

# GOALS

## 2015 NOVUS RESPONSIBLE CARE®

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### PERFORMANCE GOALS

Novus International, Inc. believes that all injuries, as well as safety, environmental, security and transportation incidents, are preventable. As such, our goal for each of these areas is zero.

Novus complies with all federal, state, local and country regulations in which it has operations and measures progress towards our goals through the following metrics:

- Government reportable/recordable injuries and illnesses
- Reportable environmental releases
- Department of Transportation/Dangerous Goods Regulation reportable transportation incidents
- Security incidents resulting in loss of proprietary information or physical assets, or harm to our employees

### PROCESS IMPROVEMENT GOALS

Novus International, Inc. shall continuously improve our business processes in support of the Responsible Care principles.

Specifically, our process goals for calendar year 2015 are as follows:

- Develop a process to internally audit the energy and environmental portions of GRI G4 Novus Sustainability Report by December 31, 2015 to verify data accuracy. Define a corresponding action plan in cooperation with the Sustainability department and report quarterly thereafter to the Novus Executive Leadership Team.
- Continue work toward successful OSHA VPP on-site evaluation at Little Rock, Arkansas for third quarter 2016 based on OSHA scheduling. Continue work toward successful RC 14001 certification scheduled for 3rd Quarter 2015.
- Continue implementation of the near miss reporting system globally to increase near miss reporting by 25% over the 21 reported near misses by December 31, 2015.
- Develop a system to incorporate the modifications to the Product Safety and Product Stewardship codes by March 31, 2015. Complete Product Safety Code elements 1 through 7 by 12/31/15.
- Promote global Wellness programs to improve employee participation and personal health outcomes which are aligned with our vision to help feed the world affordable wholesome food and achieve a higher quality of life.
- Track incident investigation action items to completion by 12/31/15.
- Develop and implement a system to track facility follow-up to changes in regulations in which alerts have been sent that potentially impact Novus by August 1, 2015.
- Complete the conversion of Novus product MSDSs to the GHS SDS format for 75% of products by the end of Q2FY16 and for all products by end of FY16.



**RESPONSIBLE CARE®**  
OUR COMMITMENT TO SUSTAINABILITY

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