

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.

In April 2015, we revised the Minebea Group’s CSR Implementation Principles. Based on our commitment to creating beneficial value for society through our products, we added the principle of “Creation of social value through our products.”

We also stress the importance and strive to fulfill the Ten Principles of the UN Global Compact, to which we announced participation in 2012.

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 Creation of Social Value through Products

As a manufacturer of precision products supporting society, the Minebea Group is actively developing reliable products which reduce energy consumption, and making them widely available.

3 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.

4 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



● The Minebea Group's 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.

● CSR Promotion Structure

The Minebea Group established its CSR Promotion Office in 2010 in order to better promote CSR activities on the basis of the Minebea Group Basic CSR Policy and the Minebea Group 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 Executive 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

Minebea conducts its CSR activities based on the seven key themes proposed by international social responsibility standard ISO 26000—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. In relation to these themes, we confirm the status and importance of our activities, while identifying priority issues we need to tackle. In FY2013, we analyzed the status of activities at sites in Japan, and in FY2014, we expanded the analysis of CSR issues to overseas sites.

We will use the survey results as reference for future activities.

► Please see P. 6 for details.

● Internal CSR Diffusion Activities

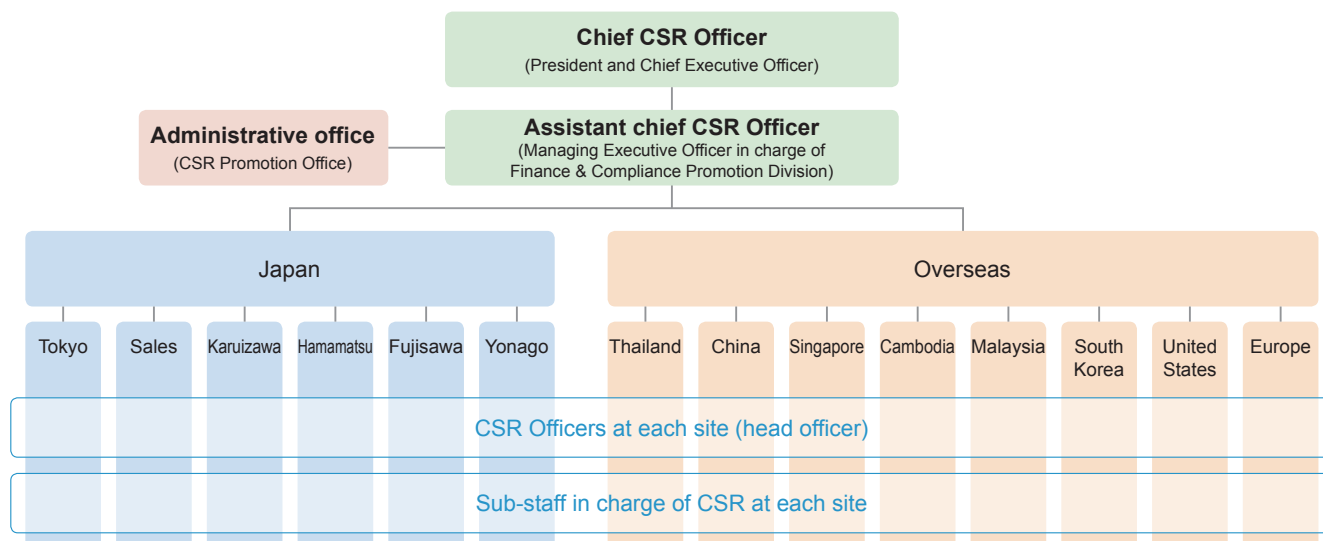
Since FY2012, we have been holding CSR study meetings among working-level coordinators in each division to discuss goals for our CSR promotion activities.

In FY2014, we invited an outside instructor to hold seminars for 52 CSR Officers (managers responsible for CSR) and sub-staff in Japan.

● 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 strive to establish a Group-wide CSR strategy, inclusive of overseas sites, and promote management activities in order to instill CSR throughout the Group.

● CSR Promotion Framework



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