

# 9. Through high-quality communication, the EBARA Group aims to be a company everyone can take pride in.

ISO 26000  
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## Aiming to be a company in which both stakeholders and we can be proud of.

Item 9 of EBARA Group CSR Policy (“Through high-quality communication, the EBARA Group aims to be a company in which both stakeholders and we can be proud of.”) is a call to act for customers, suppliers, shareholders/investors, the community members, and our group executives and employees to be able to take pride in the EBARA Group. To this end, we stipulate items 1-8 to be enacted as “high-quality communication”.

- Customers will be able to take pride in their utilization of EBARA Group technologies, products and services.
- Suppliers will be able to take pride in doing business with EBARA Group.
- Shareholders and investors will be able to take pride in investments with the EBARA Group.
- Community members will be able to take pride in creating a better community together with EBARA Group.
- Employees will be able to take pride in working for EBARA Group.

(EBARA Group CSR Policy: see page 8)

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## Five Pillars of Social Contribution

The EBARA Group contributes to society in five areas, namely technology and arts promotion, interaction with the community, environmental conservation, sports promotion, and social welfare as activities to participate in the community and promote its development.

### ◇ Technology and Arts Promotion

#### Technical seminars by EBARA Hatakeyama Memorial Fund

Since the establishment of the EBARA Hatakeyama Memorial Fund (EHFM) in 1989 at the behest of the late Seiji Hatakeyama, the 5th Company President, guided by the motto “EBARA does not monopolize environmental preservation technologies, but co-exists and prospers along with regional communities”, EBARA Group has organized the technical seminars to share the technologies and experience we have gained with various countries worldwide, in order to construct the basic community infrastructure and improve them. EBARA Group employees participate as lecturers for the seminars. Through the end of FY2012, 231 seminars have been held in 17 countries, mainly in

Southeast Asian countries, with a total of 10,626 participants. In response to the strong requests of participants, themes of the seminars have extended beyond basic technology of fluid machinery/pump to pumps as applied to drainage and irrigation systems, pump/chiller operation and maintenance, and fault diagnosis (analysis techniques of vibration/noises) in recent years, contributing to the skill development of local engineers. For example, the seminar at the Asian Institute of Technology (AIT) held in Thailand on November, 2012 focused on flood countermeasures, taking into the consideration of Thailand’s devastating flood occurred in 2011.

Furthermore, these seminars provide a valuable lesson for our young employees who participate as lecturers to convey the technology and knowledge which they have gained and to deliver presentations in an international occasion.



Scene of the Technical Seminar

Since FY2011, EBARA Group employees from each country have participated in seminars as a lecturer. In FY2011 and FY2012, staff of EBARA Vietnam Pump Co., Ltd. delivered lectures.

## VOICE

On lecturing at the EBMF Technical Seminar



Tran Van Phuc,  
Ebara Vietnam Pump Co., Ltd

It was my great honor to give lectures at the seminars held in March 2012 and 2013 respectively in Ho Chi Minh City. I delivered a lecture on the basics of pumps, namely, on pump technology, pump selection, and pump control and maintenance, seeking to provide my audience with a deeper insight of pumps. I hope that participants will gain a greater understanding of pumps and use pumps more efficiently and economically, reducing poverty and natural disasters, while raising the standard of living.

9. Through high-quality communication, the EBARA Group aims to be a company everyone can take pride in.

◇ Interaction with the Community

EBARA Group invites community members to join factory tours and company festivals that they might gain a deeper understanding of what we do, and to form a tighter bond with the community.

**Interaction with the community**  
<http://www.ebara.co.jp/en/csr/communication/community/local-exchange/>

◇ Environmental Preservation

The EBARA Group engage in continuing efforts to protect greenery and forests through Ebara Green Fund, and to hold “the Ebara Group Worldwide Kids Environmental Art Exhibition” in order to raise awareness toward the environment among the children.

Group employees and their families participate in environmental protection activities including tree planting activity for landslide prevention on the Gogoume slopes of Mt. Fuji, supporting water source forest maintenance project “Kanagawa Suigen no Shinrin-Zukuri” conducted by Kanagawa Pref., and joining in the “Tokyo Greenship Action” in order to preserve the precious remaining natural areas in coordination with the Tokyo Metropolitan Government.

**Environmental preservation**  
<http://www.ebara.co.jp/en/csr/communication/community/env-act/index.html>

◇ Sports Promotion

The Ebara Shonan Sports Center (SSC) got its start in 1985 thanks to then-President Seiji Hatakeyama’s passion for tennis with a part of Idle land at the factory site being utilized to establish a tennis center aimed at nurturing world-class players. The Ebara SSC deepens interact with the community through tennis by opening the tennis facility and providing services. With 29 years of experience, Ebara SCC has the tennis school not only in Fujisawa but also in Chigasaki and Odawara with 45 training coaches and over 3,600 students.

The Ebara SSC has its foundations in the two tenets of the tennis business and fitness business aiming at health promotion, striving to give all members many opportunities to experience the joy of sport. Furthermore, the tennis academy has cultivated many top-level players to represent Japan, such as 15 players at the Davis Cup, 12 at the Fed Cup, and 4 at the Olympics and so on.

Meanwhile, The Ebara SSC has been contributing to the promotion of community sports, such as by accepting students from nearby junior high schools for career experience activities, reusing tennis balls through NPOs, donating used balls to local schools, and offering free lessons to local children and adults.



Scene of junior class practice

◇ Social Welfare

**Support for Disaster-Stricken Communities**

We continue our participation in the volunteering activities in Higashi-matsushima city, Miyagi implemented by Ōta Ward, Tōkyō. In FY2012, a total of 27 employees participated in activities such as cleaning mud and debris from dwellings, clearing weeds, and helping set up local events.

In our company cafeterias, Sanriku coast products such as wakame seaweed are offered to promote the expanding of the consumption of the products in the tsunami-stricken areas. The Ebara Green Fund supports to the disaster-stricken communities with the activities such as setting up green curtains at schools to give comfort to children, restoring tsunami-hit coastal barrier woods, and supporting Higashi-matsushima’s revitalization through the Hana-Ippai flower planting project. Our involvement in stricken community support continues in FY2013 as well.

**Providing Employment for People with Disabilities**

Ebara Refrigeration Equipment & Systems Co., Ltd. enter into an employment contract agreement with Social Welfare Corporation Fujisawa Ikuseikai to outsource a portion of cooling tower assembly work. Working facilities is set up in the Cooling Tower Fujisawa Plant, providing a place of employment. Two instructors and 16 trainees are registered. One instructor and 2-4 trainees work everyday.

In the EBARA Haneda Office, we sell handmade cookies and other baked goods once in a month made by the “Kirinkan” of the Continued Employment Support Type B Office.

◇ Other Activities

Other activities can be found at the EBARA website.

**Communication with community and society**  
<http://www.ebara.co.jp/en/csr/communication/community/>

Organizational governance

Human rights

Labour practices

The environment

Fair operating practices

Consumer issues

Community involvement and development