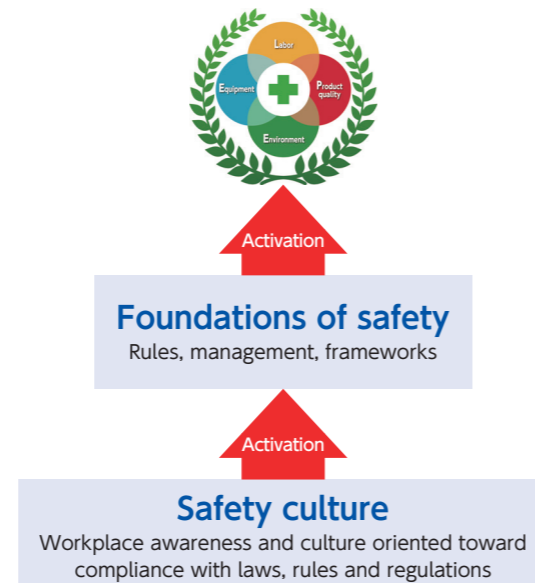


Key Topic Group-Wide Initiatives: The Safety Quartet

About the Safety Quartet

The Safety Quartet is a concept unique to the ADEKA Group. The term refers to harmoniously and organically interwoven safety activities in four categories of safety: occupational safety, environmental safety, product quality safety and equipment safety. To advance its globalization, in April 2020 the ADEKA Group launched the Global Regulations on the Safety Quartet, broadening the scope of the Safety Quartet to its overseas bases.

Advancing the Safety Quartet on the basis of fundamental principles, the ADEKA Group applies the PDCA cycle (plan, do, check, act) to drive continuous improvement, constantly raising the level of performance. At the beginning of each fiscal year, subject to confirmation by relevant departments in the Environmental and Safety Division, ADEKA sets the Division's policies and specific measures based on them. Each department then formulates and executes annual plans based on the Divisional policies and measures. The status of implementation is confirmed by means of audits and presentations of improvement case studies and reviewed at fiscal year-end in the Safety Quartet Review Meeting and at the Safety Quartet Group Company Liaison Meeting. Further improvements are then incorporated in formulating Divisional policies and measures for the following fiscal year.



Basic Principles

1. Leadership
2. Compliance with laws, regulations and rules
3. Advancement of 5S
4. Communication
5. Life-cycle evaluation and analysis
6. Overview of the supply chain
7. Contribution to a sustainable social structure
8. Pursuit of new technologies

Safety Quartet Promotional Framework



Topics Receipt of the 2019 Good Risk Sense Award

In recognition of "practice of a business continuity management system based on the Safety Quartet and continuous accident-free record since the opening of Soma Plant," ADEKA won the 2019 Good Risk Sense Award (Chemical Daily Award). The Good Risk Sense Award is presented annually by the Risk Sense Research Society.

Plan

FY2020 policy of the Environmental and Safety Division

The ADEKA Group is promoting the Safety Quartet (occupational, environmental, product quality, equipment) on a global basis, striving for zero incidents on all four members of the Safety Quartet*. The Group is proud to contribute as a global corporate Group to the achievement of a sustainable society.

* Zero labor accidents, zero environmental accidents, zero quality complaints and product accidents and zero major equipment failures.

Do

Executed in FY2020 based on Divisional policy

- 1) Cultivation of safety culture
Advancement of 5S activities, activities against near-miss accidents, etc.
- 2) Strengthening of the foundations of safety
 - Video training on safety awareness
 - Updating and dissemination of the Basic Actions*
 - Compliance with the Product Inspection Record Management Standards, a framework for preventing tampering with quality data
 - Start of application of the New Chemical Management System
 - Start of application of the Receiving Specifications Management System (Chemicals)
 - Preparation for introduction of the Quality Information Management System (Foodstuffs)
 - Response to the positive-list system for food receptacles, containers, and packaging as provided under the Food Sanitation Act (deadline extended to May 2025)
 - Convening of first Equipment Safety Conference (sharing of management information from each workplace)

* A collection of explanations of basic actions for safety management in plants and research activities, illustrated with photos for easy comprehension. As of April 2021, 44 examples have been collected.

Check

Safety Quartet audits and presentations of improvement case studies

- 1) Audits of safety culture (audits by the Environmental and Safety Division, conducted from October to December)
Thoughts of senior management at each workplace on the Safety Quartet; organizational culture; efforts to explain the thoughts of senior management to people at each workplace; confirmation of 5S at each workplace
- 2) Audit of foundations of safety (PL audit, trade management audit, RSPO audit, conducted from October to December)
Status of compliance with rules on quality safety was confirmed, based on the Safety Quartet Checksheet.
- 3) Presentations of improvement case studies on the Safety Quartet (December)
12 teams (including three overseas teams) shared examples and case studies of Safety Quartet activities (FY2020).

Act

Formulation of policy and measures for the next fiscal year based on results from each workplace

- 1) Safety Quartet Review Meeting (February)
- 2) Safety Quartet Group Company Liaison Meeting (February)



Jun Sasaya
Senior General Manager
General Manager, Environmental and Safety Division

Strengthening measures on environmental issues in the Safety Quartet to achieve carbon neutrality

Guided by the Safety Quartet, the ADEKA Group's original concept on the environment and safety, the Group marshals its Group-wide capabilities to ensure stable production and improve quality. As it strives to achieve carbon neutrality, an issue of global importance, the ADEKA Group is moving forward with a Safety Quartet featuring reinforced measures on environmental issues. Through global conferences and other awareness-raising measures, the Group is working hard to instill this Safety Quartet at overseas production sites. The ADEKA Group is proud to contribute to society by supplying products that satisfy customers and taking action on the environment. In this way the Group aims to become a corporate Group that is essential to society.