

## Preface

# Korean RC:

## We can make a “Difference”

The Korea Responsible Care Council (KRCC) was launched with great fanfare on December 6, 1999. This was a very significant event because it signaled to the world that Korea recognized the importance operational excellence in the manufacturing and distribution of Chemical products. More importantly it validated the strong leadership of Korean management that have committed their organizations to self-regulation and continuous improvement in the management codes of RC. As the Vice Chairman of KRCC and the Chairman of the Chemical Committee of the American Chamber of Commerce, I have been very proud to observe the commitment demonstrated by my Korean colleagues. It is through strong leadership and commitment that the ideals of RC are delivered to the different stakeholders of the Chemical industry. Those stakeholders are our employees and their families, customers, neighbors and shareholders.

Achieving excellence in all the management codes of RC is of course the aspiration of the KRCC. However I would like to focus this article on the Employee Health and Safety Management Code. Why, you may ask, only focus on one of the codes? It is because I believe that if by starting the KRCC in Korea that a single life was saved or a serious injury avoided due the increased emphasis in this area then we have made a “difference”. I am indeed confident that this has been the case and therefore am proud to be associated with leadership of KRCC.

In my opinion there is no greater function of management than to ensure the health and safety of their employees. Strong leadership in this function results in distinctive performance of the CEO of any company. The CEO that sends the clear message to his organization that safe operation comes before production and cost targets will reap the benefits in many other areas of his operation. The CEO that holds his entire management team and the line supervision accountable for safety performance will earn the respect of all his employees. The CEO that demonstrates his personal concern about the safety of each of his employees will earn their commitment to excellence in completing their job responsibilities. The old belief that safety in the work place costs money, with no return on the investment, has been proven to be an excuse for lousy management and more than likely failing companies.

The Employee Health and Safety Management Code, as developed by the KRCC, has thirteen management practices for companies to benchmark their performance against. By reviewing your companies' current practices in place against the aspirations of each of these practices then a list of gaps in performance can be identified and action items generated to close those gaps. The thirteen management practices are:

- *Health and Safety policy and source*
- *Participation of Employees*
- *Management of collaborator*
- *Safety management*
- *Working Environment management*
- *Health Management*
- *Safety design and management of change*
- *Safety device use*
- *Prevention and arrangement*
- *Accident rate analysis*
- *Security checkup*
- *Information provision*
- *Education and training*



KRCC has also provided numerous examples on what documentation and processes need to be in place at the manufacturing facility to judge the practices in place. These are excellent examples but I would also encourage everyone to think about the individual employee behaviors that need to be instilled for the practice to take on full meaning. It is absolutely essential that each and every employee take complete ownership of his or her own attitude and behavior towards safety. This is a journey that will require extensive education and commitment by both the leadership and the employee. Without the proper attitude and safety behaviors being exhibited by all employees the documentation and processes in place simply will not deliver that safety performance that should be expected by you as a leader.

I truly wish that the work of the KRRC will make a “difference” in the safety behaviors and performance of all the member companies. I am confident the leadership of the KRCC will continue its outstanding efforts to deliver that “difference”. I am honored to be part of that team and look forward to contributing to the effort wherever and whenever I can.

Thank you and be safe.

## The 3rd Regular General Meeting

■ The Korea Responsible Care Council held the 3rd regular general meeting at the Youngbingwan of the Hotel Shila at 11:00 AM on February 26th in 2002. Approximately 70 experts involved in chemistry, environment, and safety participated in the meeting. Chairman No Ki-ho of the KRCC emphasized again that the members should thoroughly execute the RC guidelines so that the chemistry industry would lead the 21st century, the age of environment. They passed the closing accounts of year 2001 and the budget bill of year 2002 as well as bills on the approval of the RC logo right and change of executives. Before the general meeting, chairman No Ki-ho awarded the 1st chairman Lee Jeong-ho a plaque of thanks for his services and efforts to have introduced RC to Korea. And he awarded a medal for distinguished services to the members who greatly contributed to Korea's participation in the RCLG and preparing for the 4 RC code guidelines.

### • 공로상 수상자 Medal Winners for Distinguished Services



• 김 범 바이엘코리아(주)  
Kim Bum, Bayer Korea Ltd.



• 오 효 선 (주)카프로  
Oh Hyo-sun, CAPRO Corp.



• 윤 춘 석 삼성종합화학(주)  
Yoon Chun-seok,  
Samsung General Chemicals Co., Ltd.



• 이 수 영 SK(주)  
Lee Su-young, SK Corp.



• 이 형 식 호남석유화학(주)  
Lee Hyung-sik,  
Honnam Petrochemical Corp.



• 김 영 찬 한국RC협의회  
Kim Young-chan, KRCC

## Briefing Session of the RC Execution and the Product Liability Law

■ The Korea Responsible Care Council held a briefing session of the RC execution and the Product Liability Law(PL Law) at the Special Conference Room 1 in the Federation of Korean Industries building on April 9th. About 100 RC coordinators and persons in charge of environment and safety participated in the session. The session was divided into two. A peer review was held in the morning session where the members shared difficulties and opinions in executing and applying the RC guidelines to the working places. Chairman Hur Won-joon of the implementation committee gave an opening address and explained the status of the RC execution and this year's plans of the implementation committee. Co-chairman Hwang Moo-young emphasized on the creation of environment and safety culture through RC and mutual cooperation of the entire chemistry world. Daelim Industrial Co., Ltd., Hanwha Chemical Corporation, and LG Chemical Ltd. explained the RC promotional processes and experiences in the peer review. The afternoon session helped the participants to understand the Product Liability Law which will be in force from July 1st. Professor Choi Byeong-rok and lawyer Jeon Hyeon-hee gave lectures with the titles of the chemical industry's countermeasure, and application and the judiciary's interpretation of the Product Liability Law each other. Then, director Kim Bum from Bayer Korea Ltd. introduced the access methods to the Product Liability Law through RC, suggested and explained the early introduction of the product stewardship code. General manager Choi Kyu-dong from Hanwha Chemical Corporation presented its preparations for the Product Liability Law.

## Briefing Session of Outreach Program

■ A briefing session was held under the supervision of executive director Jeong Jong-ku from Dongbu Hannong Chemical Co., Ltd. to explain the outreach program for improving the image of the chemical industry and winning trust from the public at the conference room in Korea Petrochemical Industry Association building on February 19th. The participants discussed about an event for children, titled 'Beautiful Chemistry week(a tentative title)'. This event will help children to better understand chemistry, educate and advertise the importance of the chemical industry, environment and safety. The participants also shared information on outreach activities carried by several companies including Bayer Korea Ltd.

## Application of the RC Logo

■ The Korea Responsible Care Council applied the logo right. The logo protection is one of the fundamental duties for RC. The KRCC can prevent illegal uses of the RC logo, and the members can improve their image and advertise themselves.



## Cooperation and Mutual Support of the Chemical Industry for Settlement of RC in Korea

The peer review to discuss about the KRCC members' difficulties in RC and share their experiences was held at a meeting room in the Federation of Korean Industries on April 9. Coordinators from the three companies(Daelim Industrial Co., Ltd., Hanwha Chemical Corporation, and LG Chemical Ltd.), which had presented their RC promotion cases, discussed about how they promoted the RC activities and the future RC direction.

◇ Participants : Team Manager Kim Seung-won(Daelim Industrial Co., Ltd.), General Manager Lim Chang-hee(LG Chemical Ltd.), General Manager Choi Kyu-dong(Hanwha Chemical Corporation)

◇ The MC : Team Manager Kim Young-chan(Korea Responsible Care Council)

### Peer Review...

**Kim Young-chan** : I know you are busy but thank you for joining us. Before we discuss, I would like to ask you to give your opinion on the first peer review.

**Lim Chang-hee** : After the peer review, I realized that all KRCC members are not competitors but partners in fields of environment, safety, and health. If this event is held twice each year, it will greatly help the coordinators to solve questions and difficulties while promoting the RC activities.

**Choi Kyu-dong** : I think the peer review about RC model cases is a must to share RC information. This event gives the members an opportunity to cooperate each other or support a member with a difficulty in RC. And each member can share RC information through the homepage as well as the peer review. I am sure that all KRCC members should try to share information and cooperate each other based on the fundamental guiding principles of RC.

**Kim Seung-won** : They say it is the information-sharing age these days. This event was a good opportunity for the companies involved in the same types of business to efficiently introduce the same system. I hope that it will develop more efficiently.

### Manage and Execute...

**Kim Young-chan** : We, KRCC, will preserve in our efforts for all members to exchange and share information through the peer review. All employees, ranging from the CEO to laborers, should participate in the RC activities. Will you briefly explain how Daelim Industrial, LG Chemical, and Hanwha Chemical manage the RC organization and execute the RC activities?

**Kim Seung-won** : Daelim's EQHS integrated system used to be managed by the plant superintendent. Since the introduction of RC, it has enlarged into the head office and research institute. The CEO becomes the chairman of the RC committee, and each head of the affiliate is in charge of the RC executive committee. Each evaluation team of the affiliate consists of three engineers(assistant manager or higher) for practical evaluation.

**Choi Kyu-dong** : Instead of establishing a new promotional organization for RC, Hanwha Chemical applies the existing organization and committee as best as we can. For example, the industrial safety and health care committee carries out the RC executive committee at the same time, and each committee performs the promotional work by RC code. And if a new program, RC, forces the worker to do, it will give them pressure and cause a counter result. We try to let them understand and be familiar with it.

**Lim Chang-hee** : Environmental and safety matters used to be controlled by each place of business. These days, however, they have been recently managed by product. In accordance with this trend, LG Chemical has also reorganized the environmental and safety committee which used to be managed by the environmental and safety experts, and has expanded into the RC committee in which business and support parts of the head office participate. This is for matters in environment, safety, and health to expand into the entire management of the company. And each place of business organizes the RC committee and subcommittees by RC code for efficient management.



## Difficulties...

**Kim Young-chan** : Would you tell us any difficulties while promoting the RC?

**Kim Seung-won** : As you know, the concept of 'Responsible Care' in English is not easy to understand. And it was hard to let employees to understand it. And as various systems for safety, environment, and health were already established, some refused to accept the RC system. We focused our energy into PR and education programs to change their mind, and especially tried to persuade the labor union. We are executing RC guiding principles in a sound labor-management relation.

**Lim Chang-hee** : As we just began RC in a full scale, we did not have any serious difficulties yet. But I estimate that we will face many difficulties after one cycle. One of them will be the integrated management of environment, safety, and health. I hope that the members with rich experience in this field will present RC model cases in the following peer review.

**Choi Kyu-dong** : Since the management of the company including the CEO and the plant superintendent give a positive interest and support to us, we do not have any big problems to introduce and execute RC yet.

**Kim Young-chan** : Like most say that the top-down RC system is efficient, the Korean companies which the CEO gives full support to rapidly execute RC. As a matter of fact, many corporations try to carry out the RC guidelines but they are not successful, though. Three of you as the coordinator have successfully settled down RC in your companies. Will you give some advices?

**Choi Kyu-dong** : Before the introduction of RC, thorough review and detailed plans for RC are important, but the CEO and the management of the company must understand it first. Then reorganize the RC system, considering the link with the existing environment, safety, and health systems. And PR and educational programs are followed to carry out the RC guiding principles. In particular, I would like to recommend to make evaluation standards based on the existing evaluation standards for performances and achievements of each business place, by connecting the existing environment, safety, and health systems or programs with RC. If they think the RC guidelines are different from the systems or programs they were carrying out, they will be a burden in the introducing process of RC.

**Lim Chang-hee** : The KRCC collects the CEO's signature of a company on the RC guiding principles before the RC promotion. Like this, the CEO's will has great influence on success in RC. It is most important for the RC coordinator to let the CEO need RC. Then try to let all employees understand it. Do not expect too much in the beginning. Begin with the plans which are workable, then set mid - and long-term goals.

**Kim Seung-won** : I absolutely agree with two of you. I do not think that RC is a simple system concerning environment, safety, and health. The age of environmental management has been coming these days, RC will be one of important requirements which a company must meet for competitiveness. And the coordinator is first aware of this, and tries to let the CEO understand its importance.

## Achieved...

**Kim Young-chan** : I remember Daelim Industrial performed a RC education program for all employees first among the KRCC members in November of last year. After that, several members held a RC briefing session and a kick-off meeting. Will you tell us about what you achieved at the RC education program?

**Kim Seung-won** : The education program was scheduled for all employees and employers including the CEO. The CEO and the core management of the company participated in the program. It greatly helped us to carry out the RC guidelines. Since then, I have executed them relatively well.

**Kim Young-chan** : I know Hanwha Chemical held a RC workshop in Ulsan and Yosu. It was wide open to other KRCC members. Why did Hanwha decide to wide open it?





**Choi Kyu-dong** : RC is an international and voluntary movement carried by the chemical industry. In other words, it is not for an individual chemical company but for the whole chemical world. And all individuals and companies involved in chemistry must join in this program and cooperate each other. The promotional methods and model cases, however, are not well known in Korea yet. As a matter of fact, the companies which try to execute the RC guiding principles have difficulties in securing information. We wanted to share our experience while introducing and carrying out RC with the KRCC members, and wide opened it to them. And we put our own evaluation tables by RC code on our KRCC homepage for all members to share.

**Kim Young-chan** : You mean that Hanwha Chemical always takes care of the chemistry world as well as other members while executing RC.

**Choi Kyu-dong** : That is correct. We would like to collect members' opinions about Hanwha Chemical's RC model cases with this program, improve the RC execution processes, and successfully settle it down.

**Kim Young-chan** : I know that the CEO of LG Chemical has a burden as the Chairman of the KRCC. LG Chemical is one of the companies which actively try to carry out the RC guidelines. Do you have any expectation from RC?

**Lim Chang-hee** : The purposes of RC are to improve the negative image of the chemistry industry and make a sustainable development. LG Chemical's purposes of RC are also to improve the company image and contribute to the company's growth. And personally, I hope that the successful settlement and development of RC will be able to give a pride to those who involved in environment, safety, and health like me.

#### Focus on...

**Kim Young-chan** : And last, do you have anything in your mind which you specially focus on while executing RC?

**Kim Seung-won** : I think that performance and achievements were more important in the existing safety and environment systems than anything else. I am very positive that the CEO's most interest and concern in RC will be also performance and achievements. The company's competitiveness becomes more and more important, these days. If a company does not have much performance and achievement from investments in personnels and expenses, it will be difficult to establish RC successfully. And we try to connect RC to the existing management and document systems in order to maximize the performance and achievement from RC.

**Choi Kyu-dong** : I think that it is necessary to continuously carry out PR and education programs for RC, and establish the reasonable evaluation standards which any place of business can use. And follow-up measures must be made based on the evaluation results. The systems related to environment, safety, and health should be upgraded or improved.

**Lim Chang-hee** : It is the first year to carry out the RC management. We will do our best to let all employees understand RC better. We will focus on it for the time being, and set goals which are systematically workable.

**Kim Young-chan** : I am sure that your advices will be a great help to the companies which have difficulties in executing RC. Thank you for joining us.

Since the Korea Responsible Care Council established the 4 codes of management practices, each member has made organization and execution plans. Here delivers news on the members who try to settle RC down.

## The Yongyeon 2nd Plant of Hyosung Held a Departure Ceremony for RC

■ On January 29th(Tuesday), the Yongyeon 2nd Plant of Hyosung Co., Ltd.(President of TPA PU : Jo Jang-rae) held a departure Ceremony in a gymnasium where all employees and employers participated and pledged themselves that they would share the RC execution plans, change their mind on environment, safety, and health, and faithfully carry out them. After CEO Jo Jang-rae asked them for mutual cooperation and active participation in RC, director Shin Seung-bu from Ulsan branch office of Korea Industry Safety Corporation and chief manager Park Jang-sik from Korea Gas Safety Corporation gave words of encouragement. With the departure ceremony, the Yongyeon 2nd Plant of Hyosung Co., Ltd. will make efforts to settle the RC system down by making an environment-friendly plant, continuously finding out possible danger, and complementing the insufficient part of safety system.

## Hanwha Held a RC workshop and Kick-off Meeting

■ Hanwha Chemical Corporation(CEO Shin Soo-beom) held a workshop for the efficient introduction and application of Responsible Care and a kick-off meeting for the execution of RC carried out by all employees on January 29th and 30th at the Ulsan Plant and on February 28th at the Yosu Plant. The plant superintendents, the leaders of the environment and safety team, the RC coordinators and other employees participated in the workshop and meeting. In particular, the Ulsan Plant wide opened the workshop, and approximately 70 experts from the Ulsan Industrial Complex and other chemical companies which needed the RC education program participated in the workshop. Hanwha Chemical Corporation has planned to efficiently manage the RC executive committee by business place, centering the central RC executive committee, perform the RC guidelines more actively and voluntarily according to the central RC execution plans, and continuously complement and improve the unsatisfactory environment, safety, and health systems.

## Kumho P&B Chemicals Held a Workshop for the Introduction of RC

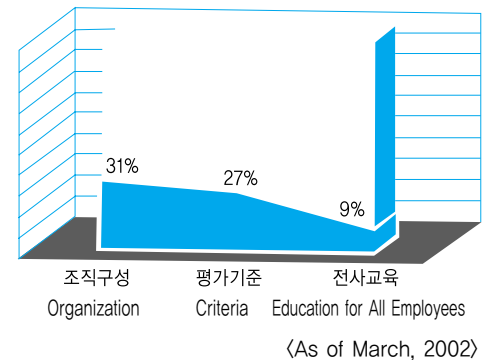
■ Kumho P&B Chemicals Inc.(CEO : Kim Tae-whan) held a workshop for the introduction of RC at the gymnasium of the Yosu 1st Plant on March 27th. All employees were given an education program for the fundamental concept of RC, and they pledged themselves that they would voluntarily execute RC. Approximately 80 experts in environment, safety, and health including the plant superintendent, chief managers, and employees as well as experts from Korea Kumho Petrochemical Co., Ltd. and Kumho Mitsui Chemicals Inc. Director Kwon Hyeok-jin from the Dongbu branch office of Korea Gas Safety Corporation gave words of encouragement and director Gang Sun-jung(the congratulatory address was read by chief manager Anh Byeong-jun of the safety and health support team) from the Yosu branch office of Korea Industrial Safety Corporation gave the congratulatory address. Team Manager Kim Young-chan from the Korea Responsible Care Council gave a lecture on the background and status of the RC introduction in Korea, and director Kim Bum from Bayer Korea gave a lecture on the directions and expecting effects of RC. The RC coordinator and leader Jin Su-ik of the environment and safety team explained the RC execution plans of Kumho P&B Chemicals Inc. All participants pledged themselves to actively participate in RC and signed.



The executive office of the KRCC is surveying the status of organization and execution plan establishment of each member before the RC application and practice of all members this year. Here is the survey result as of the first quarter.

## Execution Plan Establishment and Education Programs

■ The members, which began the fundamental preparations for Responsible Care and presented the related references to the KRCC accounted for as many as 20 of the 64 full members. They established the organization, prepared for the evaluation standards and introduced RC to all employees by holding promotional programs such as kick-off meeting and workshop. Based on model cases carried out by some members, a benchmarking has recently expanded into other members, and more members will establish the RC execution plans soon and be ready for RC.



## Expecting Goal in 2002

■ A question “Which stage does your company reach in the progress of the RC guidelines by RC code?” was given to the KRCC members, and 19 places of business in 17 members prepared for the evaluation standards and answered to the question. Although it is the first year to carry out the RC management, they are mostly in the stages of IA and PP. It shows that they wish to execute the code guidelines this year. Almost the half of the members expect to be in the PP level in codes of employee health & safety, and process safety. This tells us that they are confident of RC management because they have had much experienced in several environment, safety, and health managements as well as ISO series.

Most of the members set an expecting goal to reach the PP stage by each RC code guideline, while many of them set a goal to be in the lower stages, in terms of all employees' participation and relation with the local community. In other words, they wish to reach the IA stage in matters about possible danger and environmental assessments of the local community. For example, they want to be in the lower stage like talk to the laborers and the RC education programs(guidelines for talk with and education programs for the laborers) for the laborers, and collecting laborers' and local residents' opinions. And other guidelines like pollution source management of underground water and emergency measures related to transportation were expected in the lower stages.

As a matter of fact, these expecting goals were not set by the practical review and evaluation of their working places. It is, however, expected that they will set a more practical goal while executing and applying the RC code guidelines to their working places.

This site will randomly select KRCC(Korea Responsible Care Council) members and continuously introduce their RC promotional activities and experiences for better understanding what RC is and sharing information on RC.

# BAYER KOREA LTD.

## “Expertise with Responsibility”

■ Established in 1863 as a small dyestuffs factory, Bayer, whose head office is located on Leverkusen–Germany in the riverside of the Rhine River, has become the global pharmaceutical and chemical corporation with branch offices in approximately 150 nations. Since its foundation, intensive scientific and applications research has helped the company develop a wide range of products, essential in major businesses in health care, agriculture, polymers and chemicals.

Launching into the Korean crop protection business in 1955, Bayer Korea Ltd. has played a major part in the Korean economy growth in various fields: pharmaceutical business where Bayer is widely known for aspirin, animal medicines, agricultural chemicals, polymers, chemical industries. Bayer group of Korea consists of Bayer Korea Ltd., Misung Ltd., Bayer Sewon Ltd. and Bayer Diagnostics Korea Ltd., and has approximately 670 employees.

## Responsible Care Activities of Bayer Group

■ Bayer’s motto, “Expertise with Responsibility”, which is in common with the voluntary and ethic principles of Responsible Care(RC), is the mental foundation for each employee to understand the RC activities and put into practice.

The history of Bayer Germany’s RC activities for environment, safety, and health began with the wastewater commission which was organized in 1901. The company had begun to research how to prevent the Rhine River’s pollution caused by industrialization long before environmental pollution became a public issue. Bayer’s tradition of about 100 years has resulted in RC activities for environment, safety, and health. For example, Bayer made public the amount of pollutants, to come closer to the public.

Bayer has acknowledged that RC activities are the best ways to meet the world’s requirements for environment, safety, and health. Bayer has given all support for RC activities to the nations into which Bayer companies have launched.

## Responsible Care Activities of Bayer Korea Ltd.

■ Bayer Korea Ltd. began RC activities in May, 1998. It was possible thanks to Dr. Chris van Lint who is in charge of quality, environment, and safety in Asia and Pacific areas. Dr. van Lint had already helped many Asian nations such as the Philippines and Indonesia to participate in the RCLG(Responsible Care Leadership Group). Dr. van Lint made a great contribution to establishing the KRCC(Korea Responsible Care Council) and helping the KRCC to become a member of the RCLG.

Bayer Korea Ltd. spared no effort to establish an atmosphere of mutual trust and recognition with public and established a Responsible Care division on July 1st, 1998. Since then, Bayer Korea Ltd. has focused its energy on the establishment of the KRCC, the KRCC's participation in the RCLG, inviting the APRCC(Asia-Pacific Responsible Care Conference) in Korea and the promotion of RC activities. Bayer Korea Ltd. is positive that these activities will greatly help to build the infrastructure of RC in Korea.

The RC division first tried to let employees understand what RC is before the introduction of the RC guiding principles to the company.

It is most important that all members of the Korea Responsible Care Council, individuals and groups involved in RC, the chemical industry, the government, the academic world and local communities share RC information and communicate each other to achieve the sustainable development of RC activities. We have promoted the following activities to put employees on their best behavior toward environment, safety, and health.

## 1. Education Programs for Responsible Care

- **Bayer Korea Academy for Responsible Care**

Bayer Korea Ltd. established a company college, 'Bayer Korea Academy for Responsible Care' sponsored by the industry and education worlds, the central government, and local governments on June 27 in 2000 in order to systematically and professionally educate all employees and other stakeholders for environment, safety, and health. The Bayer Korea Academy provides practical education programs such as first-aid treatments as well as educational programs for environment, safety, and health, and the employees like these educational programs. Believing that this very little effort can create a big result, we use them as a communication method with customers like their participation in RC.

- **Responsible Care Awareness Campaign**

The director of EH&S, Bayer Korea Ltd. is committed to meet all employees of the Bayer group of companies in Korea in person and explains in detail the fundamental guiding principles of RC to ensure their active participation in RC activities. These activities began around January, 2001, and to date approximately 600 have been reached. This program becomes a required course for new comers, and all employees including Human Resources, general affairs, accounting, auditing and sales divisions do their best to apply the RC guidelines to their daily duties.

- **Bayer Korea Academy Forum**

Bayer Korea Ltd. holds 'Bayer Korea Academy Forum' to discuss about major issues related to environment, safety, and health. We hosted the 5 forums where customers, partners, the companies involved in the same industries as Bayer's, research institutes, public institutions, government officials concerned as well as Bayer's employees participated. Experts in environment, safety, and health fields were invited to the forum, and gave lectures. After the forum, all participants discussed about lectures. The Bayer Korea Academy Forum provides an opportunity to have a free and high quality discussion about major issues on environment, safety, and health.

## 2. Bayer Korea Ltd.'s Internal Activities for Responsible Care

- **SIP(Steady Improvement Process) Activities**

The SIP, which began with Bayer Sewon Ltd., spread out to Bayer Group. All employees give a suggestion for the improvement of environment, safety, and health on RC every two weeks. A good suggestion is discussed at a meeting where the CEO or other executives who have the right of decision participate. If they agree that it is good enough for improvement, the person in charge of it prepares for the plan and schedule. After executing it, they compare before and after the improvement of their working condition. The SIP has a very simple and easy procedure ; any employee takes a picture related to the improvement of environment, safety, and health, and gives a suggestion. The SIP is one of Bayer's internal activities for RC which any employee can put into practice in their duties.

- **SAW : Safety at Work**

It is a common misconception that Responsible Care does not apply to the pharmaceutical industry, because of the nature of their production. At Bayer Korea we do not agree with this view. Similarly there is a perception that Responsible Care applies primarily to production sites and that the activities of office personnel are not affected. At the pharmaceutical division of Bayer Korea all employees, including office personnel are asked to evaluate their work area quarterly. They are then subjected to an inspection by a team led by the executive director. The inspection team including four persons from general affairs takes a picture of every single item such as e.g. electric heaters, electric cords, computers, documents, cabinets and etc., then evaluate them and report the results, together with a grading. In this way we ensure that all of our employees implement the principles of Responsible Care.

- **Fire Fighting Activities**

The head office of Bayer Korea Ltd. in Seoul carries out a fire drill twice each year. The CEO checks all offices at all times to prevent a fire. The CEO checks that they have flammable things and chemicals in the office. On October 12 in 2001, they performed an emergency evacuation training along with Dongjak Firehouse, other tenants in Samsung Boramae Omni Tower, and a superintendent's office. They demonstrated how to use a fire extinguisher and take a first-aid treatment. This fire drill enables all employees to take shelter immediately after a fire brakes out. All visitors will be given an explanation about emergency stairs and measures in case of a fire. Dial number '8' on all telephones within the company and you will be connected directly to the emergency response room of the building.

### 3. Outreach Programs for Responsible Care

- **Outreach Program for School Children**

Bayer Korea Ltd. continuously tries to promote the outreach programs for the chemical industry to educate the public, especially young children and let them understand safety, health, and environment better. We performed these educational programs for 4th, 5th, 6th graders in Seoul and Seongnam-si, and we will carry out them regularly. We began this outreach program with the help of the Seongnam-si Office of Education from April in 2000. The program which includes a variety of interesting experiments with science, lets the elementary students have an interest in science and know about dangers of chemicals at the same time. And it tells them to wear the lab gown and goggles in the laboratory. After the 1st hour of the program, we donate lab gowns, goggles, and gloves to the students and science teachers.

### Bayer Korea Ltd's Future RC Activities

■ All employees of Bayer Korea Ltd. will spare no effort to achieve the sustainable development of the RC activities as mentioned above. And we will do our best to collect model RC activities of the KRCC members including Bayer, and let the whole chemical world know them and put into practice in order to win the public's trust.