

Minebea Group CSR

In order for the Minebea Group to develop its business on a global scale, we are putting in place a group-wide system for the promotion of CSR.

Basic Approach

The Minebea Group has a mission to contribute to the sustainability of the global environment and of humanity, not only by adhering to laws and regulations but also through fair and proper management of our business based on our business ethics. Since early on in the company's history, Minebea has been expanding overseas. Communication is essential, in order that we may meet the expectations of our stakeholders (all interested parties) and thus fulfill our mission.

To further promote the Group's CSR activities, we need to share our thoughts on this topic throughout the group as a whole. To this end, we have established the "Minebea Group Basic CSR Policy" and the "CSR Implementation Principles" (see P. 8).

Minebea Group Stakeholders

As indicated in the "Five Principles" outlined in our basic policy for management, the Minebea Group considers employees, customers, shareholders, local communities, and global society to be our main stakeholders, together with our suppliers and the global environment upon which our society rests.

The business of our Group consists of creating healthy relationships with these stakeholders. In order to bring about a sustainable society, we are actively pursuing communication with stakeholders and aiming to build relationships that can develop into the future.

■ Minebea Group Stakeholders



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 towards stable supply and making widely available reliable products with low energy consumption, 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 administer 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 respond to expectations and requests, and we will improve transparency and accountability in our corporate activities.