

Establishment of the Nabtesco Group CSR-Oriented Procurement Policy

Nabtesco Corporation (headquarters: Chiyoda-ku, Tokyo; President & CEO: Kazuaki Kotani) hereby announces that it has established the Nabtesco Group CSR-Oriented Procurement Policy.

Based on its corporate philosophy, “The Nabtesco Group, with our unique motion control technology, will provide safety, comfort and a sense of security in daily lives as well as any form of transportation,” Nabtesco has been supplying a range of important components of social infrastructure that supports people’s lives, while proactively conducting CSR activities.

Nabtesco has been placing emphasis on CSR also in its relationships with suppliers, and in order to fulfill its CSR even more firmly across the supply chain, the company has newly established the Nabtesco Group CSR-Oriented Procurement Policy.

Based on the Policy, Nabtesco will foster CSR-oriented procurement across the Group to meet the expectations of a range of stakeholders, including customers, while enhancing partnerships with suppliers.

**【Nabtesco Group’ s CSR-Oriented Procurement Policy】**

**1. Compliance with Laws and Regulations and the Establishment of Corporate Ethics**

- (1) Compliance with the laws, regulations and social norms implemented in the countries and regions where the company conducts business activities
- (2) Transparent transactions, which are based on fair and free competition and in compliance with the antimonopoly-related laws and regulations
- (3) Appropriate export and import control based on the related laws and regulations
- (4) Prohibition of the inappropriate transfer of money and other benefits and of illegal political contribution and donation
- (5) Prohibition of the inappropriate treatment of confidential information, personal information and intellectual property rights in relation to business activities
- (6) Assurance of accountability and transparency to society through proactive disclosure of information

**2. Respect for Human Rights**

- (1) Prohibition of inhumane labor, including forced labor and child labor
- (2) Elimination of all forms of discrimination based on race, nationality, religion, age, gender and

others

**3. Consideration to Employees**

- (1) Respect for workers' rights, including the payment of appropriate salaries and proper management of working hours
- (2) Provision of safe and clean workplaces where employees can work healthily and with ease of mind

**4. Provision of Valuable Products and Services**

- (1) Establishment of a business process to ensure the provision of safe and comfortable products and services that people can use with a sense of security
- (2) Establishment of a system to ensure the stable supply of products and services that are competitive in the market in terms of quality, pricing and delivery deadlines

**5. Consideration to the Environment**

- (1) Establishment of an environmental management system to foster sustainable business activities
- (2) Reduction of environmental impact through the development of environmentally friendly products, contribution to the mitigation of climate change, reduction of waste and strict management of chemical substances

**6. Consideration to Local Communities and Society**

- (1) Respect for cultures and customs of the regions and society where the company conducts business activities
- (2) Harmony with local communities and society and contribution to the communities and society