

# NTN SNR ROULEMENTS SA (GROUP)

Anney - France | Manufacture of general-purpose machinery

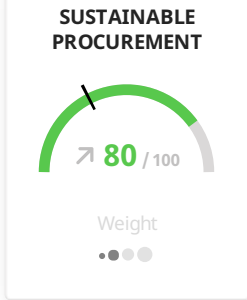
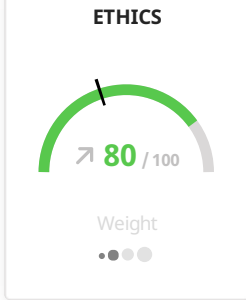
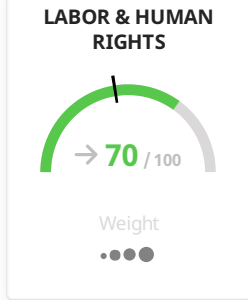
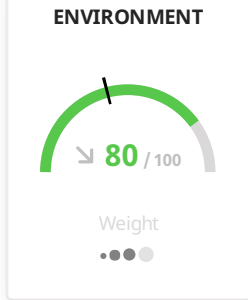
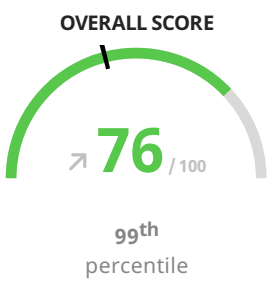
! Significant operations in at least one risk country



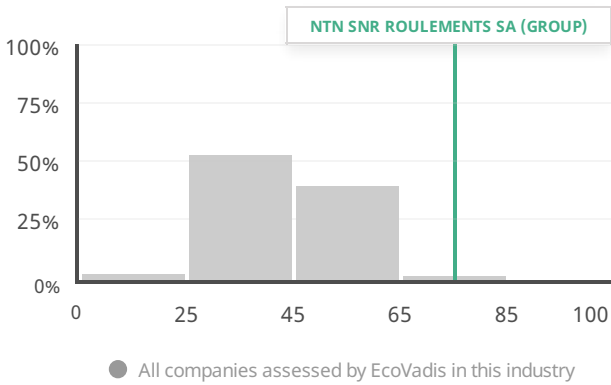
Publication date: 6 Dec 2019

Valid until: ! 6 Dec 2020

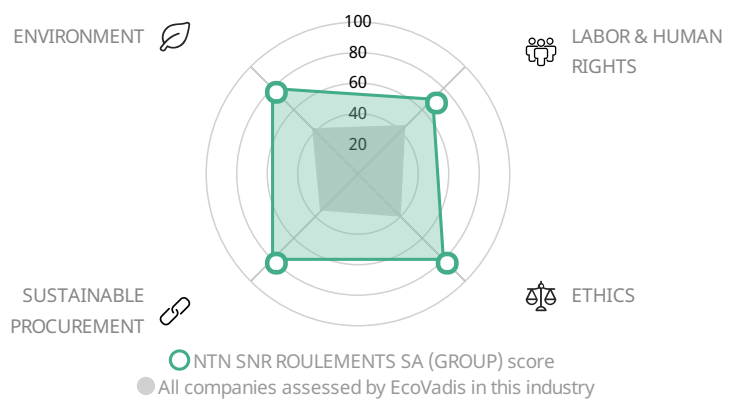
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths (38)

#### Policies

Strengths

Standard policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

#### Actions

Strengths

Energy audit or carbon assessment performed

Integration of eco-design features in product design

Formalized process in place to assess and document environmental risks

ISO 50001 certified

Formal measures implemented to avoid road congestion

Monitoring of pollutant concentrations into waste gas (e.g. VOC, heavy metals, NOx, SOx)

Measures to reduce energy consumption

On-site wastewater treatment unit

Measures to reduce paper consumption

Measures to reduce noise at worksite/construction site

Employee awareness training on water management

Carbon footprint study

Waste heat recovery or combined heat & power system (CHP) in place

Formal timeline defined to reduce consumption of hazardous substances

Eco-design measures to improve insulation of building

Reduction of energy consumption through innovative technologies

Monitoring of noise level

Measures to optimize transport of employees or reduce CO2 emissions from transport

Regular soil testing for heavy metal contamination

Control of wastewater generated in finishing operations such as quenching and deburring

Company-specific emergency preparedness & response procedure

Steps to detect and eliminate groundwater contamination

Measures to reuse or recycle waste

Measures to avoid emissions of dust or particles

Production of renewable energy

Measures implemented to reduce pollutants discharged into water

Infrastructures implemented to enable recycling of water

Waste management measures in place

Measures for handling hazardous substances

Packaging designed for recyclability

Employee awareness/training program on energy conservation

ISO 14001 certified on more than 81% of operational sites

## Results

Strengths

Reporting on total water consumption

Reporting on total gross Scope 1 and 2 GHG emissions

Materiality analysis in sustainability reporting

Standard reporting on environmental issues

## Improvement Areas (6)

### Policies

Priority

Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [i.e. water, local & accidental pollution]

Low

No quantitative target on environmental issues

### Results

Priority

Improvement Areas

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)

Low

Declares reporting on total energy consumption, but no supporting documentation available

Low

No information on reporting on total weight of hazardous waste

Low

No information on reporting on total weight of non-hazardous waste



**Strengths (39)**

**Policies**

Strengths

- Comprehensive policy on a majority of labor or human rights issues
- Quantitative objectives set on some relevant issues [i.e. employee health & safety]
- Health and safety policy also covers subcontractors working on the company premises
- Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

**Actions**

Strengths

- Additional leave beyond standard vacation days
- Employee satisfaction survey
- Childcare services or allowance
- Collective agreement on diversity, discrimination, and/or harassment
- Collective agreement on training & career management
- Collective agreement on working conditions
- Flexible organization of work available to employees (e.g. remote work, flexitime)
- Health care coverage of employees in place
- Whistleblower procedure on discrimination and harassment
- Awareness training regarding diversity, discrimination, and/or harassment
- Measures to promote a gender inclusive environment
- Active measures for the prevention of musculoskeletal disorders
- Employee representatives or employee representative body (e.g. works council)
- External audits on health & safety issues
- Internal audits on health & safety issues
- Employee health & safety detailed risk assessment
- Provision of working conditions and infrastructure to accommodate employees with disabilities
- Awareness training to prevent child labor, forced labor and human trafficking
- Regular assessment (at least once a year) of individual performance
- Interactive session with employees regarding working conditions

Active preventive measures for stress and noise

Mandatory health check-up for employees

Active preventive measures for Repetitive Strain Injury (RSI)

Specific procedures for handling of chemicals or hazardous substances

Official measures promoting career mobility

Provision of skills development training

Measures to prevent on-site substance use

Structured social dialogue measures in place (e.g. collective agreement)

Joint labor management health & safety committee in operation

Training of relevant employees on health & safety risks and best working practices

## Results

Strengths

Reporting on training hours per employee

Materiality analysis in sustainability reporting

Reporting on accident severity rate

Reporting on accident frequency rate

Standard reporting on labor and human rights issues

## Improvement Areas (5)

### Policies

Priority

Improvement Areas

Medium

Inconclusive documentation or only basic policy on some relevant issues [e.g. child labor, forced labor & human trafficking]

### Actions

Priority

Improvement Areas

Medium

No OHSAS 18001 certification

Medium

Supporting documentation demonstrates a medium level of coverage of labor and human rights actions throughout the company operations/workforce

Low

Declares that job applicants are responsible for recruitment fees

## Results

Priority

Improvement Areas

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)



**Strengths (17)**

**Policies**

Strengths

Endorsement of external initiative on ethics issues [Conseil National des Achats]

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC) (at parent company level)

**Actions**

Strengths

Incident response procedure (IRP) to manage breaches of confidential information

Whistleblower procedure to report ethics issues

Awareness training on ethics issues

Periodic information security risk assessments performed

Provision of competitor interaction guidelines to key employees

Periodic corruption risk assessments performed

Supporting documentation demonstrates a high level of coverage of ethics actions throughout the company operations

Waste anonymization

Audits of control procedures to prevent corruption

Third party anti-corruption due diligence program in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Audits of control procedures to prevent anticompetitive practices

Specific certification on ethics [IATF]

**Results**

Strengths

Materiality analysis in sustainability reporting

**Improvement Areas (3)**

**Actions**

Priority

Improvement Areas

Medium

No supporting documentation regarding third party due diligence on information security

**Results**

Priority

Improvement Areas

High

Basic reporting on ethics issues

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)



## Sustainable Procurement

Weight ●●●●

### Strengths (14)

#### Policies

Strengths

Endorsement of the French Charter for Responsible Supplier Relationship

Comprehensive sustainable procurement policies on both social and environmental factors

#### Actions

Strengths

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier CSR code of conduct in place

Integration of environmental, social and health & safety criteria when purchasing products

Formal assessment of suppliers' progress with regards to REACH requirements

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Training of buyers on social and environmental issues within the supply chain

CSR risk analysis (i.e. prior to supplier assessments or audits)

#### Results

Strengths

Materiality analysis in sustainability reporting

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives

Standard reporting on sustainable procurement issues

### Improvement Areas (2)

#### Actions

Priority

Improvement Areas

Low

Declares sustainable procurement objectives are integrated into buyer performance reviews, but no supporting documentation available

#### Results

Priority

Improvement Areas

Medium

No alignment with a widely recognized reporting standard (e.g. GRI, SASB)


## 360° Watch Findings

12 September 2019

### Nouvelles inquiétudes à l'usine NTN d'Allonnes : la CGT craint la suppression de 100 emplois

[http://actu.fr/pays-de-la-loire/allonnes\\_72003/nouvelles-inquietudes-lusine-ntn-dallonnes-cgt-craint-suppression-100-emploisde-nouvelles-inquietudes-personnel-lusine-ntn-allonnes\\_27188048.html](http://actu.fr/pays-de-la-loire/allonnes_72003/nouvelles-inquietudes-lusine-ntn-dallonnes-cgt-craint-suppression-100-emploisde-nouvelles-inquietudes-personnel-lusine-ntn-allonnes_27188048.html)

Nouvelles inquiétudes à l'entreprise NTN d'Allonnes. La CGT dénonce des ventes d'activités vers de la sous-traitance. Aux portes du Mans (Sarthe), l'usine NTN implantée sur la commune d'Allonnes fabrique des transmissions pour les constructeurs automobiles. Le groupe NTN SNR Europe est même le leader mondial pour les roulements, joints de transmission, modules linéaires, galets de distribution, pièces de suspension, services et formations associées.


 Labor & Human Rights → No score impact

18 November 2018

### Un départ de feu dans l'usine NTN-SNR d'Annecy

<http://www.ledauphine.com/haute-savoie/2018/11/18/un-depart-de-feu-dans-l-usine-ntn-snr-d-annecy>

Les pompiers ont été appelés hier soir vers 21 h 30 pour un début d'incendie sur le site NTN-SNR d'Annecy. Le feu a été éteint par les employés. Les pompiers ont fait évacuer le bâtiment, personne n'a été blessé.


 Labor & Human Rights → No score impact

4 June 2018

### Première grève depuis 10 ans dans l'usine de la SNR à Annecy

<https://france3-regions.francetvinfo.fr/auvergne-rhone-alpes/haute-savoie/premiere-greve-10-ans-salaries-ntn-snr-annecy-haute-savoie-1485731.html>

Première grève depuis plus de 10 ans, jeudi 31 mai dans l'usine de roulements mécaniques de la SNR à Annecy. Les salariés veulent la réouverture des négociations salariales et revendiquent une prime exceptionnelle de 300 euros, qui représenterait une reconnaissance de leur travail de la part de la direction.

 Labor & Human Rights → No score impact

7 March 2018

### Proposed OSHA Penalty for Serious H&S Standard Violation

[http://www.osha.gov/pls/imis/establishment.inspection\\_detail.id=1302177.015](http://www.osha.gov/pls/imis/establishment.inspection_detail.id=1302177.015)

On March 7, 2018, Seohan-Ntn Driveshaft Usa Corporation's facility of Auburn, AL, was proposed a fine of \$5,400 for one serious violation of U.S. OSHA health and safety standards.


 Labor & Human Rights → No score impact

18 January 2018

### OSHA Penalty for Serious H&S Standard Violation

[http://www.osha.gov/pls/imis/establishment.inspection\\_detail.id=1288568.015](http://www.osha.gov/pls/imis/establishment.inspection_detail.id=1288568.015)

On January 18, 2018, Ntn-Bower Corporation's facility of Macomb, IL, was fined a \$4,800 penalty for one serious violation of U.S. OSHA health and safety standard.

 Labor & Human Rights → No score impact

11 May 2017

### Company must face fired worker's religion discrimination claim

<http://www.theindianalawyer.com/articles/43673-company-must-face-fired-workers-religion-discrimination-claim>

A company that admitted a worker should not have been fired must defend against his claims that he was discriminated against because of his religious beliefs as a Seventh-day Adventist, a federal judge ruled Wednesday. Columbus-based NTN Driveshaft Inc. denies that a human resources manager fired Jeffrey L. Jackson for unlawful or discriminatory reasons, instead insisting that the firing was based on the manager's honest belief that Jackson had violated NTN's attendance policy.

 Labor & Human Rights → No score impact

21 March 2017

### Bearings Buyers Seek Class Certification In Auto Parts MDL

<http://www.law360.com/articles/904278/bearings-buyers-seek-class-certification-in-auto-parts-mdl>

Purchasers of automotive bearings on Monday asked a Michigan federal judge to certify a class of direct buyers accusing six manufacturers, including NTN Corp, of conspiring to cook prices for the products in multidistrict litigation over a wide-ranging auto parts price-fixing conspiracy.


 Ethics → No score impact

26 February 2017

### Un incendie se déclare à l'usine NTN-SNR à Seynod, en Haute-Savoie

<http://france3-regions.francetvinfo.fr/auvergne-rhone-alpes/haute-savoie/incendie-se-declare-usine-ntn-snr-seynod-haute-savoie-1203469.html>

Ce samedi 25 février, un incendie s'est déclaré dans la soirée à l'usine SNR à Seynod. Une centaine de mètres carrés ont été touchés par les flammes. Mais l'activité courante de l'entreprise ne devrait pas être interrompue.

 Labor & Human Rights → No score impact

1 December 2016

### NTN Agrees To \$2M Auto Parts Price-Fixing Class Action Settlement

<http://topclassactions.com/lawsuit-settlements/lawsuit-news/350635-ntn-agrees-2m-auto-parts-price-fixing-class-action-settlement/>

A \$2.1 million settlement has been proposed in a class action lawsuit alleging NTN Corp., a bearing manufacturer from Japan, engaged in an auto parts price-fixing scheme.

 Ethics → No score impact



30 November 2016

### NTN Inks \$6.6M End-Payor Deal In Auto Parts Price-Fix MDL

<http://www.law360.com/articles/867150/ntn-inks-6-6m-end-payor-deal-in-auto-parts-price-fix-mdl>

Japanese bearing manufacturer NTN Corp. has agreed to a \$6.57 million settlement in sprawling multidistrict litigation over alleged auto parts price-fixing, according to documents filed in Michigan federal court Tuesday.



→ No score impact

21 November 2016

### NTN Corp Settles Auto Bearings Price-Fix Claims For \$10M

<http://www.law360.com/articles/864495/ntn-corp-settles-auto-bearings-price-fix-claims-for-10m>

Japanese bearing manufacturer NTN Corp has reached a \$10 million agreement to settle allegations by indirect purchasers that the company conspired to fix the price of bearings used in automobiles.



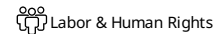
→ No score impact

3 May 2016

### NTN à Allonnes : un accord met fin à la grève

<http://www.ouest-france.fr/pays-de-la-loire/le-mans-72000/ntn-allonnes-un-accord-met-fin-la-greve-4203367>

Après une semaine de grève qui a perturbé les lignes de production de cette société spécialisée dans les transmissions automobiles et implantée à Allonnes (800 salariés dont 650 CDI), le travail a repris chez NTN dans la nuit de lundi à mardi. Un conflit sur fond de négociation annuelle portant sur des revendications salariales était à l'origine de ce mouvement qui a donc pris fin. Un protocole d'accord a été signé par les organisations syndicales et la direction.



→ No score impact

18 April 2016

### PSA demands damages over price-fixing

<http://europe.autonews.com/article/20160418/COPY/3041899-demands-damages-over-price-fixing>

Companies from French automaker PSA Group are seeking hundreds of millions of dollars in damages for overpriced parts from NTN Corp and other bid-rigging suppliers. PSA's demand is an unusually public move against suppliers engulfed in a multiyear global cartel crackdown that stretched from the U.S. and the European Union to Japan and beyond.



→ No score impact

13 November 2015

### NTN-SNR Roulements écope d'une amende de 87,5 millions d'euros suite à une plainte de Volvo

<http://france3-regions.francetvinfo.fr/alpes/haute-savoie/annecy/ntn-snr-roulements-ecope-d-une-amende-de-87-5-millions-d-euros-suite-une-plainte-de-volvo-851507.html>

Un tribunal arbitral, rattaché à la chambre de commerce de Stockholm, a condamné NTN-SNR Roulements, basée à Annecy, à une amende de 87,5 millions d'euros pour des roulements considérés comme défectueux vendus au constructeur automobile suédois Volvo.



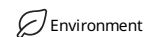
→ No score impact

17 August 2015

### 2015 IPE Regulatory Record for Beijing NTN-Seohan Driveshaft Co., Ltd. [CN]

<http://www.ipe.org.cn/IndustryRecord/regulatory-record.aspx?companyId=237060&dataType=0&isyh=0>

In 2015, the subsidiary Beijing NTN-Seohan Driveshaft Co., Ltd. violated air pollution control management system and received administrative penalty notice by the Beijing Tongzhou District Environmental Protection Bureau.



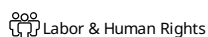
→ No score impact

7 July 2015

### Lawsuit: Employees claim NTN didn't pay for extra work

[http://www.heraldbulletin.com/news/local\\_news/lawsuit-employees-claim-ntn-didnt-pay-for-extra-work/article\\_443d68e3-f76d-5ad7-ab9d-8300e683604a.html](http://www.heraldbulletin.com/news/local_news/lawsuit-employees-claim-ntn-didnt-pay-for-extra-work/article_443d68e3-f76d-5ad7-ab9d-8300e683604a.html)

A Columbus, Ind., worker on Monday became the 30th person to join in a federal lawsuit filed against NTN Driveshaft Inc. by employees claiming the firm violated the Fair Labor Standards Act. The lawsuit was initiated in January 2014 when Stefan Hartford, an assembly line worker, filed a complaint against the Columbus manufacturer saying NTN had not paid some hourly employees for time that was worked "off the clock" or for overtime.



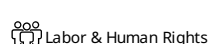
→ No score impact

26 May 2015

### En Haute-Savoie, le procureur fait feu sur l'inspection du travail (Mediapart)

<http://www.cnt-tas.org/2015/05/26/mediapart-haute-savoie-procureur-fait-feu-sur-inspection-du-travail/>

Avec plus de 2 400 salariés répartis sur cinq usines, NTN-SNR-Roulements, filiale du groupe japonais NTN, est ce qu'on appelle un gros pourvoyeur d'emplois à Annecy en Haute-Savoie. Au vu de son insolente santé économique en plein marasme, NTN-SNR devrait créer des emplois et augmenter les salaires. Eh bien non, il use et abuse de travailleurs intérimaires en lieu et place de salariés en contrat à durée indéterminée sur des postes permanents de production, généralement les moins qualifiés et les plus difficiles.



→ No score impact

3 March 2015

### Japanese Court Convicts Bearing Manufacturer and Former Executives

<http://www.lexology.com/library/detail.aspx?g=b3e9082b-cd3d-41b1-b090-d8a2924e4ea3>

Though it is rare to see a criminal price-fixing case to go to trial in Japan, on February 4, 2015, the Tokyo District Court convicted NTN Corporation, a Japanese bearing manufacturer, and two of its former executives for violations of the Anti-Monopoly Act of Japan in connection with alleged participation in a cartel to fix prices for the domestic sales of bearings. The court imposed a 400 million yen (approximately \$3.4 million) criminal fine on NTN, and the company's former executives were sentenced to 18 months and 12 months in prison, respectively.




→ No score impact

24 February 2015

### OSHA Penalty for Serious H&S Standard Violations

[https://www.osha.gov/pls/imis/establishment.inspection\\_detail.id=1042084.015](https://www.osha.gov/pls/imis/establishment.inspection_detail.id=1042084.015)

In February 2015, Ntn-Bower Corp in Macomb, IL, was fined USD 8,000 for two serious violations of U.S. OSHA health and safety standards.

 Labor & Human Rights → No score impact

5 February 2015

### OSHA Penalty for Serious H&S Standard Violation

[https://www.osha.gov/pls/imis/establishment.inspection\\_detail.id=1029848.015](https://www.osha.gov/pls/imis/establishment.inspection_detail.id=1029848.015)

In February 2015, American Ntn Bearing Mfg Corp in Elgin, IL, was fined USD 2,975 for one serious violation of U.S. OSHA health and safety standards.

 Labor & Human Rights → No score impact

19 August 2014

### China Fines Japan Bearing Makers for Antitrust Violations

<http://www.bloomberg.com/news/articles/2014-08-19/china-imposes-28-million-antitrust-fine-on-japan-s-nsk>

China's antitrust regulator fined Japanese bearing makers NSK Ltd. and NTN Corp. a combined 4.8 billion yen (\$47 million) for violating rules amid a probe into industry pricing practices. NSK and NTN were fined 2.9 billion yen and 1.9 billion yen, respectively, by China's National Development and Reform Commission, according to the companies' statements to the Tokyo Stock Exchange.

 Ethics → No score impact

27 May 2014

### Singapore fines Japanese ball bearing firms S\$9.3 mln for price-fixing

<http://www.reuters.com/article/singapore-antitrust-japan-idUSL3N0OC0OY20140528>

Singapore's anti-trust regulator fined three Japanese manufacturers S\$9.3 million (\$7.42 million) on Tuesday for taking part in a ball bearing pricing cartel, the latest move in a global investigation of price-fixing by car parts makers. NTN Corp was fined S\$455,652.

 Ethics → No score impact

20 March 2014

### 200 millions d'euros d'amende, mais pas d'impact sur les résultats pour NTN

<http://www.ledauphine.com/haute-savoie/2014/03/20/200-millions-d-euros-d-amende-mais-pas-d-impact-sur-les-resultats-pour-ntn>

Suite à l'annonce de l'amende record, infligée par la commission européenne aux fabricants de roulements automobiles, pour une entente illicite sur les prix de vente, la société Japonaise NTN, qui contrôle la filiale française NTN-SNR, installée à Annecy, a publié un communiqué indiquant qu'il n'y avait "pas de révision des prévisions de bénéfices".

 Ethics → No score impact

29 March 2013

### Japan Fines Bearing Cos. \$142M For Price-Fixing

<http://www.law360.com/articles/428573/japan-fines-bearing-cos-142m-for-price-fixing>

Japan's antitrust regulator on Friday fined NTN Corp. and other bearing manufacturers 13.4 billion yen (\$142 million) for violating the Antimonopoly Act, saying the companies conspired to fix prices for both automotive and industrial machinery bearings.

 Ethics → No score impact

12 November 2019

### Company identified on sanction and/or watchlist records from Compliance Database

null


Iran Connect. Historical records: EU European Commission – Competition Antitrust Cases.

→ No score impact

## Specific comments

 Some supporting documents were considered too outdated to be included in this assessment.


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 The company demonstrates an advanced sustainability management system that covers all four themes under review.

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 Company (or one of its subsidiaries) does not have significant relationships with at least one politically exposed person (PEP).

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 Company (or one of its subsidiaries) is included on a major sanctions list/watchlist.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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