

Minebea provides a variety of environmental education programs for its employees to ensure the effectiveness of its environmental management system and to enhance the awareness and skills of employees, as well as to minimize the impact of environmental accidents on human life.

● Minebea Group environmental education

The Minebea Group conducts regular educational programs for all employees. The Group also provides stringent training for new employees, including new and mid-career recruits, inter-departmental transferees and agency staff, as well as for employees returning from assignments abroad and trainees from overseas Group companies.

New employees attend lectures on Minebea's Environmental Protection Principles, environmental management system and environmental protection efforts. These lectures are aimed at raising the understanding and awareness of environmental issues of Minebea employees.



Group training for new recruits

● Life cycle assessment training

In response to the EuP directive and other environmental regulations affecting products, the Minebea Group has launched a review of its ecodesign efforts with the aim of developing a life cycle-oriented design system. Also with this aim, the Minebea Group offers training and presentations on life cycle assessment (LCA), a process that combines analysis of both ecodesign considerations and quantitative data.



Life cycle assessment training at the Hamamatsu Plant

● **Disaster response drills (Karuzawa Plant)**

The Karuzawa Plant conducts annual disaster response drills and safety training based on the premise that a major earthquake has occurred, resulting in fires and oil spillage.

In this year's drill, a Disaster Response Headquarters in the immediate aftermath of the earthquake was set up. The headquarters' first priority is to protect human life. Accordingly, its first step was to confirm the safety of employees using a specialized ID card system. In evacuation tents, emergency medical treatment was provided for the injured, while at spots where the earthquake was supposed to have caused fires, fire extinguishing drills were conducted using fire hoses. The Karuzawa Plant periodically reviews the content of its disaster response drills to create conditions as close as possible to an actual earthquake.

Recognizing that their first priority is to ensure no loss of life in the event of a disaster, the Minebea Group conducts similar disaster response drills at all Group plants.



Firefighting team



Putting up an evacuation tent



Confirming safety of evacuated employees



Fire drill with fire hoses



Emergency medical training



Oil spill prevention drill



● Training program for in-house environmental auditors

Minebea provides an annual training program to foster in-house environmental auditors. These programs are instructed by accredited in-house auditors and comprise lectures on, among others, ISO 14001 audit procedures, global environmental issues, environment-related technologies, environmental laws and in-house auditing methods. Following the lectures, students receive practical training on site at a Minebea plant.

Practical training involves teams of trainees visiting plants and identifying prearranged, deliberate incongruities and other problems. The teams summarize, present and debate the practical training results. This process enables trainees to acquire the skills necessary to qualify as in-house environmental auditors.

As of the fiscal 2007 year-end, 181 individuals had completed this training program in Japan. These individuals are currently serving as in-house environmental auditors at Minebea's domestic plants.



Test conducted as part of training



Trainees receiving practical training

● Conducting in-house audits

As specified under ISO 14001, Minebea conducts regular in-house environmental audits. The results of these audits are reported to relevant departments and included in the Company's in-house database, ensuring all employees have access to this information.



Internal audit at the Karuizawa Plant

● Seminar on natural gas-powered vehicles (Bang Pa-in Plant, Thailand)

Natural gas-powered vehicles, which emit significantly less CO₂ than fossil fuel-powered vehicles, are growing in popularity worldwide as an environmentally sound alternative form of transportation. At the Bang Pa-in Plant in Thailand, Minebea invited an instructor from a government-authorized natural gas fitting company to conduct a seminar for vehicle-owning plant employees with the aim of increasing awareness of natural gas-powered vehicles.



Seminar on natural gas-powered vehicles