

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 achieve this mission, we have established the “Five Principles” as our basic management policy, and on the basis of this policy, formulated the Minebea Group Basic CSR Policy and the Minebea Group’s CSR Implementation Principles to guide our CSR activities. We also stress the importance and strive to fulfill the Ten Principles of the UN Global Compact, to which we announced our participation in 2012.

Minebea Group Stakeholders

Our major stakeholders are defined as employees, customers, shareholders, local communities, and global society, which are affirmed in the “Five Principles,” as well as suppliers and the environment that supports our society. In carrying out CSR activities, the Group believes that it is essential to maintain communication with each stakeholder group and meet their expectations.

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



▶ Supporting the UN Global Compact



Network Japan
WE SUPPORT



CSR Promotion Structure

The Minebea Group established its CSR Promotion Office in FY2010 in order to better promote CSR activities on the basis of the Minebea Group Basic CSR Policy and the CSR Implementation Principles.

In April 2014, in order to bolster the CSR promotion structure and encourage internal activities, the President and Chief Executive Officer was named the chief officer for CSR and the Managing Director and Officer in charge of Finance & Compliance Promotion Division was named his assistant. At each work site, we appointed CSR officers (head officer) and sub-staff in charge of CSR to promote CSR awareness and monitor the status of activities.

Going forward, we will further reinforce our CSR structure in order to promote activities across the Group.

Analyzing the Status of CSR Activities

Using ISO 26000 to Analyze CSR Status

From January to February 2014, we collaborated with CSR experts to analyze how we are currently promoting our CSR activities.

The analysis was based on the seven key themes proposed by ISO 26000, an international standard for social responsibility: Organizational Governance; Human Rights; Labor Practices; the Environment; Fair Operating Practices; Consumer Issues; Community Involvement and Development, as well as Social Responsibility Awareness and Integration into Entire Organization.

Using the standard, we analyzed the status of our activities and level of importance for our company regarding detailed items under each theme, and identified issues requiring priority implementation. The results of the analysis will be used as reference for future activities.

Analysis of Overseas Activities

We are also analyzing the status of CSR activities at overseas sites in order to effectively implement CSR management for the entire Group in and outside Japan.

In FY2013, we surveyed CSR staff in the United States, Thailand, and Cambodia to better understand the status of activities.

Internal CSR Diffusion Activities

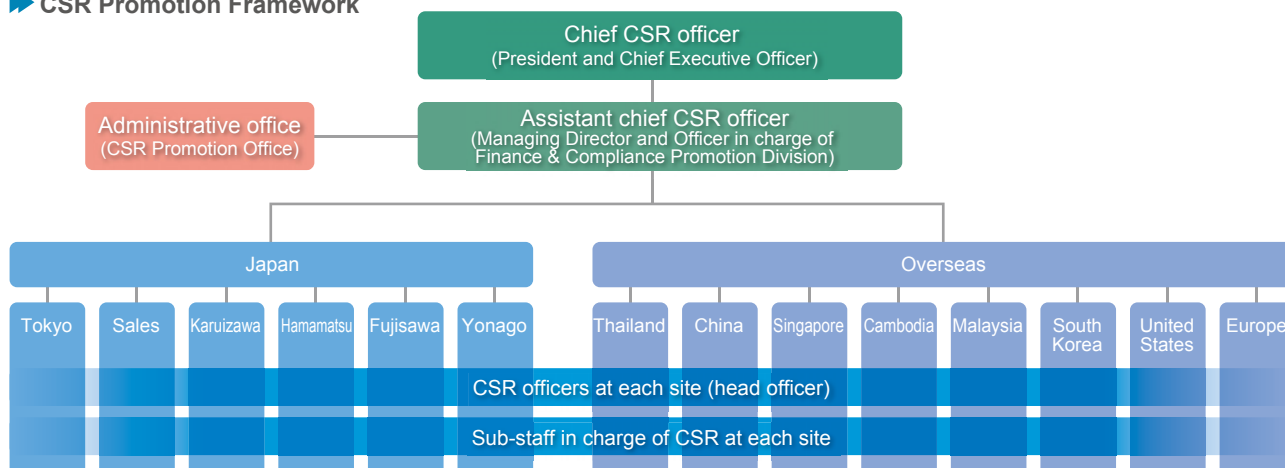
Since FY2012, we have been holding CSR study meetings among working-level coordinators in each division to discuss goals for our CSR promotion activities.

In FY2013, the study meeting members discussed the contents of ISO 26000, shared the results of the CSR analysis using ISO 26000, and discussed how each division should respond to the results in terms of needed activities.

Future Issues and Goals

As a global enterprise, the Minebea Group aims to promote CSR based on ISO 26000 and other international standards. We will continue to take measures to establish a Group-wide promotion framework, inclusive of overseas sites, and instill CSR activities throughout the Group.

CSR Promotion Framework



Head CSR officers are appointed to each site along with multiple sub-staff