

Business Partner CSR Guidelines

NAKANISHI INC.



Introduction

NSK's corporate activities are founded on our raison d'être of "creating brilliant progress" as a way so the society in which we live can make better progress. In addition, we also hold that the definition of a company is a social system that seeks happiness and contributes to the expectations of society and the happiness of people through the exchange of value. This raison d'être and company definition are defined as our basic principles and management philosophy, which all officers and employees must abide by, and we work to ensure they are all aware of them. In addition, we are committed to meeting society's expectations in terms of safety, quality, compliance, environmental protection, stable supply and fair value.

We created our Business Partner CSR Guidelines as a way to respond to the expectations of society in collaboration with all our business partners. We request business partners to understand the main purpose of the guidelines and strengthen our supply chain together.

Requests to Business Partners

■ Provision of Value that Contributes to Society

Business partners shall provide stable supply that takes into consideration the maintenance and improvement of product quality, compliance with delivery times and business continuity as well as value that has advantage in the market.

■ Compliance

Fair and Equitable Trade

Business partners shall respect free competition and promote fair and equitable trade with a high level of transparency.

Compliance with Laws and Regulations

Business partners shall comply with the laws and regulations of countries and regions related to corporate activities.

- Laws and regulations related to product safety
- Anti-monopoly laws
- Laws on the prevention of late payments to contractors and other similar issues
- Laws regarding foreign exchange and overseas trade
- Laws and regulations applicable to corporate activities, such as those related to labor and the environment

Prohibition of Bribery as Well as Provision and Acceptance of Inappropriate Benefits

Business partners are prohibited from providing and accepting entertainment, gifts, money, etc. for the purpose of obtaining inappropriate benefits or preferential treatment. They are also prohibited from providing benefits and such to antisocial forces.

Protection of Intellectual Property

Business partners shall respect intellectual property rights such as copyrights and patents. They are also prohibited from violating these rights.

Protection of Confidential and Personal Information

Business partners shall tightly manage confidential and personal information obtained through transactions with NSK.

Human Rights and Labor

Respect for Human Rights

Business partners are prohibited from taking inhumane actions, such as sexual or power harassment, against employees.

Elimination of Discrimination

Business partners are prohibited from all kinds of discrimination against individualities protected by laws and regulations.

Prohibition of Child Labor

Business partners are prohibited from employing workers below a minimum age. This age is either the minimum working age as established by the respective countries and regions, or the age of completion of compulsory education, whichever is higher.

Prohibition of Forced Labor

Business partners shall comply with the laws and regulations established by the respective countries and regions. They are prohibited from using labor such as forced labor, debt bondage and labor from slaves and human trafficking.

Creation of Safe and Healthy Workplaces

Business partners shall give top priority toward ensuring safety and health and promote the prevention of accidents and disasters so that all employees can work with peace of mind.

Environment

NSK Green Procurement

Business partners shall comply with the separately established NSK Green Procurement Guidelines, and reduce the hazardous chemical substances contained in products and services.

Prevention of Environmental Pollution

Business partners shall strive to reduce chemical substances that impact people's health and ecosystems. In addition, they shall prevent environmental accidents where hazardous substances are leaked and thoroughly manage such substances.

Promotion of Measures for Global Warming Prevention and Resource Conservation

Business partners shall promote energy and resource conservation in all corporate activities.

■ Initiatives for Conflict Minerals Issue

For mineral and natural resources, business partners are prohibited from procuring from suppliers who are involved with organizations that have severe impact on local communities, such as regional conflicts, human rights abuses and environmental destruction.

* Four types of minerals—tantalum, tin, tungsten and gold—produced in the Democratic Republic of the Congo and neighboring countries have been reported as being a source of funding for local armed groups and designated as conflict minerals. Companies listed in the United States are obligated by law to disclose the state of conflict minerals use, and NSK also conducts such investigations. To confirm the state of conflict minerals use, NSK may request for information disclosure, and business partners are asked to cooperate when they receive such requests.

Regarding Provision and Handling of Information

NSK may request for the provision of information to understand the state of initiatives, green procurement and efforts against conflict minerals at our business partners. In addition, we may visit business partners to confirm the provided information. Note that we will not provide to external parties the information that is provided to us without permission. However, we may provide to our customers the information about the state of use of environmentally restricted substances and conflict minerals.

For Inquiries

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