

NSK Human Rights Policy

The NSK Mission Statement is “NSK contributes to a safer, smoother society and helps protect the global environment through its innovative technology integrating Motion & Control™. As a truly international enterprise, we are working across national boundaries to improve relationships between people throughout the world.”

In order to conduct business activities in accordance with our Mission Statement and to become a company that is needed and trusted by society, we are committed to act responsibly in society. To this end, the NSK Code of Corporate Ethics clearly states that we must not, for any reason, engage in discrimination or in violation of human rights.

The NSK Human Rights Policy is grounded in the recognition of the importance of respecting the human rights of our stakeholders, assessing the impact of our business activities on the human rights of these stakeholders, and preventing and mitigating such impact, based on the United Nations Guiding Principles on Business and Human Rights.

The NSK Human Rights Policy applies to all officers and employees of the NSK Group. We also require our business partners, suppliers, and others, to respect this policy and to implement initiatives to respect human rights.

1. Commitment to Respecting Human Rights

We are committed to respecting human rights under international norms such as the International Bill of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, in accordance with the United Nations Guiding Principles on Business and Human Rights, and to respecting the human rights of all stakeholders related to our business activities.

We also pledge to comply with applicable laws and regulations of the countries or regions in which we operate. Where there is conflict between internationally recognized human rights and the laws of a country or region, we seek ways to respect internationally recognized human rights to the greatest extent possible.

2. Human Rights Due Diligence

We will implement human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights. We identify the direct and indirect adverse impacts on human rights that occur or may occur—not only in own business activities, but also in the supply chain of raw materials and parts, the use of our products and services by customers, and the disposal of products after use—as well as the affected stakeholders, in order to prevent or mitigate adverse impacts.

3. Education and Training

We will provide the necessary education and training in order to enable our officers and employees to effectively implement the content of this policy.

4. Information Disclosure

We will periodically evaluate and review the progress of our human rights initiatives, strive to continuously improve these initiatives, and disclose the status of progress through our corporate website and other communication platforms.

5. Corrective Measures and Remediation

If it becomes known from internal or external sources that our business activities, products, or services have caused an adverse impact on the human rights of stakeholders, we will engage in a sincere dialogue with the people concerned and endeavor to remedy the situation. We will also handle any grievances through a point of contact where stakeholders can consult in relation to human rights issues, and will strive to cooperate in solving problems or implementing remedies.

October 13, 2022

A handwritten signature in black ink, reading "A. Ichii". The signature is written in a cursive, flowing style.

Akitoshi Ichii
President and Chief Executive Officer
NSK Ltd.