

MinebeaMitsumi Group CSR

Basic Approach

The MinebeaMitsumi Group believes that the mission of a company is 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 business management in accordance with business ethics. To achieve this mission, we have established the “Five Principles” as our company credo, and on the basis of this credo, we have formulated the MinebeaMitsumi Group Basic CSR Policy and the MinebeaMitsumi Group’s CSR

Implementation Principles to guide our CSR activities.

In April 2015, we revised the 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 of and strive to fulfill the Ten Principles of the UN Global Compact, in which we announced our participation in 2012, and the Sustainable Development Goals (SDGs) adopted at the UN Sustainable Development Summit 2015.

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

MinebeaMitsumi Group Basic CSR Policy

As a manufacturer of precision products supporting society, the MinebeaMitsumi 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 MinebeaMitsumi Group’s CSR Implementation Principles

1. The Five Principles and Our Code of Conduct

In promoting CSR activities, the MinebeaMitsumi 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 MinebeaMitsumi 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 MinebeaMitsumi 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.

MinebeaMitsumi Group Stakeholders



Supporting the UN Global Compact



Support for SDGs





MinebeaMitsumi Group Stakeholders

Our stakeholders are defined as employees, customers, shareholders, local communities, and global society, which are affirmed in our company credo, 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 MinebeaMitsumi Group has established a CSR promotion structure, overseen by the President and Chief Executive Officer who is assisted by the Officer in charge of CSR. Its purpose is to better promote CSR activities on the basis of the MinebeaMitsumi Group’s Basic CSR Policy and CSR Implementation Principles.

We have also established the CSR Promotion Office which operates as an office for further strengthening of CSR structure and to develop activities for internal CSR promotion. 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. The officers collaborate with CSR sub-staff to promote PDCA management globally. Going forward, we will further reinforce our CSR structure across the Group to promote CSR activities.

Sustainability Management Division Established

The Sustainability Management Division was established in April 2019 for the purposes of contributing to the development of a sustainable society and separating monitoring functions from executive functions to reinforce governance within the MinebeaMitsumi Group.

Identification of Materialities

The MinebeaMitsumi Group identified issues that are key to the Group fulfilling its social responsibilities based on the demands of global society and communications with stakeholders and made preparations to carry out CSR initiatives even more vigorously. In FY2019, we considered the significance to the Group and to stakeholders and identified materialities (priority issues) that the Group should prioritize (see page 7 for details).

Internal Promotion of CSR Activities

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

Information on CSR was also disseminated through an internal newsletter published twice in FY2018, and Mitsumi Electric’s domestic and overseas sites conducted internal CSR dissemination activities through their CSR Officers. Training was also conducted for recent-graduate and mid-career new hires.

Future Issues and Goals

As a global enterprise, the MinebeaMitsumi Group aims to promote CSR based on international standards in collaboration with U-Shin Ltd., which became a Group member in April 2019. We are reinforcing management systems and instilling and promoting CSR awareness throughout the Group.

Furthermore, by addressing identified materialities, we will contribute to achieving the SDGs and solving social issues through our business activities.

CSR Promotion Framework

