

## **NSK EUROPE LTD - SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **INTRODUCTION**

This is the modern slavery and human trafficking statement of NSK Europe, being NSK Europe Ltd and all its UK subsidiaries and affiliated companies (the "NSK Europe Group") for the financial year ending 31<sup>st</sup> March 2016.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. Respect for human rights, the prohibition of child labour and prohibition of forced labour (Modern Slavery) remains a serious issue in global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. NSK Europe is committed to combatting all such forms of modern slavery.

### **ORGANISATION STRUCTURE**

The NSK Europe Group is wholly owned by NSK Ltd, Japan. NSK Europe Ltd has its head office in the UK with manufacturing, engineering, sales and distribution facilities/companies in the UK and across Europe, the Middle East and Africa.

### **OUR BUSINESS**

NSK products and solutions are everywhere where something is moving – often deployed under the hardest of conditions. Our high precision roller bearings and ball bearings are spinning away in wind turbines and machine tools, our linear systems are hard at work in production lines, while our automotive products are to be found in vehicles from just about every major auto manufacturer.

### **OUR SUPPLY CHAINS**

Our manufacturing base and supply chains include the sourcing of raw materials and components on a global basis.

### **OUR POLICIES ON MODERN SLAVERY**

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our Ethics Policies and Supplier CSR Guidelines reflect our commitment to acting with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.

- NSK Code of Corporate Ethics (Established 22 February 2002, Revised: 1 May 2014)
- NSK Compliance Guidebook 2015 (March 2015)
- NSK Supplier CSR Guidelines (September 2013)

## **DUE DILIGENCE PROCESSES FOR MODERN SLAVERY**

As part of our initiatives to identify and mitigate risk:

- NSK has a clearly defined internal and external CSR policy which incorporates the relevant topics related to Modern Slavery
- Our procurement team issue a self-assessment questionnaire to suppliers to assess their understanding and compliance with the NSK CSR Guidelines

## **SUPPLIER ADHERENCE TO OUR VALUES**

We expect all those in our supply chain comply with our values.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery in our supply chains and our business, we provide training to relevant members of staff using the NSK E-Learning facility.

## **OUR EFFECTIVENESS**

We are taking the following steps to measure how effective we have been in ensuring that our policies in respect of human rights, the prohibition of child labour and prohibition of forced labour have been implemented in our business and supply chains:

- Annual CSR Report (NSK Global) defining steps and measures undertaken by the NSK Ltd Group
- Direct material suppliers - CSR self-assessment questionnaires issued during FY15, 50% returned and assessed, others being progressed
- Indirect material suppliers and service providers - activity planned for FY16
- Auditing the Supply Chain - activity planned for FY16

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been adopted by NSK Europe Ltd and all NSK Europe Group companies in the UK as their respective slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2016.

Approved by the Board of Directors, 1<sup>st</sup> June 2016



Dr J Ackermann  
Chief Executive Officer  
NSK Europe Ltd.