

# Establishing Deep Local Ties with Multiple Generations

—CSR Seen in Business Activities in Thailand—

## THAILAND

- Lopburi Plant
- Ayutthaya Plant
- Rojana Plant
- Bang Pa-In Plant
- Navanakorn Plant
- Bangkok
- Chonburi Plant



The MinebeaMitsumi Group's largest production site is Thailand. In this feature, we introduce local CSR measures, which have been carried out during approximately 40 years since the Group first established operations in Thailand.

### Responsibility to Thai Communities as the Group's Largest Production Site

The MinebeaMitsumi Group's business in Thailand started with the establishment of a company in Ayutthaya Province, which is located to the north of the capital city Bangkok, in 1980. In the subsequent period of nearly four decades, operations expanded to six plants, and as a result of the 2017 business integration with Mitsumi Electric, the Chonburi Plant, located to the southeast of Bangkok, was added to the Group for a current total of seven plants. The combined output of the seven plants in Thailand accounts for approximately 40% of the Group's total production, making Thailand the Group's largest production site.

The Group has approximately 35,000 employees in Thailand, making it one of the largest foreign-affiliated employers in the country. Many people in nearby communities work at the plants, and there are numerous instances of multiple generations from the same family

working for the Group. In addition, the value of products exported to countries around the world is approximately 350 billion yen annually, making a significant contribution to the economic development of Thailand. The presence and awareness of the MinebeaMitsumi Group in the local community is quite high and General Manager of Regional Affairs for South East Asia Masayuki Imanaka, who oversees local operations, points out that "When a company reaches this scale, the relationship with the local community becomes crucial as a matter of course. It is essential that we respond appropriately to the expectations of both employees and the local community."



Masayuki Imanaka  
Managing Executive Officer  
General Manager of Regional  
Affairs for South East Asia

### 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

### Putting the Company Credo of “Five Principles” into Practice through CSR

In Thailand too, the MinebeaMitsumi Group’s company credo of “Five Principles” is the foundation of our CSR. Management is carried out by the CSR Committee by making reference to ISO 26000. What is distinctive about the Group’s CSR measures in Thailand is that each plant engages in direct dialogue with local communities, sets themes according to the issues in each region, and implements projects based on those themes. We make sure to reflect the results of projects in future plans. These integrated undertakings have been well received, and the Group has received the CSR-DIW\* Continuous Award from the Department of Industrial Works, Ministry of Industry for nine consecutive years.

The MinebeaMitsumi Group focuses on environmental measures to fill its responsibilities to local communities. The Group’s plants in Thailand have sought to be energy-saving facilities since their establishment. Some plants have introduced “Plant Wastewater Zero Systems” that gather all wastewater and purify it to levels stricter than those required by laws and regulations for use on the plant site. This is an extremely important initiative from the perspective of business continuity. In addition, food waste from on-site cafeterias is composted, the biogas generated by the compost is used for cooking to reduce LP gas use, and other active measures are taken to reduce environmental impact.

One area of particular emphasis at present is the dissemination of CSR information. General Manager Imanaka, who oversees activities, explained, “We inform local executives and all employees about CSR activities by reporting important matters to the Executive Officer Council and the Executive Council and posting the details of activities on the Thai websites in Thai and English.” Other efforts are also made to disseminate information internally including monthly production and distribution to all employees of CSR-related pamphlets as an employee communications tool.

\* CSR-DIW: Corporate Social Responsibility, Department of Industrial Works

### A Company Where Employees Are Proud to Work

In Thailand, the MinebeaMitsumi Group seeks to “be a company where our employees are proud to work,” one of the “Five Principles” of the company credo. As one aspect of this, particular effort is made to enhance human resource development programs. Specifically, systematic training opportunities are provided to employees from orientation training for new employees to work training, rank-based training, and ongoing training. All employees have work objectives, and a performance evaluation system based on those objectives has been introduced.

To ensure that the MinebeaMitsumi Group is a place where employees can work with reassurance, we strive to maintain fairness, respect human rights, promote diversity, and achieve high levels of occupational health and safety as well. The Group has established policies regarding human rights and has procedures in place to prevent violations and impose disciplinary measures when necessary. We also adopted TLS 8001-2010, labor standards formulated by the Thai Ministry of Labour, and acquire third-party certification. To address issues of diversity, the Group prohibits discrimination based on gender and religion and respects diverse values through means such as giving due consideration to religious practices with regard to meals and in Company facilities.

One measure that is unique to Thailand is the Happy Workplace Program. This initiative, which contributes to enhancing employee well-being, was launched to diminish feelings of stagnation following the economic downturn precipitated by the bankruptcy of Lehman Brothers in 2008 and to provide a greater sense of meaningfulness in their work. Numerous employees participate in voluntary activities centered on eight themes including emotional well-being, relaxation, and family.

Human Resources Manager Aksorn explained the reason for these activities: “In Thailand, local personnel play key roles in operations, and this means that it is crucial to create an environment where Thai employees can grow and feel satisfaction with their work.” At the same time, Thailand’s population is aging, and as a result, recruiting young human resources has become an issue.



CSR-DIW Award



Facilities for a plant wastewater zero system



A storage tank for biogas



### Activities to Ensure That the Group is Welcomed by Local Communities

The MinebeaMitsumi Group undertakes activities that are requested by members of local communities. In FY2017, plants undertook some 80 projects addressing a wide range of topics including themes set by the individual plants as well as infrastructure development and educational support. These efforts lead to the development of good relationships with stakeholders.

Construction of a Buddhist hall began in 2016 at a temple in Lopburi Province. Employees were called on to contribute during the two-year construction period. Employees cooperated with the production of Buddhist images and tree planting around the shrine. The shrine is scheduled to open in 2018 as a site of emotional tranquility for local residents. Rojana Plant Manager Wira reflected on the employee activities: "I feel that employee teamwork has improved as a result of this project. Our relationship with the local neighborhood has also been enhanced. This has been a positive undertaking for all stakeholders."

The plant cooperated with sluice gate repairs, irrigation facility maintenance, release of juvenile fish, and tree planting at the nearby Huay Yang Nueng Reservoir. The sluice gates had not been maintained for about 20 years, and there was a shortage of water in the area. Village Headman, Ruob of the neighboring village said, "Thanks to the repairs performed by MinebeaMitsumi, we can manage the water and effectively use it for agriculture and dairy farming." He added, "Previously, I knew the company only as a place where a number of village residents worked, but as a result of these activities, MinebeaMitsumi is better understood in the region."

Plants also provide various support linked to the development of local children. For example, school uniforms, seats, and cushion covers have been donated and computer education support provided to childcare facilities in Pra-Inta Racha Municipality in Ayutthaya Province since 2016. Mayor Suchote has expectations, stating, "It is important for children to have contact with computer-related knowledge, as it opens up possibilities for the future. I would like to MinebeaMitsumi to continue cooperating with local development in the future."

#### CASE 1 Local Traffic Development

One plant renovated traffic facilities in its vicinities. Roofs and benches were installed at bus stops so that local residents and employees can use them in comfort. In 2018, donations were made for the installation of a crossing bridge as a route to a shopping center where vehicular traffic was heavy, making crossing dangerous.

"I feel proud working for MinebeaMitsumi, which not only gives consideration for its employees, but also supports the local community."

**Pinphaka Nadej**  
CSR Committee Member

"The bus stops support users of public transportation and enhance convenience in our community."

**Teerapath Puangkaew**  
CSR Committee Member



#### CASE 2 Support for Hydroponic Cultivation Education

Equipment for hydroponic cultivation of vegetables was provided in 2017 to the Thamlaythai Prodsad Elementary School, and hydroponic cultivation training began. As a result of this training, three types of vegetables are being cultivated hydroponically, and the vegetables are cooked to increase their added value for sale.

"Because of a health boom, demand for hydroponic vegetables is increasing. We received support for hydroponic cultivation, an area in which the students have few educational opportunities. I am extremely grateful."

**Ms. Kanchana Duang-arhit**  
Teacher





Local residents at the Buddhist hall under construction



Tree planting



Donation of seats and cushion covers to an childcare facility

Every year, each plant selects educational facilities for support and undertakes programs tailored to the requests of the schools.

### Continuing Manufacturing with Sincerity and Deep Local Ties

It has been approximately 40 years since the MinebeaMitsumi Group first established operations in Thailand. We have undertaken business activities based on the concept of “manufacturing with sincerity,” our philosophy of manufacturing higher quality products at lower prices, faster,

in greater quantities, and smarter. Continuing these activities will require support from employees and local communities. General Manager Imanaka explains his aspirations: “We have developed operations in Thailand in collaboration with members of the local community, and I believe that in the future, giving due consideration to the environment and employees and responding to the expectations of the region will be the mission of management. I hope to deepen communications with local stakeholders and raise understanding of our activities.”

#### CASE 3 Environmental Education for Children

Continuous support is provided to the Wat Banheeb Elementary School for environmental education about waste separation. Students are taught how to distinguish between kitchen garbage, recyclable waste, and so on, and sorting bins were donated to the school and local community. Future plans call for collecting recyclable waste and generating a revenue stream for use by schools and the local community.

“Thanks to this program, the school and entire area have become extremely clean. I am very pleased about this improvement to our community.”

**Mr. Uthai Malijai**  
Teacher



#### CASE 4 Support for Educational Facilities

Support regarding traffic safety is provided to the Bankumtae Elementary School. The school grounds include a road used by automobiles and motorcycles, so traffic signs and fences were donated to ensure the safety of the schoolchildren. Various other support such as repairing and painting playground equipment was also provided.

“The support from MinebeaMitsumi has been extremely helpful. The donation of equipment has also changed awareness of safety within the community.”

**Ms. Kansuya Boonkerd**  
Teacher

