

Responsibility to Employees

We work to create a safe, comfortable workplace where our diverse personnel can thrive in their work

Efforts to maintain a good work-life balance

NTN opens a daycare at Iwata Works to help employees with their child-care

Our company has always been active in creating systems to support the next generation and promote the advancement of women. In fiscal 2007, we started the “mom-back system” to allow female employees time to raise children. We also introduced a “babysitter utilization support system.” Through efforts like these, we strive to create a workplace that is pleasant to work in.

In fiscal 2008, we established an action plan to work toward “creating an environment that minimizes career interruptions from raising children.” As part of this effort, we established an intra-company daycare in April 2009 called “Bear Kids Land” at Iwata Works to help employees with their child-care and give them peace of mind. This is the first intra-company daycare at NTN.

“Bear Kids Land” accepts children on a temporary basis, as well as for extended periods in case the parent has to work overtime. As of June 2009, 16 people use this system. This facility is able to handle children with allergies and all meals are cooked on site. The single-story facility is made of natural wood with environmentally-friendly solar power. It is also

earthquake-resistant so that it may be used as an evacuation center.

We plan to build similar facilities at Kuwana Works and Okayama Works.



“Beana” (left) and “Beata” (right), the mascots of “Bear Kids Land”

We consider a home-like warmth to be important

Kanako Tominaga

Bear Kids Land
Daycare Manager



We carefully create a home-like warmth at this small daycare so that NTN employees can have peace of mind when they drop their children off. I wish everyone could experience the joys of seeing these children grow up every day.

“Bear Kids Land,” Iwata Works

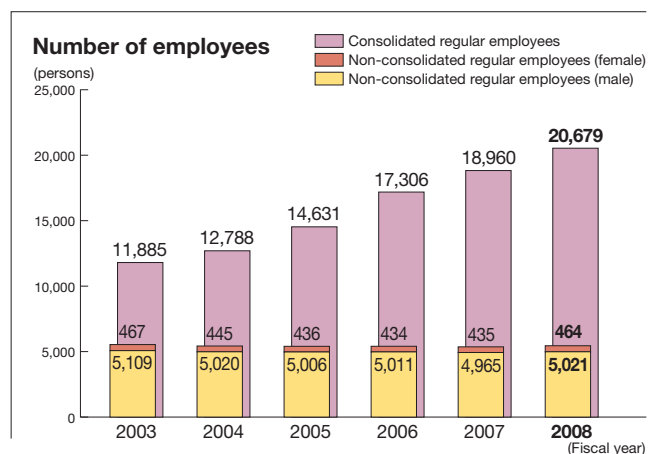


Our employees

A large increase in overseas employees; a gradual increase in the number of female engineers in Japan

In fiscal 2008, there was a slight increase in the number of domestic employees, but we expanded our hiring of female engineers. Also, the addition of SNR ROULEMENTS as a consolidated group company dramatically increased the number of overseas employees. The worldwide economic downturn in the latter half of fiscal 2008 has necessitated significant cuts in production, but we will make any adjust in our labor force in compliance with all relevant laws.

Our company has a system of bolstering the ranks of persons being trained in the company's skills with temporary employees. Temporary employees who master certain skills are registered as regular employees. In fiscal 2008, 105 employees were registered in this way.



Diversity in the workplace

Supporting opportunities for female employees

Increasing the diversity of our labor force, particularly the advancement of women, is key to improving our competitiveness as a corporation. This is why we started the "Advancement of Women" project in October 2007 to solve problems with corporate culture, employee awareness, and in the systems at NTN, as well as to carry out activities to promote the abilities of women.

In fiscal 2008, the a workplace in which women can excel was explored in terms of awareness, corporate culture, systems, developing abilities, and education. Company magazines were issued, and those who were being promoted to management or supervisory positions went through training to raise awareness. In addition, maternity leave was increased to a year and a half.

Giving opportunities for people to use their abilities after retirement

This company has had a system in place since 1982 to re-employ employees with a high degree of skill. In 2006, we revised our system for re-employing individuals in their early 60s for continuous employment according to revisions to Japan's Act on Stabilization of Employment of Elderly Persons.

This system is for employees who satisfy all employment standards such as willingness and desire to work, attitude, health, and strength. There are two options in this program. The first is the Skill Transfer option, which allows participants to pass on their technical skills, abilities, and professional knowledge to young employees. The second is the Full Excellence option, which allows participants to utilize the skills they have developed through the years to work. In 2008, we re-employed 116 individuals.

Supporting the employment of the disabled in our "Dream Workshops"

We have set aside workplaces that allow us to help disabled people excel and become independent, and we work to employ disabled people.

In addition to the employment of disabled people at various workplaces, under the motto "creating pleasant workplaces where disabled persons play an important role," we created "Dream Workshops" at Iwata Works, Kuwana Works, and Okayama Works in 2004. In these workshops, disabled persons take responsibility and have a sense of purpose in their work as they carry out their duties with experienced employees. As of June 2009, 10 persons work in these workshops. We will work to further diversify the work at the "Dream Workshops" and to increase the number of employees who work there.

In fiscal 2008, we had 83 disabled employees, who make up 1.84% of our workforce, meeting Japan's legal requirement of 1.80%.



Work in progress at the "Dream Workshops"

NTN Group magazine integrated into a single global edition

Until fiscal 2008, there were two separate editions of the NTN Group magazine — one for group companies in Japan and one for overseas companies. In fiscal 2008, these two editions were combined into a single international group magazine to foster a sense of global company unity. This magazine is distributed to group companies in Japan and overseas.

The new group magazine, "BLUE HORIZON," is a bilingual magazine in both Japanese and English. By sharing the same information with employees in Japan and overseas in a timely manner, we are strengthening the relationships between employees working hard around the world.



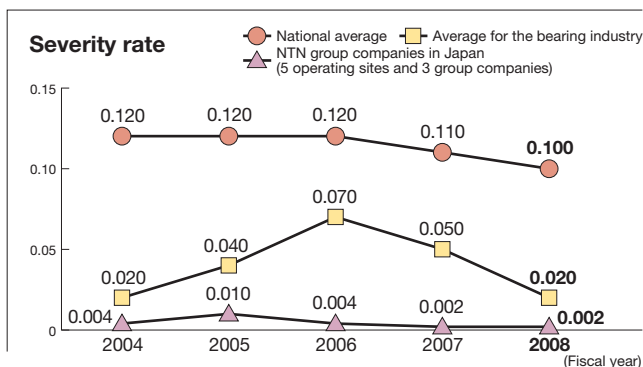
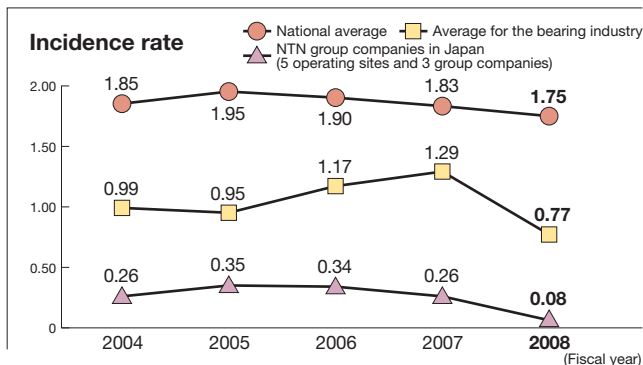
Occupational safety and health

Strengthening efforts to eliminate workplace accidents

We work to create safe work environments based on a “safety first” spirit that respects people. We have therefore created a safety and health management system based on Occupational Safety and Health Management System (OSHMS). As of fiscal 2008, all seven operating sites of the NTN Group in Japan have been certified by the Japan Industrial Safety and Health Association.

Also, as part of the “policies to eliminate accidents” at NTN Group companies in Japan, we did the following: (1) We raised safety awareness through month-long company-wide safety themes (2) Operating sites did crosschecks of health and safety. Further, a Health and Safety Committee involving both the Head Office and group companies was formed to intensify our health and safety efforts.

Despite these efforts, 32 workplace accidents still occurred in the group in fiscal 2008, so we will make sure to once again go back to the basic idea of “safety first” and make our health and safety management even more thorough to achieve zero workplace accidents.



Rewards for employee inventions

Clear rules for attributing patent rights and calculating rewards

To reward our employees' inventions and to improve our technical competitiveness, we have established a “Patent Management rule” and a “Patent Reward rule” and we have clarified how patent rights are attributed and how the value of the award is calculated. Rewards are also made for know-how and inventions considered to be trade secrets. There is no upper limit to actual awards. The Invention Reward Committee determines which innovations to recognize.

In fiscal 2008, there were 55 separate patent rewards made to 99 individuals. (In fiscal 2007, there were 50 rewards to 79 individuals).

Respecting the rights of workers

Building labor relations based on mutual trust

Our company has concluded a labor agreement with the NTN Labor Union based on a spirit of mutual trust and equality between labor and management. The parties have pledged to uphold this agreement based on common goodwill. Labor and management will communicate through informal talks and various labor-management meetings to work on accomplishing various measures. Labor-management meetings will be held regarding any changes to labor conditions and personnel management and any changes will be carried out upon mutual agreement.

In fiscal 2008, negotiations and deliberations were carried out during the spring negotiations, autumn negotiations, business talks, and various labor-management meetings.

Respecting human rights

Creating a fair and equitable workplace that respects human rights

Our company has a section on human rights in both our “CSR Management rule” and our “Business Code of Conduct.” Based on this, we strive to create a fair and equitable workplace environment, respect human rights, and to end discriminatory acts in the workplace such as sexual harassment.

This stance has also been reflected in our “CSR Policy,” and we use opportunities such as work training for newly-appointed managers, training for managers and supervisors, and training for new employees to raise employee awareness.