

With the aim of encouraging involvement in environmental protection efforts at home and in the community, as well as at work, Minebea provides a variety of environmental education programs for its employees. By raising the environmental awareness of its employees, Minebea hopes to contribute to greater general understanding of environmental issues—an important step toward ensuring a healthy future for our planet.

► Educational Programs for New Recruits



Initial training for new recruits from Minebea Group companies

As part of their initial training, new recruits attend lectures on Minebea's Environmental Protection Principle, environmental management system and environmental protection efforts. After completing initial training, recruits must prepare reports on specific topics covered in these lectures, a task that demands they further their understanding, as employees, of Minebea's environmental protection efforts.

► Publication of Environmental Newsletter (Hamamatsu Manufacturing Unit)

Raising environmental awareness and interest in protection efforts is a challenging task. Understanding the importance of having effective materials on hand, in January 2000 the Hamamatsu Manufacturing Unit began publishing its own in-house environmental newsletter. As of the end of March 2003, 38 issues of the newsletter had been published.



In-house environmental newsletter (Hamamatsu Manufacturing Unit)

► Training Program for In-House Environmental Auditors

Minebea's ISO 14001-based environmental management system includes obligatory checks by in-house auditors to ensure the effective functioning of the system itself. Environmental auditors must be able to evaluate objectively and fairly. To this end, Minebea provides specialized training programs for employees that are instructed by accredited external auditors. As of the fiscal 2003 year-end, Minebea had 105 qualified in-house environmental auditors.



March 2003 training program for in-house environmental auditors

► Environmental Emergency Drills

In Japan, experts expect a major earthquake to hit the Tokai area (from Tokyo to Nagoya) sometime in the near future. At both its domestic and overseas plants, Minebea conducts extensive emergency earthquake, fire and oil spill drills. These drills underscore Minebea's firm belief that minimizing damage from such occurrences is the best way to reduce their impact on the environment.



Environmental emergency drill (Karuizawa Manufacturing Unit)