

Minebea provides a variety of environmental education programs for its employees with the aim of maintaining and improving its environmental management system, enhancing employee skills and minimizing the impact of environmental emergencies.

>> **Training Program for In-House Environmental Auditors**

To enhance the capabilities of in-house environmental auditors, Minebea provides annual training programs for employees. These programs are instructed by accredited in-house auditors and comprise two days of intensive instruction on, among others, ISO 14001 audit procedures, global environmental issues, environment-related technologies, environmental laws and internal auditing methods. At the end of the two days, students divide into teams to review the program and present and debate conclusions, and attend a lecture by the director in charge of environmental preservation.

Employees who complete the program are presented with certificates of completion by the director in charge of environmental preservation. As of the fiscal 2004 year-end, Minebea had 120 qualified in-house environmental auditors.



Lecture by the director in charge of environmental preservation



Fieldwork

>> **Educational Programs for New Recruits**

As part of their initial group training program, new recruits attend lectures on Minebea's Environmental Protection Principle, environmental management system and environmental protection efforts. These lectures are aimed at raising the environmental awareness of these individuals, both as responsible members of society and employees.

After the program, recruits must prepare reports on specific topics covered in these lectures, a task that demands a solid understanding of environmental protection efforts.



Lecture for new recruits by the chairperson of the Corporate Environmental Protection Committee

>> **Environmental Emergency Drills (Karuzawa Manufacturing Unit)**

Minebea conducts extensive emergency earthquake, fire and oil spill drills every year at its domestic and overseas plants. These drills encompass the impromptu establishment of an on-site command center, which directs the actions of employees.

With the aim of ensuring the safety of its employees, Minebea has installed magnetic card-activated access control systems at all of its plants. Minebea has also adopted a system that enables it to monitor the whereabouts of employees in the event of an evacuation.



Drill Committee



Oil spill drill



System for monitoring the whereabouts of employees in the event of an evacuation