



Corrective Process Against Negative Impacts | Compliance

GRI 2-12,16,25,27/3-3

Risks and opportunities for compliance

Risk items	Risks caused by individual risk items	Risk response status (summary)	Opportunities
Insider trading	<ul style="list-style-type: none"> Loss of credibility due to occurrence of insider trading, embezzlement, breaches of trust, bribery, accounting fraud, window dressing, transactions with antisocial forces, or other grossly negligent acts that are regarded by society as malicious Poor governance of overseas subsidiaries leads to numerous accounting and compliance problems, which are exposed by local authorities and result in a loss of public trust 	<ul style="list-style-type: none"> Relevant items were published in the Code of Ethical Conduct and Compliance Manual to educate and raise the awareness of Group employees The Group-wide Basic Anti-Bribery Policy and Tax Policy were established and announced internally and externally Regulations for prevention of insider trading were formulated and put into operation Based on the consideration that risks to overseas subsidiaries are key risks for the entire company, we established a system to ensure the appropriateness of business operations and promoted internal control audits 	<ul style="list-style-type: none"> Improvement of reputation as a company highly trusted by society Stabilization of the business foundation
Embezzlement and breaches of trust			
Bribery			
Accounting fraud and window dressing			
Transactions with antisocial forces			
Inadequate governance of overseas subsidiaries and bases	<ul style="list-style-type: none"> Receipt of administrative or criminal penalties or claims for compensation for damages due to violations of laws and regulations or false reporting to government agencies Decline in trust from society due to criminal acts by employees Surging costs to comply with tightened regulations 	<ul style="list-style-type: none"> With regard to revisions of laws and regulations, a Group-wide law and regulation management system was established to ensure that information on revisions reaches people in charge in a timely manner. In addition, internal notifications are sent out by the corporate divisions in charge, and internal audits are conducted regularly to check the status of responses and provide guidance In response to tightening regulations, we systematically implemented measures to deal with facilities and worked to optimize costs 	<ul style="list-style-type: none"> Securing of an advantage over competitors by establishing a system to adapt to revisions of laws and regulations Securing of trust from society
Violations of laws and regulations			
Contract deficiency problems			
False reports to government agencies, etc.			
Illegal overtime work			
Employee misconduct (drugs, drunk driving, groping, etc.)			
Tightened regulations			
Difficulty (inability) to ship			
Mental illness	<ul style="list-style-type: none"> Receipt of compensation claims due to mental illness caused by work-related stress, harassment, and human rights violations 	<ul style="list-style-type: none"> Employees undergo "stress check" examinations to understand organizational stress and strengthen their own awareness of prevention We established a support system through the enactment of Rules for Handling Return-to-Work Support Programs We raised awareness of harassment through articles published in in-house newsletters (NOF News) We promote plans for the development of an environment for viewing educational materials using the company intranet 	<ul style="list-style-type: none"> Securing of a stable workforce and improving trust from society by establishing a system of mutual trust with employees
Harassment Human rights abuse			