

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 tours of companies with advanced environmental policies. We will continue our efforts to enhance our environmental education qualitatively and quantitatively into FY2010.

Results of environment-related education in FY2009

(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	1	27	Report on the results of the environmental audit	
	Reporting the results of risk management audit in FY 2009				
Education by employee-level	General course <1> (New recruits and so on)	2	107	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.)	2	42	Global environmental issues and KUBOTA's environmental corporate management	
	Training for personnel promoted to senior management	2	134	Global environmental issues and KUBOTA's environmental corporate management	
	Training for newly appointed foremen	1	13	KUBOTA's environmental corporate management & on-site environmental management	
	Training for newly appointed supervisors	2	48	KUBOTA's environmental corporate management & on-site environmental management	
Professional education	Education of environmental management technology	1	26	Theory and application of environmental management technology	
	Follow-up education for internal environmental auditors (ISO 14001)	2	20	The ISO 14001 standard, environmental laws, and case studies	
	Waste management lecture	For office personnel	1	39	Waste Disposal and Public Cleansing Law, practical training in contracting and manifests, etc.
		For construction personnel	1	19	
		Education on the Poisonous and Deleterious Substances Control Law	21	600	Poisonous and Deleterious Substances Control Law, supervision over personnel in charge
		Technical education on water-related laws	7	30	Water-related laws, management of effluent treatment equipment
		Environmental management education for KUBOTA Construction Machinery East Japan Corporation	2	30	Environmental management for maintenance and service personnel, guidance to introduce KEDES*
	Environmental management training for KUBOTA Agri East Japan Corporation	1	19	Environmental management for maintenance and service personnel, waste disposal training	
Cooperation in the education of outside organizations	JICA (Japan International Cooperation Agency) The environmental policies and environmental management course	1	10	Explanation of environmental measures in place at the Sakai Plant	
	Acceptance of internship Tochigi Prefecture Utsunomiya Hakuyo High School, Utsunomiya Industrial High School	2	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 FY2009, commissioned by the Energy Conservation Center, Japan.	1	40	Introduction of energy control systems employed by the Hirakata Plant and achievements of its energy conservation measures; a visit to relevant facilities	

* KEDES stands for KUBOTA Ecology Data E-System



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