

# Kao Group Occupational Health and Safety Policy

## Philosophy

The management will take leadership to create a safe, healthy and conformable work environment by paying attention to the safety and health of all people working in each site of the Kao Group.

## Basic Policy

1. We will develop health, safety, security and disaster prevention activities through consultation with and participation by workers to create a health, comfortable and safe work environment.
2. We will set and regularly review the "safety, health, security and disaster prevention" goals and make efforts to achieve the goals.
3. We will comply with each country's laws and regulations related to health and safety, internal regulations and other requirements to improve the level of management.
4. We will reduce risks by implementing risk assessment related to the "safety, health, security and disaster prevention" to prevent industrial and other accidents.
5. We will make efforts to share and standardize preventive and safety measures and enhance the maintenance of facilities by collecting information on external and internal accidents.
6. We will continuously improve the occupational health and safety management system and conduct self-inspection and audit to maintain the effectiveness.
7. We will make efforts to improve the health of workers and create and promote a comfortable work environment.
8. We will announce this policy to all persons who work in the Kao Group and promote occupational health and safety education. In addition, we will publish this policy externally.
9. We will use appropriate management resources to implement this policy and effectively and continuously improve it.



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