

We, Nippon Seiki Co., Ltd. realize our management philosophy through our global and wide-ranging business activities such as product development, design, procurement, manufacture, sales and quality assurance, based on a respect for human dignity as a safety philosophy.

Also, through these business activities we aim to eradicate labour accidents by improving our continual and constructive activities for labour health and safety.

Especially, we recognize that the labour health and safety is one of the main issues which can support company management. We aim to raise safety awareness of each employee continually.

1. We work on the observance of applicable laws and regulations and aim to achieve the safety target in all business domains.
2. We continue systematizing to encourage each employee's responsibility and action in order to raise the safety action awareness as "Safety first".
3. We investigate and evaluate the potential risks and hazards of the workplace and try to remove those risks before anything happens.
4. We operate our managerial system of health and safety effectively and improve it continually.
5. We enhance activities of health and safety with match workplace's conditions of each NS Group as a part of globalization of business management.
6. We recognize the importance of employee's mental health to have a happy family life, improve productivity and energize the workplace, work on to reduce overtime work, to promote paid holiday planning, to observe labour hour regulation and to promote good mental health by activating communication in the workplace as well as treatment for mental health disorder.

June 28, 2017

Morito Sato

Representative Director, President
NIPPON SEIKI

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 and Health and Safety Advisor:

- 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.

Sign: *Masashi Toriue*

Managing Director UK-NSI Co. Ltd.