

Minebea provides a variety of environmental education programs and safety trainings 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.

**In-house newspaper about environment "Hello Environment! (for Minebea Group)"**

We cannot find many instruction materials or references appropriate for encouraging employees to increase environmental awareness at hand. Based on this perspective, Secretariat, Environmental Protection Committee of Minebea Group began to issue "Hello Environment! (for Minebea Group)" in April, 2008. It covers not only in-house environmental issues but also tips on preserving environment in everyday life and natural environment to attract as many readers as possible.



Minebea Group environment newspaper "Hello Environment!"

**Training program for in-house ISO 14001 auditors**

Minebea provides an annual training program to foster in-house ISO 14001 auditors. These programs are instructed by accredited in-house auditors for two days. The lectures comprise ISO14001 audit procedures, global environmental issues, environment-related technologies, environmental laws followed by practical training on site at a Minebea plant. As of the fiscal 2008 year-end, 196 individuals had completed this training program in Japan. These individuals are currently serving as in-house environmental auditors at Minebea's plants.



Lectures given by a director in charge of environment

**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.



Summary of practical training for audit



Practical training on site for audit

Lectures and practical training for in-house auditor program

### ◎ Disaster response drills (Karuizawa Plant)

The Karuizawa 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.

We set up Disaster Response Headquarters in the immediate aftermath of the earthquake. The

headquarters' first priority is to protect human life. Accordingly, its first step is to confirm the safety of employees using a specialized ID card system.

Next, water-discharge drills on the premise of fire and lessons on cardio pulmonary resuscitation and AED (Automated External Defibrillator) are conducted.



Lessons on AED (Automated external defibrillator)



Water-discharge drills for fire-extinguishing division



Training for oil-spill-prevention division



Disaster Response Headquarters

### ◎ LCA (Life Cycle Assessment) training

In response to the EuP directive and other environmental regulations, the Minebea Group introduced LCA (Life Cycle Assessment) to promote ecodesign.

Also with this aim, the Minebea Group held a lecture using LCA-support software and conducted LCA for bearings and fan motors to make procedure manual on LCA. Minebea also holds briefing sessions on the procedure manual on LCA in plants where designing is conducted.



Lesson on LCA (Hamamatsu Plant)