



Material Issue: Safety Management

Why Safety Management Matters

Improving workplace safety not only ensures employees' peace of mind but also leads to harmony with local communities and the reduction of risk in business development. Regarding safety management as one of its most important management issues, NSK is working on safety improvement activities on a global basis under its Mid-term Management Plan, which positions "safety, quality, and compliance" as the foundation of activities that should be strengthened.

NSK's Approach

To protect the safety and health of each and every employee, NSK undertakes initiatives with the following basic philosophy: "Safety is the first and foremost priority. The Company should establish safe, secure, and comfortable workplaces, no matter the level of output demand."

We believe that safe workplaces can only be achieved by promoting global standards to improve unsafe facilities, by encouraging information sharing, and by fostering a culture where employees feel free to challenge one another on the safety of their actions.

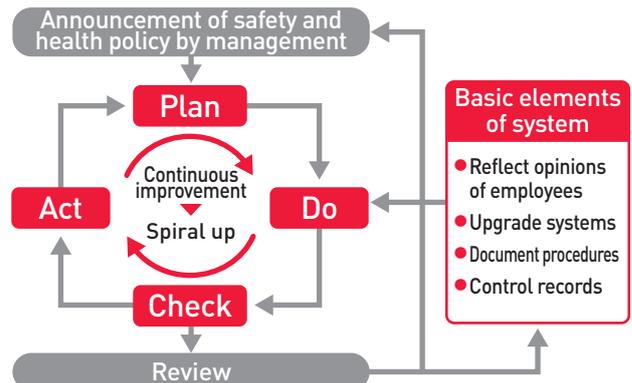
Occupational Safety and Health Management System

NSK realizes how important it is to be always proactive about safety and health at its workplaces, which support the Company's manufacturing operations, and to provide a work environment that allows all employees to reach their full potential. Based on this conviction, NSK has developed an occupational safety and health management system that complies with OHSAS 18001 and other related regulations, and we strive to foster a "safety first" culture that fully engages all employees at each of our sites.

We share information on any occupational health and safety incidents that do occur on a global basis and always work to prevent a recurrence of similar incidents by taking effective measures.

Following the issue of ISO 45001, the international standard covering occupational health and safety management systems, we are conducting activities globally with the intention of obtaining this certification.

Occupational Safety and Health Management System



Lost-Time Injury Frequency Rate

	FY2015	FY2016	FY2017
In Japan	0.32	0.28	0.23
Outside Japan	0.91	0.89	0.79
Global	0.70	0.68	0.59
Japan's Manufacturing Industry (Average)	1.06	1.15	1.02

Lost-time injury frequency rate = Number of persons absent from work due to occupational accidents ÷ Total actual working hours × 1,000,000.
Defined as occupational accidents involving one or more days of absence from work.

NSK's Social Contribution Initiatives



To create sustainable societies, it is crucial for companies to actively address social issues and to conduct their business activities with an awareness of local community development.

Having positioned three priority areas for its social contribution initiatives—promotion of science and technology, development of the next generation, and mutual harmony and benefit with communities—NSK undertakes wide-ranging initiatives, such as providing aid to research institutions, providing scholarships, offering students work experience opportunities, holding classes about bearings, and planting trees.

To Familiarize Children and Students with Science

NSK sees children and students, the torchbearers of the future, as important stakeholders. NSK holds factory tours and science workshops to familiarize children and students with science and spark their interest. In addition, we set up the "Bearing Lab" display booth at the Science Museum (in Kitanomaru Park, Tokyo), where visitors can learn while "seeing, touching and experiencing" friction and bearings.



Science workshop for children



"Bearing Lab" display booth at the Science Museum

Provide Support Through the NSK Scholarship Foundation

NSK established the NSK Scholarship Foundation in April 2017 for the purpose of supporting the development of the advanced future generations of human resources that will contribute to solving various problems surrounding the world, such as conflict and hunger, measures to combat climate change, and nature conservation. Through the foundation, NSK pays the tuition fees, living expenses and traveling expenses of Japanese students who wish to study at overseas research institutions or graduate schools or to Asian students studying at graduate schools in Japan.



Foundation information

- Name: NSK Scholarship Foundation
- Founded by: NSK Ltd.
- Chairman: Norio Otsuka, Senior Advisor, NSK Ltd.
- Location: Nissei Bldg., 1-6-3 Ohsaki, Shinagawa-ku, Tokyo, 141-8560, Japan
- Established: April 11, 2017

Business description

- Provision of scholarships to Japanese students for study abroad at research institutions or graduate schools
- Provision of scholarships to students from Asia for study at graduate schools in Japan

In fiscal 2017, NSK Scholarship Foundation selected and provided scholarship support to three Asian students. The foundation will continue to select and support scholarship students from fiscal 2018 onward.