high praise at the activity report presentation at our works because the entire workplace continued to take on the “challenge” together.”

(Plant, Manufacturing Section / 40s / Male)

“At our workplace, we handle highly hazardous materials every day, and even a small mistake could lead to a serious accident. To prevent this, we conduct workplace safety inspections, inspections by safety supervisors, and reviews of work standards. We also emphasize workplace communication and actively identify concerns to maintain a safe working environment.”

(Plant, Manufacturing Section / 50s / Male)

“With work-life balance in mind, including balancing work with childcare and family care, we draw on a wide range of opinions to design personnel systems that benefit all employees. I make a conscious effort every day to build good relationships with my colleagues so that unexpected childcare-related leave does not inconvenience them. I also feel that striving to complete my work within limited hours so that neither work nor childcare is neglected has improved my operational efficiency.”

(Corporate division / 20s / Male)

Challenge

Experience empowers us. Not taking on challenges is itself a risk. The NOF Group accepts failures resulting from challenges and supports learning and growth through each individual’s challenges and collaboration.



Harmony

“Harmony with the environment and society” is the mission of a chemical company. It is important for each person to continually review their work with Responsible Care.



“To help realize a sustainable society, plants are expected not only to ensure a stable supply of products but also to undertake environmentally conscious activities such as the effective use of resources. Every day, we continue business activities integrated with environmental improvements, including introducing new equipment and technologies, reducing GHG and PRTR-listed substance emissions through process improvements, and reducing waste and promoting recycling through thorough sorting.”

(Plant, Environmental Safety Management Office / 50s / Male)

“Laws and regulations concerning chemical substances are frequently revised. When preparing SDSs (Safety Data Sheets), we carefully cross-check specialized databases so that we can provide customers with accurate information to ensure product safety. When a customer requested our cooperation in investigating product impurities, we provided information not included in the SDS, such as the results of risk assessments concerning raw materials and processes, and received their appreciation for our careful and prompt response.”

(Plant, Quality Assurance Department / 30s / Male)

“This works handles hazardous materials. To gain the local community’s understanding of our safe operations, we focus on relationship-building activities, including briefings for nearby district leaders, participation in industrial festivals and community cleanups, and hosting events. Through these activities, I feel that we are living in harmony with the local community.”

(Works, Operations Department / 50s / Male)