

# Environment-Related Education

## ■ Results of Environment-Related Education in FY2008

(Only in-house education sponsored by the Environmental Protection Department or performed by contracted lecturers is included.)

Classification	Course title		Frequency	No. of participants	Course descriptions
Management-level education	Report meetings with directors Reporting the results of risk management audit in fiscal 2007		1	24	Report on the results of the environmental audit
Education by employee-level	General course <1> (New recruits and so on)		2	115	Global environmental issues and the response required of corporations
	CSR training (The employees who work for eight years and are in creative course go through this training.)		3	100	Global environmental issues and KUBOTA's environmental corporate management
	Training for personnel promoted to senior management		2	145	Global environmental issues and KUBOTA's environmental corporate management
	Education for midlevel technical positions		1	25	Global warming prevention and energy conservation
	Training for newly appointed foremen		1	27	KUBOTA's environmental corporate management & on-site environmental management
Professional education	Training for newly appointed supervisors		2	59	KUBOTA's environmental corporate management & on-site environmental management
	Basic course on environmental corporate management	For construction and service sections	1	7	Environment-related laws and regulations & Kubota's involvement
		For designing and R&D sections	1	7	Environmental corporate management according to the participant
	Education of environmental management technology		1	33	Theory and application of environmental corporate management technology
	Follow-up education for internal environmental auditors (ISO 14001)		3	55	The ISO 14001 standard, environmental laws, and case studies
	Brushing-up education of the environmental inspector		2	36	Effective method of audit, drill and so on
	Waste management lecture		2	42	Waste Disposal and Public Cleansing Law, practical training in contracting and manifests, etc.
Providing information over intranets	Regulations on chemical substances included in our products		1	—	Explanation of REACH regulations
	Law for promoting eco-tourism		2	—	Explanation of law for promoting eco-tourism
	Activities for reducing chemical substances		1	—	Explanation of PRTR system
	Conservation of bio-diversity		2	—	Bio-diversity and our lives and so on
	Current status of containers and packing recycling law		1	—	Explanation of the current status of containers and packing recycling law
	Material flow cost accounting		1	—	Explanation of material flow cost accounting
Cooperation in the education of outside organizations	JICA (Japan International Cooperation Agency) The environmental policies and EMS course		1	9	Explanation of the environmental measures at Sakai plant
	Acceptance of internship Tochigi Prefecture Utsunomiya Hakuyo High School, Utsunomiya Industrial High School		2	8	Education on environmental management at the Utsunomiya plant

## ■ Number of personnel with environmental qualification

Pollution Control Managers	Air	56
	Water quality	68
	Noise	98
	Vibration	70
	Dioxins	6
Energy Management Experts		63
Energy Management Members		15

Applicable scope: KUBOTA Group production plants and offices