

# Environmental education

We conduct a variety of environmental education and consciousness-raising activities to ensure that all our employees carry out their regular jobs with knowledge of the environment and a high level of awareness of the issues.

## Environmental education

Raising the environmental consciousness of individual employees is important to carrying environmental work forward. Our Group has an excellent in-house training system to extend awareness of environmental issues, including a range of environmental education programs, training for internal environmental auditors, and encouragement to acquire external qualifications.

At NHK Spring, we offer different levels of education for all employees, as well as specialist training for staff with particular environmental responsibilities. General environmental education at different levels is included in our staff training program and is repeated with promotion. Specialist education is provided when staff begin new positions, and regular skill upgrading is also provided.

Furthermore, abstracts of relevant domestic environmental laws have been periodically distributed to Group companies since fiscal 2014 to share information.



Internal environmental auditor training and refresher courses (environmental education)

### ● Contents of environmental education (FY2019 results)

Education at different levels		
Recipients	Content of training	
Training for new employees	Description of efforts by NHK Spring Group regarding global environmental issues, environmental management systems, and environmental laws, regulations and other requirements by stakeholders	
Training for new assistant managers		
Training for new senior staff		
Training for new executives		
Specialist education		
Recipients	Content of training	
Internal environmental auditors (Responding to ISO revision)	Training and education	Internal environmental auditor training and refresher courses
	Skills upgrading training	Environmental auditor workshops for lead auditors
Overseas secondees (expatriates)	Environmental management system, overseas environmental laws and regulations, NHK Spring Group environmental requirements, etc.	

### Environment-related qualified persons

 **252 people**  
(including multiple qualifiers)

### ● Number of staff with environmental qualifications (as of May 2020)

(Units: Persons)

Qualification	Classification		Numbers holding qualifications
Pollution prevention management	Air	Type 1	7
		Other	29
	Water quality	Type 1	7
		Other	32
	Noise		36
	Vibration		35
Dioxins		1	
Environmental management system auditor	Assistant auditor		1
Working environment measurement experts	Type 1	Dust	4
		Special chemicals	2
		Metals	1
		Organic solvents	2
	Type 2		5
Certified environmental measurers	Level-related		2
Specially controlled industrial waste managers			44
Qualified persons for energy management			32
Energy managers for Type 2 Designated Energy Management Factories			12
Total (including multiple qualifiers)			252