

Minebea Group CSR

Basic Approach

The Minebea Group believes that enterprises have a mission to contribute to the sustainable development of the global environment and of humanity, not only through strict adherence to laws and regulations, but also through fair and proper management of our business in accordance with business ethics. To fulfill this mission, The Minebea Group established the Five Principles as its management policy beginning in FY1997, and have been promoting these principles in all of the Minebea Group companies.

In FY2010, based on the Five Principles, we established the Minebea Group Basic CSR Policy and Minebea Group's CSR Implementation Principles to further develop the Minebea Group's CSR, and as with the Five Principles, we are sharing these policies throughout the Minebea Group companies.

Minebea Group Stakeholders

To promote the sustainable development of the global environment and of humanity, the Minebea Group believes that communication with its various stakeholders is essential in meeting their expectations to that end.

The Minebea Group's principal stakeholders are set forth in the Five Principles of its management policy: employees, customers, shareholders, local communities, global society, suppliers, and the environment that supports our society. Through communication with our stakeholders, we are promoting Minebea's CSR initiatives.

The Five Principles

Be a company where our employees are proud to work

Earn and preserve the trust of our valued customers

Respond to our shareholders' expectations

Work in harmony with the local community

Promote and contribute to global society

Minebea Group Basic CSR Policy

As a manufacturer of precision products supporting society, the Minebea Group is working toward stable supply and making reliable products with low energy consumption widely available, to contribute to the sustainable development of the global environment and of humanity.



The Minebea Group's CSR Implementation Principles

1 The Five Principles and our Code of Conduct

In promoting CSR activities, the Minebea Group will appropriately manage the organization in accordance with the Five Principles, and adhere to its Code of Conduct.

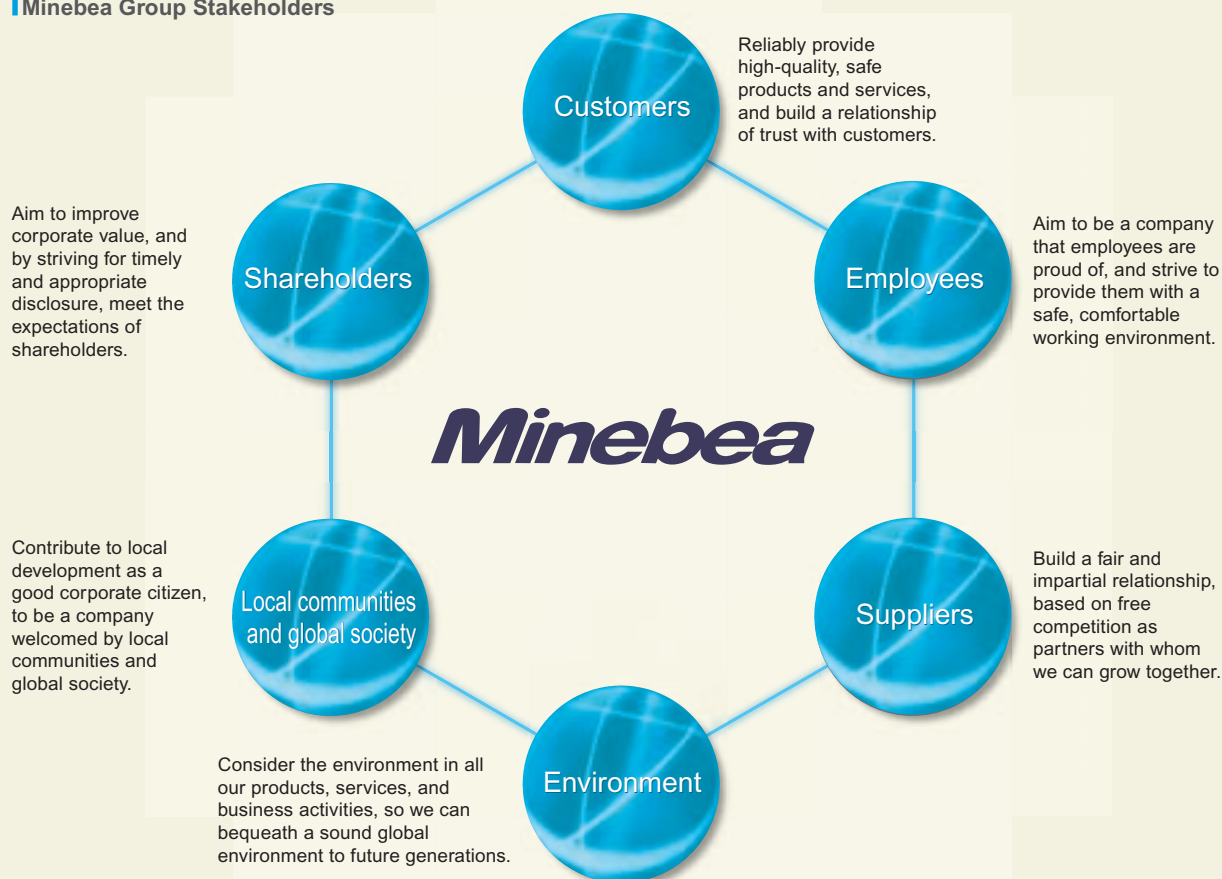
2 Continuous improvement and raising of awareness

We will put forth goals to be achieved, based on understanding the Minebea Group's social responsibilities and the key problems that need to be addressed, and continue to improve our CSR activities through implementation and continual review. We will also strive to raise awareness of CSR among all employees through CSR activities.

3 Dialogue with stakeholders

Constructive dialogue with stakeholders (employees, customers, shareholders, local communities, global society, suppliers, and the environment) allows us to meet expectations and respond to requests, and we will improve transparency and accountability in our corporate activities.

Minebea Group Stakeholders



Minebea Group CSR

CSR Goals

The Minebea Group believes that proper utilization of a regular PDCA (Plan, Do, Check, Action) cycle is important for promoting its CSR initiatives. Until FY2009, we engaged in environmental initiatives based on annual goals established for our Environmental Protection Plan. However, beginning in FY2010 we have been practicing goal-setting for all of our CSR initiatives. This approach will allow us to properly manage the progress of our CSR initiatives and link them to CSR initiatives for the upcoming fiscal year.

CSR Goals for FY2011

Management	CSR management	<ul style="list-style-type: none"> ● Build a structure for promoting a PDCA system for CSR management CSR ● Promote stakeholder engagement CSR ● Promote internal CSR dissemination initiatives CSR
	Corporate governance Compliance Risk management	<ul style="list-style-type: none"> ● Strengthen compliance system on a global basis Compliance ● Continuously implement compliance training and introduction of e-learning Compliance ● Promote BCP formulation Personnel & GA ● Strengthen disaster mitigation system at domestic plants Personnel & GA
Society	Relationships with customers	<ul style="list-style-type: none"> ● Strengthen significant quality issue response and review system Quality Management ● Formulate recall handbook in accordance with Product Safety Guidelines Quality Management ● Promote acquisition of international Quality Management System (QMS) certification to strengthen Quality Assurance System Quality Management ● Promote acquisition of Authorized Economic Operator (AEO) (advanced qualification) status in South Korea and Singapore Logistics ● Promote bar code-based product management to prevent such issues as incorrect shipments Logistics
	Relationships with employees	<ul style="list-style-type: none"> ● Strengthen human rights education Personnel & GA ● Strengthen development and utilization of personnel suited for global development Personnel & GA ● Promote initiatives relating to work-life balance Personnel & GA ● Meet legally required employment percentages for the handicapped and support for their employment Personnel & GA
	Relationships with local communities and global society	<ul style="list-style-type: none"> ● Initiate formulation of a Social Initiative Policy for the Minebea Group CSR



Society	Relationships with suppliers	<ul style="list-style-type: none"> Conduct training relating to the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors, and implement self-auditing relating to the Act Procurement Establish CSR procurement framework Procurement
	Relationships with shareholders	<ul style="list-style-type: none"> Promote active information disclosure relating to progress and implementation of Medium-term Business Plan IR Promote active communication with domestic and international investors IR
Environment	Environmental management	<ul style="list-style-type: none"> Acquire ISO14001 certification (Yonago Plant, etc.) Environment Review of Environmental Philosophy Environment
	Product-related initiatives for the environment	<ul style="list-style-type: none"> Standard-setting for Minebea Green Products Environment Development of products and technologies contributing to energy and resource conservation as well as waste reduction Environment
	Initiatives for preventing global warming	<ul style="list-style-type: none"> Establish Minebea Group medium-, long-term targets for reducing CO₂ emission volume Environment Reduce CO₂ emission volume for Minebea Group plants worldwide (establish base year, specify overall volume and reference unit) Environment Ascertain CO₂ emission volume for overall Minebea Group distribution Logistics Promote use of proper transport measures to reduce energy consumption Logistics
	Initiatives for effective use of resources	<ul style="list-style-type: none"> Reduce volume of waste ultimately disposed of as landfill by Minebea Group plants worldwide to less than 4,000 tons per year Environment Define Minebea zero emissions, investigate current status Environment Reduce plant effluent volume Environment Investigate/implement returnable package system for international shipping Logistics
	Initiatives for reducing impacts on the environment	<ul style="list-style-type: none"> Zero violation of environmental laws and self-imposed regulations Environment Complete cleanup measures at plants where soil and groundwater pollution has been confirmed (Ichinoseki Plant) Environment Manage volumes of chemical substances used at Minebea Group plants Environment 100% implementation of Pollution Patrol Programs Environment Implement regular local audits of waste disposal companies Environment

CSR

 CSR Promotion Office

Compliance

 Compliance Office

Quality Management

 Quality Management Support Office

Logistics

 Logistics Department

Personnel & GA

 Personnel & General Affairs Department

Procurement

 Procurement Department

IR

 Investors Relations Office

Environment

 Group Environment Management Department