

## Environmental Education

If we are to promote environmentally-friendly corporate activities, we have to increase environmental awareness among all of our KUBOTA Group members. The first step in addressing environmental problems is to become aware of the problems. At KUBOTA, we implement regular position-specific educational programs so that our employees can learn about environmental problems.

Systematic and specialized education is also being carried out in order to make a satisfactory response to environmental issues. We are aiming at improving our abilities and at an increase in qualified

personnel. All of this is tied to the assured practice of environmental conservation.

In addition, we participate in environmental education programs offered by external groups and, during June of each year which is Environmental Month, we organize visit to companies with advanced environmental policies to learn from them.

We will continue our efforts to enhance our environmental education qualitatively and quantitatively into FY2011.

### Results of environment-related education in FY2010

(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 FY2010	1	—	Report on the results of the environmental audit
Education by employee-level	General course <1> (New recruits and so on)	2	131	Global environmental issues and the response required of corporations
	CSR training (Employees who have worked for eight years and are in creative course go through this training.)	2	41	Global environmental issues and KUBOTA's environmental corporate management
	Training for personnel promoted to senior management	2	130	Global environmental issues and KUBOTA's environmental corporate management
	Training for newly appointed foremen	1	20	KUBOTA's environmental corporate management & on-site environmental management
	Training for newly appointed supervisors	2	38	KUBOTA's environmental corporate management & on-site environmental management
Professional education	Education of environmental management technology	1	24	Theory and application of environmental management technology, and visits to relevant facilities
	Follow-up education for internal environmental auditors (ISO 14001)	1	20	The ISO 14001 standard, environmental laws, and case studies
	Waste management lecture	2	42	Waste Disposal and Public Cleansing Law, practical training in contracting and manifests, etc.
	Hanshin Office: Training for personnel with internal qualifications for handling poisonous and deleterious substances	1	67	Poisonous and Deleterious Substances Control Law, handling of poisonous and deleterious substances
	Kyuhoji Business Center: Environmental education for the Electronic-equipped Machinery Division	1	86	Environment-related laws, KUBOTA's environmental efforts
Cooperation in the education of outside organizations	Kubota Comps Corporation: Environmental education	1	66	Environment-related laws, KUBOTA's environmental efforts
	JICA (Japan International Cooperation Agency): The environmental policies and environmental management course	1	9	Environmental measures in place at the Sakai Plant
	Tochigi Prefecture Utsunomiya Hakuyo High School: Acceptance of internship	1	4	Education on environmental management at the Utsunomiya Plant
	"Energy Conservation Training for Chinese Governmental Officials," held as part of the International Project for More Efficient Energy Use of FY2010, commissioned by the Energy Conservation Center, Japan.	1	41	Introduction of energy control systems employed by the Hirakata Plant and achievements of its energy conservation measures; a visit to relevant facilities

### Environmental education



Education on environmental management technology



Energy conservation training for Chinese trainees at Hirakata Plant