



## Risks and opportunities for occupational safety and health

Category	Risk items	Overview	Responses (implementation items)
Risks	Occupational accidents	<ul style="list-style-type: none"> <li>A serious accident occurred during a manufacturing process in which employees were affected by inhalation of toxic substances and injury from chemical substances, leading to filing of claims for compensation for death or after-effects of injuries by the affected employees or their family members</li> </ul>	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> <li>Provision of occupational safety education and training (17,092 total hours in FY2023)</li> <li>Development of the key issue "Prevention of falls, tumbles, and crash accidents"</li> </ul> (2) Reduction of accident risks <ul style="list-style-type: none"> <li>Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2023: 21 RC audits)</li> <li>Implementation of general inspections on Safety Inspection Day (August 1) (FY2023: 32 business divisions of NOF, 32 locations of affiliate companies)</li> </ul>
	Mishandling of chemical substances	<ul style="list-style-type: none"> <li>An employee mishandled hazardous chemical substances, which caused the substances to mix and generate toxic fumes, which were inhaled by several employees and caused poisoning symptoms</li> </ul>	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> <li>Provision of product safety education and training (2,941 total hours in FY2023)</li> <li>Implementation of chemical substance RA (FY2023: 824 for NOF, 443 for affiliate companies)</li> </ul> (2) Reduction of accident risks <ul style="list-style-type: none"> <li>Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2023: 21 RC audits)</li> </ul>
	Traffic accidents (Accidents resulting in injury/death while on the job)	<ul style="list-style-type: none"> <li>A truck driven by a NOF Group employee caused an accident while in transit, resulting in the death of numerous other people, which led to a significant loss of reputation in society and a high amount of compensation for damages to be paid</li> </ul>	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> <li>Provision of occupational safety education and training (17,092 total hours in FY2023)</li> </ul> (2) Reduction of accident risks <ul style="list-style-type: none"> <li>In-depth investigation of the causes of accidents involving injury and self-inflicted injury (FY2023: 13 Naze-naze Bunseki (five whys analysis))</li> </ul>
	Traffic accidents	<ul style="list-style-type: none"> <li>An employee caused a traffic accident while commuting to work, resulting in the death/injuries of the employee and third parties in transit</li> </ul>	
	Distribution-related accidents	<ul style="list-style-type: none"> <li>An accident during truck-based transportation left a load of hazardous materials scattered on the road, which caused the surrounding roads to be temporarily closed to traffic as well as a claim for damages due to delayed delivery</li> </ul>	
	Damage accidents during storage	<ul style="list-style-type: none"> <li>Products in storage as well as materials and equipment in a warehouse were destroyed or damaged due to damage to containers in the warehouse, etc., and employees were injured</li> </ul>	(1) Safety instructions to distribution companies <ul style="list-style-type: none"> <li>Provision of distribution safety education and training (430 total hours in FY2023)</li> </ul>
	Fires/explosions	<ul style="list-style-type: none"> <li>An accident involving a major fire and explosion occurred at a works. In addition to extensive damage to equipment and machinery, several employees were killed or injured, and homes in the surrounding area were damaged by the blast. Large amounts of damage compensation and penalties were incurred, resulting in a prolonged shutdown of operations</li> </ul>	(1) Strengthening of disaster prevention and security measures <ul style="list-style-type: none"> <li>Provision of equipment safety education and training (862 total hours in FY2023)</li> <li>Alerts during abnormal weather and long holiday periods (FY2023: 4 weather-related cases, 3 cases during long holiday periods)</li> <li>Investment in safety and disaster prevention equipment (FY2023: disaster prevention, safe operations, wind and flood measures, etc.)</li> </ul> (2) Conducting safety assessments at the time of new construction or modifications <ul style="list-style-type: none"> <li>Safety assessments (99 in FY2023)</li> </ul>
	Damage or breakdown of equipment and machinery due to poor maintenance and inspection	<ul style="list-style-type: none"> <li>Damage to critical equipment at a plant, including high-pressure gas equipment, clean rooms, and vacuum emulsifiers, caused a long-term shutdown of operations, resulting in decreased sales</li> </ul>	
Opportunities	Equipment and machine stoppage due to operational errors	<ul style="list-style-type: none"> <li>An operator's incorrect operation caused manufacturing equipment to stop, and the products in progress had to be discarded</li> </ul>	
	Growing needs for products that contribute to occupational safety and health solutions	[Prevention of heat stroke] Thermal indicators [Prevention of chemical injuries] Products free of hazardous substances (nonylphenol substitute products)	<ul style="list-style-type: none"> <li>Development and provision of occupational safety and health products</li> </ul>