PLAINTIFF'S EXHIBIT

UC-4353

UNION CARBIDE

CORPORATE POLICY

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INTERNATIONAL AFFILIATES - CORPORATE POLICY AND PROCEDURES APPLICATION	3\1\81	1.5.6	1

APPLIES TO

☒ UNITED STATES ☒ INTERNATIONAL

PURPOSE\BACKGROUND

International affiliates are separate legal entities. The UCC-affiliate relationship should preserve the authority and accountability of the Board of Directors of the affiliate for the management of the affiliate, and recognize the legitimate rights and interests of host governments and non-UCC shareholders.

UCC has developed objectives, commitments, and systems of management which are defined and communicated by Corporate policies and procedures, and which are intended to apply, whenever feasible, worldwide.

However, it is recognized that the UCC objectives, commitments and systems of management may not always be applicable worldwide. Objectives, commitments, and systems may have to be modified or expanded, as necessary, to accommodate the scope and kinds of activities carried out in affiliates, and policies and procedures may have to be adapted, as necessary, to conform to the legal, political and social constraints on the affiliate.

POLICY

1. Corporate policies and procedures which are labeled as applicable to the international area are primarily directed to the UCC manager who has a line role to represent UCC's interests on the boards of directors of international affiliates. It is the duty of the UCC manager to encourage the board of directors of an affiliate to adopt the UCC policies and procedures, modified, as necessary, to conform to the scope and kind of activities carried out in the affiliate and to the legal, political, and social constraints on the affiliate, as the policies and procedures of the affiliate.

2. To expedite communication and understanding, UCC policies and procedures are to be sent to international affiliates, as issued, on a restricted basis as follows:

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UNION CARBIDE

CORPORATE POLICY

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- Category I Policies - to managing director\president and manager accountable for Category I type policies in affiliate.

- Category II Policies and Procedures - to managing director\president and manager accountable for functional area in affiliate.

3. Each affiliate is to develop its own Category I policies and Category II policies and procedures for general distribution to managers in the affiliate. These policies and procedures will be based on UCC policies and procedures, adapted, as necessary, to conform to the scope and kind of activities carried out in the affiliate and to the legal, political, and social constraints on the affiliate. Any changes from the substance of UCC policies are to be approved by the UCC Corporate Department which issued them.

4. Policies for distribution within an affiliate are to be on the affiliate's masthead. Policies printed on the Union Carbide Corporation masthead are not to be distributed to personnel in international affiliates, except as noted in Item 2 above.

5. Affiliate managements have an advisory role to UCC managers who have an accountability for worldwide policies and procedures, with the duty to communicate to the UCC manager the consequences of a proposed policy or procedure on their operations and to offer advice and recommend changes in the proposed policy or procedure that would make the policy or procedure equally effective but more efficient.

6. Each UCC Category II Policy and Procedure Manual applicable to the international area should contain this Category I Policy statement prominently displayed.

A22107

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UNION CARBIDE CORPORATE POLICY

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SCOPE

This policy applies to UCC and its affiliates worldwide in which UCC has a greater than 50 percent equity interest and is recommended for application in affiliates worldwide in which UCC has 50 percent or less equity interest.

DEFINITION

Category I policies and Category II policies and procedures are described and defined on Page 1 of the Introduction and Glossary of the Corporate Policy Manual.

APPROVED BY THE MANAGEMENT COMMITTEE ON JANUARY 26, 1981

- END -

A22108

UCC 009486

MEMORANDUM

MANAGEMENT OF HEALTH, SAFETY, AND ENVIRONMENTAL AFFAIRS
IN INTERNATIONAL AFFILIATES

The assignment of duties and delegation of roles and authority will be as follows:

To UCC Health, Safety, and Environmental Affairs Department

(1) Coordinating role applicable to area companies and international affiliates, with the duty and authority to issue policies which define the requirements for a management system for health, safety, and environmental issues and activities, including the compliance with, and responses to enforcement actions relating to governmental health, safety, and environmental laws and regulations and including the authority to approve the system for adequacy.

(2) Coordinating role to UCC managers with area business accountability for health, safety, and environmental standards (e.g., exposure limits, effluent concentrations) that international affiliates should adopt. These standards would be based on UCC standards, adapted as necessary to conform to the legal, political, and social constraints on the affiliate.

(3) The duty and authority to conduct periodic audits of area companies and international affiliates relative to health, safety, and the environment for adequacy of their management system and for compliance with health, safety, and environmental standards which have been established for areas or affiliates.

To U.S. Components

(1) Coordinating role for technical (i.e., process, mechanical, and layout design criteria and process and equipment operating instructions unique to process and product line) policies, procedures, and objectives for corresponding product line operations in international affiliates to meet the health, safety, and environmental standards established for the affiliate.

(2) Technical service role to international affiliates for achievement of health, safety, and environmental standards.

(3) The duty and authority to conduct periodic audits of international affiliates for conformance with technical (as defined above in (1)) policies, procedures, and objectives which have been established to meet health, safety, and environmental standards.

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To Area Companies and International Affiliates

(1) Development and administration of a management system, including policies, procedures, objectives, and audits, for meeting health, safety and environmental standards established for the area company or affiliate and for compliance with, and responses to, enforcement actions relating to governmental health, safety, and environmental laws and regulations, patterned after the UCC system but modified or expanded, as necessary, to accommodate the scope and kind of activities carried out in the area company or affiliate, and adpated, as necessary, to conform to the legal, political, and social constraints on the area company or affiliate.

(2) A coordinating role to define the technical services needed from U.S. components in order to meet the health, safety, and environmental standards which have been established for areas and affiliates.

(3) A coordinating role to define for the U.S. components the health, safety, and environmental standards which have been established for areas and affiliates and to which the technology and technical service being provided by the U.S. components must conform.

(4) An advisory role to keep U.S. components informed of developments in the area and affiliates which can impact on the technical services provided by U.S. components or on the technical (as defined above) policies, procedures, or objectives established by U.S. components for corresponding product line operations in international affiliates relating to health, safety, and the environment.

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SUBJECT	SECTION
FUNDAMENTAL PRINCIPLES	INTRODUCTION\TABLE OF CONTENTS
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An effective Corporate occupational health program will be maintained. This program is basic to the individual programs designated to meet the specific requirements of the Components. Qualified personnel and facilities will be provided by the Components in keeping with the size and nature of each operation. The following are the foundation of Union Carbide's occupational health programs and apply to every size and type of location.

People are our most important asset - their safety and health our responsibility.

Occupational and many non-occupational injuries and illnesses are preventable.

It is a primary responsibility of line management to define, initiate and maintain actions to prevent occupational injuries and illnesses.

Practices to protect worker health are good business. They are necessary considerations for a productive work force and for the operation of any facility. They must have equal importance with production efficiency, quality, cost control, safety and accident prevention. They must be planned, structured and implemented as a positive force for good employee relations.

Continuing education and training of all employees in occupational health are essential.

A22111

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It is a Corporate objective to plan, design, construct, operate and maintain facilities that are safe from personal injury and illness exposure. These factors shall be considered in estimates for capital funds and affirmed in each such request.

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OBJECTIVES OF THE CORPORATE OCCUPATIONAL HEALTH/MEDICAL/ INDUSTRIAL HYGIENE PROGRAM	INTRODUCTION/TABLE OF CONTENTS
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GENERAL

The Corporate Occupational Health/Medical/Industrial Hygiene Program provides the expertise and guidance to establish health programs that will meet the Corporate employee and social commitments, assure that component health programs are consistent with the Corporate health policies, establish health standards that will result in safe working conditions and provide management with professional input to manage health, medical and industrial hygiene issues properly.

OBJECTIVES

- Assist employees in maintaining their health by controlling exposure to the stresses and hazards of the work place.
- Evaluate the health status and capabilities of prospective and current employees and advise management on their placement in jobs which they can perform without endangering themselves or others.
- Provide medical care for occupational illnesses or injuries, utilizing consultants as indicated to achieve optimal recovery while conforming to the legal, political and social constraints on the affiliates.

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OBJECTIVES (CONTINUED)

- Provide emergency or primary care for non-occupational illnesses and injuries to enable the employee to continue work or, if needed, refer to outside medical professionals.
- Encourage and assist in rehabilitation of employees impaired by accident or disease, and evaluate disability claims under the UCC Pension Plan or Workers Compensation Laws in cooperation with Employee Relations Managers.
- Prepare, procure and present health education programs, provide pertinent health literature, encourage appropriate immunization programs and instigate primary intervention programs such as alcoholism, anti-smoking, hypertension, etc.
- Encourage health maintenance through periodic medical examination programs.
- Acquire and maintain expert knowledge for recognition and control of health hazards in the work place and assure that employees are informed of any hazards, the consequences of over exposure, and trained in the methods of control.

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OBJECTIVES (CONTINUED)

- Actively contribute to and closely cooperate with professionals engaged in other Corporate Programs such as Safety, Environmental Affairs and Product Safety.
- Aid employees in maintaining the best achievable state of health in order that:
  1. They may have effective job performance.
  2. They may reach an adequate adjustment to the job and its environment.
  3. They may have the lowest absenteeism compatible with health and safety.
  4. They may enjoy a longer productive employment and useful life.
- Provide medical and industrial hygiene consultation to departments and Components of the Corporation.
- Prepare policies and guidelines for the performance of occupational medical and industrial hygiene services, and provide evaluative guidance to managers on the services being provided by health professionals.
- Communicate to the employee all significant findings of each examination and advise appropriate action, noting in the medical record what has been done.

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OBJECTIVES (CONTINUED)

- Maintain medical and exposure records in a confidential manner.

- End -

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DEFINITIONS

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ACCIDENT

An undesired and unplanned event that results in harm to a person and\or damage to property.

ACTION LEVEL (AL)

Workspace concentration standard which is below the Permissible Exposure Limit as defined by OSHA.

ACUITY

Pertains to the sensitivity of a bodily organ in performing its function.

ACUTE TOXICITY

Short-term effects of exposure to poisonous substances.

ALLERGY

A response of a hypersensitive person to chemical and physical stimuli.

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ALVEOLI

Tiny air sacs of the lungs at the end of a bronchiole, through which gas exchange takes place by which the blood takes in oxygen and gives up its carbon dioxide in the process of respiration.

AMERICAN CONFERENCE OF GOVERNMENTAL INDUSTRIAL HYGIENISTS (ACGIH)

A professional organization devoted to the development of administrative and technical guidelines for worker health protection. (ACGIH defines TLV's). Membership is limited to professional personnel in government agencies or educational institutions engaged in occupational safety and health programs.

ANGIOSARCOMA

A rare form of cancer, originating in blood vessels, which may occur in the liver. Has been associated with exposure to vinyl chloride.

ANOXIA AGENT

A chemical causing a severe deficiency of oxygen reaching the tissues of the body and resulting in permanent damage if continuing exposure is permitted. Of special concern for fertile females in the workplace because of effect on the embryo-fetus.

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AREA COMPANIES

International components of Union Carbide. Includes UC Canada, UC Eastern, UC Europe, UC Mid-East-Africa, and UC Pan America.

ATTENUATION (Sound)

The reduction, expressed in decibels, of the sound intensity at a designated first location as compared with sound intensity at a second location, which is acoustically farther from the source.

AUDIBLE RANGE

The frequency range over which normal ears hear--approximately 20 Hz through 20,000 Hz. Above the range of 20,000 Hz, the term ultrasonic is used. Below 20 Hz, the term subsonic is used.

AUDIOGRAM

A record of hearing ability loss or hearing level measured at several different frequencies--usually 500 to 6000 Hz. The audiogram may be presented graphically or numerically.

AUDIOMETER

A signal generator or instrument which can be operated manually or automatically for measuring objectively the sensitivity of hearing in decibels referred to audiometric zero. Pure tone audiometers are standard instruments for industrial use.

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BENIGN

Not malignant; not recurring; associated with tumors.

BIOASSAY

Determination of the relative activity of a substance by comparing its biological effect on a test organism with that of a standard preparation. Bioassay also refers to analysis of toxic materials or their metabolic products in human tissue or excreta.

BRONCHIAL TUBES (Bronchioles)

Branches or subdivisions of the trachea (windpipe) which carry air into and out of the lungs.

CARCINOGEN

Any tumor-producing substance or agent.

CARCINOMA

Cancer in cells that line the body's internal and external surfaces (lung, breast, skin).

CHRONIC TOXICITY

Long-term effects of exposure to poisonous substances.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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CILIA

Tiny hair-like "whips" in the bronchi and other respiratory passages that normally aid in the removal of dust trapped on these moist surfaces.

COCHLEA

The auditory part of the inner ear which contains the nerve cells which when damaged results in hearing impairment.

COMPONENT

U.S. division or (International) Area Company.

CORPORATE

Applicable to Union Carbide Corporation and its affiliated companies (Note: "UCC" refers only to the parent company).

CRITERIA DOCUMENT

Results of research on hazards to health and safety or standards prepared by NIOSH for OSHA, often with recommendations for establishing occupational health standards. It is not a regulation or a standard and has no legally enforceable aspects.

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DECIBEL (dB)

A dimensionless unit used to express a logarithmic ratio between a measured quantity and a preference quantity. It is commonly used to describe the levels of acoustic intensity, acoustic power sound pressure levels, and hearing threshold when a reference quantity is specified.

DIVISION (UCC)

A U.S. component of UCC.

EMPHYSEMA

A lung disease resulting from the enlargement of the alveoli accompanied by destruction of normal tissue.

EPIDEMIOLOGY

A branch of medical science that deals with the incidence, distribution, and control of disease in a population. In Union Carbide this would most likely be studies to determine health effects from exposure of employees to substances in the workplace.

ETIOLOGY

The study or knowledge of the causes of disease.

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EXPOSURE INFORMATION

Work assignment history, applicable area sampling data, specific industrial hygiene sampling results and other applicable data as defined by OSHA or other government agencies concerning Union Carbide employees obtained by industrial hygiene or health physics department personnel. The written exposure data is the employee's exposure record.

GENOTOXIN

All-encompassing term coined to describe any substance - carcinogen, mutagen, or teratogen - that somehow adversely affects genetic development.

GUIDELINE

A suggested method of sound operation which has been proven effective. Other methods are acceptable only if they produce equivalent results.

HAZARD

A dangerous or perilous condition, potential or inherent, which can bring about an interruption or interference with the expected orderly progress of an activity or individual.

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INCIDENT

An undesired event that could, under different circumstances (time, distance, etc.) have resulted in an accident.

INSPECTION, HEALTH

An examination of a specific item or group of items to detect unhealthful conditions and practices before they produce a problem.

IN VITRO

Outside the body, usually refers to test methods conducted in test tubes and petri dishes.

IN VIVO

In living organisms, usually refers to test methods involving animal experiments.

LATENT PERIOD

The time which elapses between exposure and the first manifestation of damage.

LC_{50}

The airborne concentration of a given substance that when inhaled over a period of time will kill 50% of the animals under test.

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LD_{50}

The oral dose which is required to produce death in 50% of the exposed species, usually within the first 30 days.

LEUKEMIA

Progressive proliferation of abnormal leukocytes found in blood forming tissues, other organs and usually in the blood in increased numbers.

LYMPHOMA

A malignancy in the lymphoid tissue of the body.

MALIGNANT

Tending to become progressively worse and to result in death. In the case of a neoplasm, having the property of uncontrollable growth and dissemination, or recurrance after removal, or both.

MANDATORY MEDICAL EXAMINATIONS

Such examinations are required as a condition of employment for affected employees. Examples are: preplacement physicals; transfer or promotional opportunity physicals; medical surveillance required for continued participation in the Job either by the Corporation or governmental regulation (e.g., airplane pilots); and Company-required

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MANDATORY MEDICAL EXAMINATION

examinations for the determination of occupational health risk, whether pursuant to law or otherwise.

MEDICAL INFORMATION

Diagnosis, medical opinions and other medical information concerning Union Carbide Corporation employees obtained by medical department personnel. It may be in oral or written form. When written, it is part of the employee's medical record.

MEDICAL REPORTS

Referral letters or recorded verbal discussions from or with medical professionals not employed by Union Carbide Corporation, e.g., physicians, nurses, physiotherapists, physchologists, etc., and summaries, notes, etc., not related to specific visits or requests for medical services by an employee patient.

MELANOMA SKIN CANCER

A rare form of cancer which originates in certain skin lesions and spreads to the internal organs.

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METASTASIS

A secondary growth of a malignant tumor in another part of the body, i.e., spread of cancer from the primary tumor to other parts of the body.

MORBIDITY

The relative incidence of disease.

MORTALITY

The death rate.

MUTAGEN

A chemical or physical agent that induces genetic mutations.

NARCOSIS

Stupor or unconsciousness produced by chemical substances.

NATIONAL CANCER INSTITUTE (NCI)

One of the ten institutes within the National Institutes of Health, part of the Department of Health and Human Services.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH (NIOSH)

The "research arm" for OSHA. Established in the Department of Health and Human Services to (1) develop and recommend occupational safety and health standards for OSHA and (2) perform research and training functions connected with the Act.

NEOPLASM

A new growth of tissue serving no physiologic function.

Syn: Tumor.

NOISE

Unwanted sound. Unwanted because it can cause annoyance, interfere with speech or communication, and/or cause hearing impairment.

NON-OCCUPATIONAL DISPENSARY VISITS

Visits for diagnosis, treatment or advice on injuries or illnesses not claimed to have arisen out of or in the course of employment but which affect the employee's ability to perform his/her job. They do not include treatment, etc., of an employee by the company contract physician in his capacity as the employee's private physician.

OBJECTIVE

An end toward which effort is directed.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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OCCUPATIONAL DISPENSARY VISITS

Visits for diagnosis, treatment or advice on injuries or illnesses alleged or accepted to be compensable under Workers Compensation laws in the state where the Union Carbide Corporation facility is located.

OCCUPATIONAL HEALTH RISK

Any chemical material or physical stress in the workplace that needs to be measured or controlled as required by Union Carbide, or is a risk as mandated by law.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)

A Federal Agency in the Department of Labor having the primary responsibility of setting and enforcing standards and in establishing training programs for workers. OSHA must consider economic and technical feasibility in setting standards.

ONCOLOGY

Study of tumors.

PERMANENT THRESHOLD SHIFT (PTS)

The hearing loss suffered as the result of noise exposure which cannot be recovered.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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PERMISSIBLE EXPOSURE LIMIT (PEL)

Term used in OSHA health standards. In many OSHA standards, it is the same as TLV.

PHYSICAL HARM

Injury and/or illness as well as adverse mental, neurological, or systemic effects resulting from exposure.

PNEUMOCONIOSIS

A chronic disease of the lungs resulting from the inhalation of various kinds of dusts. The pneumoconioses which include siderosis (iron oxide), silicosis (free silica), asbestosis (asbestos), etc., generally require a period of years for development.

PNEUMONITIS (Chemical)

Inflammation of the lungs resulting from inhalation of chemical vapors and characterized by an outpouring of fluid in the lungs.

POLICY

A continuing directive applying to recurring questions and problems important in setting the limits and direction of managerial action through which objectives of the enterprise are to be reached. The limits of authority within which managers can operate independently.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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PRACTICE

Critical practices that should be followed to insure success in results to be achieved.

PRESBYCUSIS

The hearing loss normally occurring due to age because of the degeneration of the nerve cells due to the ordinary wear and tear of the aging process.

PROCEDURE

A standardized method of performing specified work. Procedures implement policies and explain the "how" by which objectives are obtained.

REGULATED AREA

An identified geographic workspace where a regulated chemical or physical stress is present at or above the regulatory levels specified for the workspace. Such areas must be identified by appropriate warning signs and certain information concerning the area, affected personnel, and exposures communicated to OSHA.

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Union Carbide trial exhibit UC-4353: Union Carbide Corporate Policy 1.5.6, International Affiliates: Corporate Polic... Published by AsbestosClaims.Law
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REQUESTED MEDICAL EXAMINATION

Such examinations are those which the Company makes available to an employee and relates to identified occupational health risks, or is an examination legally mandated to be made available to employees, under Occupational Safety and Health Administration regulations or otherwise.

RESPIRABLE (dust)

Term used to indicate particulate matter which can be inhaled. Generally considered to be ten microns or less in aerodynamic diameter.

RISK

Hazard; peril; the probability of occurrence of a loss, injury or illness producing event.

RISK MANAGEMENT

The identification, analysis and evaluation of risk, and the selection of the most advantageous method of treating it.

SARCOMA

Cancer in connective tissues, including bones.

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SENSORINEURAL (hearing loss)

The type of hearing loss which affects the inner ear.

SOUND PRESSURE LEVEL (SPL)

The level, in decibels, of a sound is 20 times the logarithm to the base 10 of the ratio of the measured pressure of this sound to the reference pressure. The references pressure is 0.0002 dynes/cm^2 or in metric 20 micropascals.

TEMPORARY THRESHOLD SHIFT (TTS)

The hearing loss suffered as the result of noise exposure; all of which is recovered during an arbitrary period of time.

TERATOGEN

An agent or factor that causes the production of physical defects in a developing embryo or fetus.

THRESHOLD LIMIT VALUE (TLV)

The time-weighted average (TWA) concentration for a normal 8-hour workday or 40-hour workweek, to which workers may be repeatedly exposed, day after day throughout their working lifetime without adverse effect on health or comfort. (See American Conference of Governmental Industrial Hygienists).

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TLV-C - CEILING EXPOSURE LIMIT

Ceiling concentration never to be exceeded even for an instant.

TLV-STEL - SHORT-TERM EXPOSURE LEVEL

Maximum concentration for 15 minutes, no more than four times a day, at least one hour in between.

TIME-WEIGHTED AVERAGE (TWA)

The average concentration for any given material, weighted over an appropriate period of time (i.e., 15 minutes, 8 hours, etc.). Time-weighted averages permit excursions above the limit (TLV) provided they are compensated by equivalent excursions below the limit during the workday, except where the TLV is specified as a ceiling concentration.

TOXICOLOGY

The study of the nature and action of poisons.

TOXIC SUBSTANCES CONTROL ACT (TSCA OR TOSCA)

Federal legislation, effective January 1, 1977, regulating chemical substances in manufacturing, processing, use and disposal which present "an unreasonable risk of injury to health or the environment". Administered by the Environmental Protection Agency.

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TUMORIGEN

An agent that produces or tends to produce tumors.

UNION CARBIDE

UCC and affiliated companies.

UNION CARBIDE CORPORATION (UCC)

The parent company, excluding affiliated companies.

VOLUNTARY MEDICAL EXAMINATION

Such examinations are those made available to employees whether or not holding jobs with identifiable health risks. These examinations are undertaken at employee option.

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