

Environmental Management



Website listed
information

Minebea Group Environmental Policy
Environmental communication, etc.

Basic Approach

The Minebea Group has established an environmental management system based on the Minebea Group Environmental Policy, and all Group companies are striving to contribute to the protection of the earth's environment and the sustainable development of human kind.

As examples of specific initiatives in this regard, we adopt highly energy-efficient equipment and processes, while reducing emissions of CO₂ and other greenhouse gases. We are also strengthening initiatives to minimize waste materials and wastewater from our plants in order to effectively utilize raw materials and water resources. We also make contributions to the environment through our products, including highly efficient motors, lighting, and energy conversion devices, and through the development of control technologies, sensors and new materials central to energy management in products.

Environmental Management System

● Environmental Management Structure

In order to carry out the Minebea Group Environmental Policy, the Minebea Group has established an environmental management structure headed by the Board of Directors and the President and Chief Executive Officer. We have also put in place an Environment Management Committee, a promotion organization composed mostly of executive officers, and a Group Environmental Protection Committee, which leads the day-to-day execution of policy. This structure enables rapid response to environmental policy. Each work site also has a Plant General Manager of Environmental Management and a Manager of Environmental Management who promote specific environmental conservation measures at their work sites.

● Environmental Audits

The Minebea Group is striving to acquire ISO 14001 certification at each of its major global sites. To maintain certification, we also conduct annual external audits by third-party organizations and internal audits by internal auditors. In FY2012, Minebea Electronic Devices (Suzhou) Ltd., Minebea (Cambodia) Co., Ltd. and the Daiichi Seimitsu Sangyo Co., Ltd. headquarters newly acquired certification. Additionally, we began preparations to acquire ISO 14001 certification for the Tokyo Head Office in conjunction with the office's relocation.



Audit at the Cambodia plant

Environmental Education

● Basic Approach and FY2012 Initiatives

The Minebea Group provides training on environmental management basics to all new employees and midcareer hires in order to raise the environmental consciousness of each employee. In addition, all Group employees receive general environmental education which explains environmental goals, targets and action plans based on the Minebea Group Environmental Policy and each site's ISO 14001 certification.

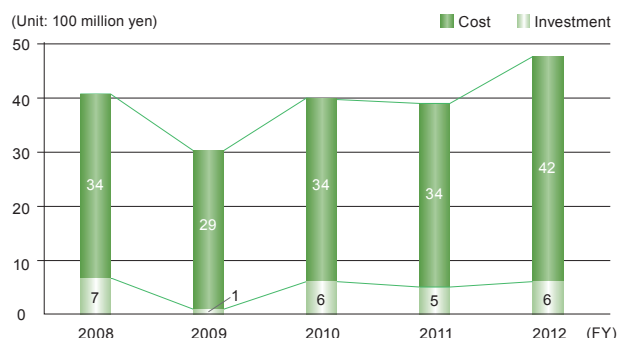
In addition to these programs, we provide training for ISO 14001 internal auditors, waste management education, and drills which simulate natural disasters and other types of emergencies.

Environmental Accounting

● Minebea's Environmental Accounting

The Minebea Group conducts environmental accounting to confirm its costs for environmental protection activities and the effect of its investments. The Japanese Ministry of the Environment's Environmental Accounting Guidelines 2005 is used as a reference. The Minebea Group's environmental conservation costs totaled ¥4,813 million in FY2012, a 22% increase over FY2011.

▶ Environmental Protection Costs, FY2008 – FY2012





Environmental Management

Initiatives to Protect Biodiversity

● Basic Approach

In FY2012, the Minebea Group revised its Environmental Policy and added “contribution to the international community” as a new initiative. As part of the initiative, we recognize that our business activities may have an effect on biodiversity and ecosystems, and we will work to conserve nature. As a first step, recognizing the importance of understanding the impact of our business activities, we are conducting research on how the Minebea Group’s business relates to biodiversity.

Minebea’s Environmental Impact

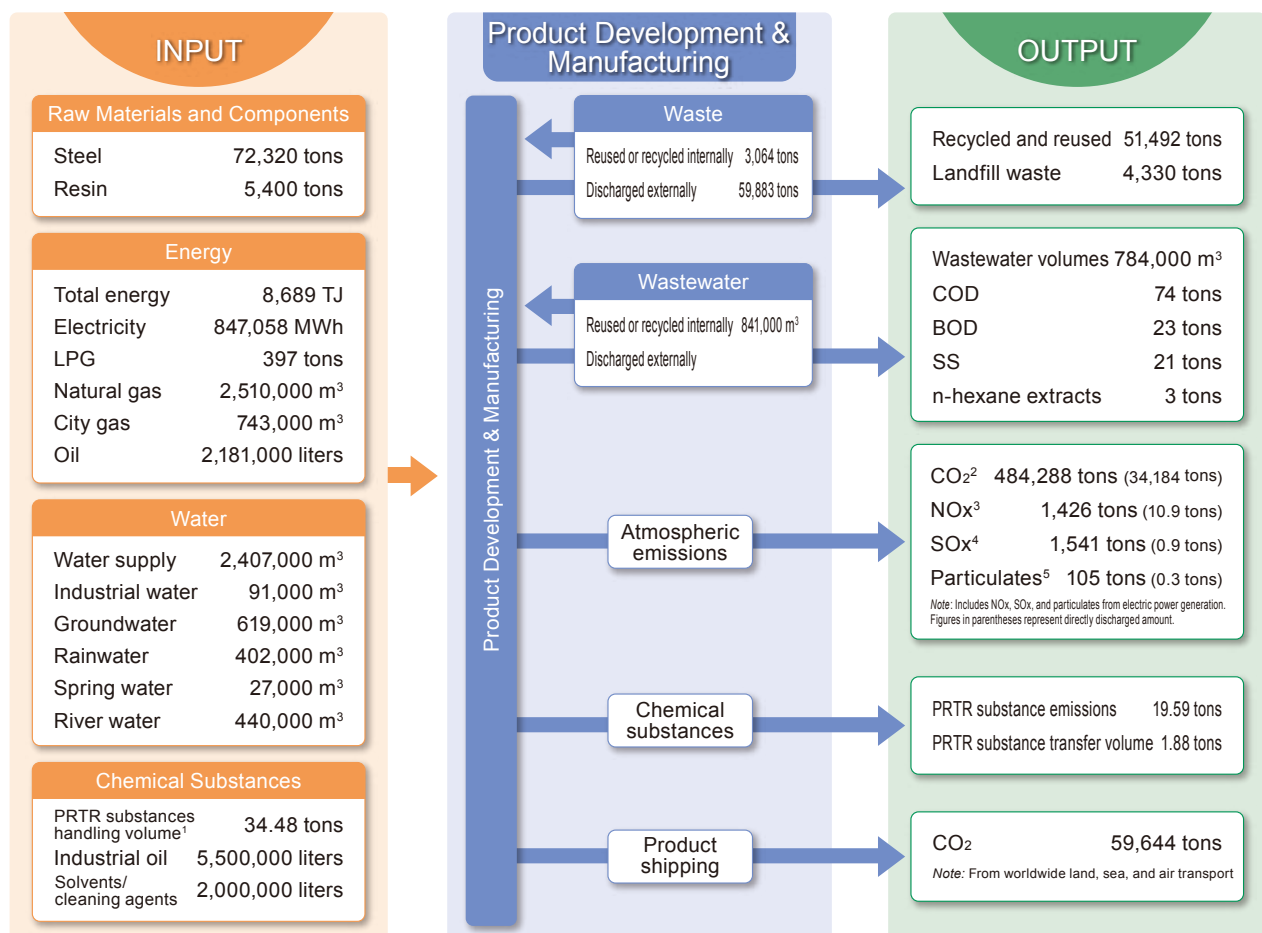
The Minebea Group has plants and sales offices in 18 countries around the world, manufacturing and selling a range of products including bearings—our main

product—as well as such products as machined components, rotary components, and electronic devices. When environmental impact is viewed in terms of the ratio of total production by region to sales, Asia (excluding Japan) is estimated to account for approximately 80% of the Minebea Group’s consumption and output.

In FY2011, flooding in Thailand, our largest manufacturing base, caused major damage to our local plants and led to the extended suspension or reduction of manufacturing activities. In FY2012, though restoration work at damaged plants was nearly completed and output returned to normal levels, we managed to strengthen our measures for reducing environmental impact at the sites and achieved a particularly large reduction in CO₂ emissions.

The Group’s environmental impact for FY2012 is summarized below.

► Input and Output (FY2012 Actual)



1. **PRTR chemicals:** Substances included in the PRTR law (The Chemical Substance Control Law /Domestic Japanese Law), for which companies must register and report volumes released and transferred. The figures shown are those reported to authorities.
2. **CO₂:** Carbon dioxide
3. **NO_x:** Nitrogen oxides
4. **SO_x:** Sulfur oxides
5. **Particulates:** Microscopic solid matter contained in exhaust gas generated through combustion, heating, or chemical reaction