

Based on the safety philosophy of Respect for Human beings, we aim to eliminate occupational accidents by realizing our management philosophy through a wide range of global business activities such as product and parts development, design, material procurement, manufacturing, sales, and quality assurance, and through these activities, we will continuously and proactively promote risks and opportunities related to occupational health and safety.

In particular, "occupational health and safety" shall be positioned as one of the important issues that are the foundation of management, and it will lead to the continuous raising of safety awareness of each working person.

- (1) We will comply with relevant laws and regulations and achieve safety targets in all business areas.
- (2) In order to raise the awareness of safety behavior that all working people "safety first", we will strive to create a system that further encourages responsibility and action.
- (3) All departments investigate and evaluate the potential hazards, hazards, and opportunities in the workplace through risk assessments and strive for continuous improvement.
- (4) In order to implement detailed occupational health and safety activities that match the actual situation of each workplace, the Company has established occupational health and safety targets and will promote them in the business plan.
- (5) Recognizing that the mental health of working people is an important issue for the happy lives of working people and their families, and for the productivity of workplaces and the creation of vibrant workplaces, we will work to create mental health in a broad sense, including compliance with laws and regulations and in activating communication with representatives of working people and working people.
- (6) All working people will implement, maintain, and continuously improve the occupational health and safety management system.
- (7) We will promote our commitment to consultation and participation of working people and representatives of working people.

May 1, 2020 President and REPRESENTATIVE DIRECTOR,
NIPPON SEIKI CO., LTD.

The company is committed to providing a safe and healthy working environment, for the prevention of work-related injury and ill health, with suitable welfare facilities for all employees. This extends to ensuring the safety and health of others who may be affected by the company's business activities.

To ensure compliance with legal and other requirements as a minimum, and the effective implementation of this policy, specific responsibilities are delegated to

- have the responsibility to set OH&S objectives, which shall ensure a safe and healthy working environment for the prevention of work-related injury and ill health, and to ensure adequate resources are provided for the effective implementation of this policy.

All managers and supervisory staff:

- have the responsibility for the implementation and compliance with this policy.
- have the responsibility to ensure the health and safety of employees within their areas of responsibility, and all activities are adequately assessed, controlled and monitored.
- have the responsibility to ensure adequate health and safety information, instruction, training and supervision is provided to all employees.
- have the responsibility to maintain a safe working environment and that all health and safety rules and controls are implemented, maintained and followed.

HS&E Manager:

- has the responsibility to provide advice guidance and assistance on health and safety matters, occupational health monitoring requirements, investigating serious incidents, training and to report on health and safety performance.

The company also recognises that the co-operation and involvement of all employees is essential to the successful implementation of this health and safety policy. All employees regardless of position or authority have the responsibility to:

- Take care of their own health and safety and that of others who may be affected by their acts or omissions.
- Cooperate with the company on health and safety matters.
- Observe all safety rules & carry out safe working practices at all times.
- Not interfere with or misuse anything provided in the interests of health, safety and welfare.

Details of all health and safety responsibilities and arrangements as part of implementation of this policy are specified within health and safety procedures and related documents.

Effective health and safety will incorporate, but is not limited to:

- Active communication and consultation with employees and their nominated representatives on matters affecting health and safety.
- Provision of statutory occupational health surveillance.
- Providing safe and suitable machinery and equipment for its intended use, which is adequately guarded and maintained in a safe working condition.
- Arrangements for safe storage, handling, use and disposal of substances/chemicals.
- All employees are adequately instructed, trained, competent and supervised on safe working practices that need to be followed.
- Safe movement of materials, components and vehicles.
- Suitable personal protective equipment is provided and used to reduce the risks of injury or ill health from hazards that cannot be adequately controlled by other means.
- Contractors are effectively managed, informed about company safety rules, associated hazards, and they are controlled so as not to create unnecessary risks to the company, to themselves or others who may be affected by the work they are undertaking.
- A competent person(s) is available for company advice, guidance and assistance with health and safety matters.

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Managing Director UK-NSI Co. Ltd.