

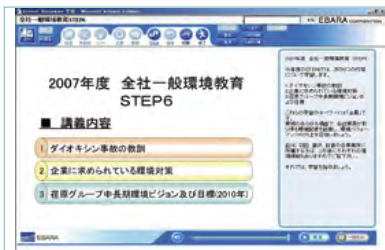


# Environmental education and compliance with environmental laws and regulations

We provide environmental education to all our employees to raise their awareness on environmental issues, to direct their concern and keep them alert about such issues while at work, and to have them abide with environmental laws and regulations.

## Education programs based on specified environmental education

We provide environmental education based on specified environmental education. Our company-wide general environmental education program is participated in by all employees of EBARA offices and districts (including those in group companies and partnerships). In 2007, we introduced an e-learning system to enable participation by group company employees. We also hold managerial-level environmental education sessions, hierarchical environmental education programs for new employees, mid-career workers and promoted staff. We also hold environmental education programs for environmental auditors and for specific departments and sections. View of E-learning screen of company-wide general environmental education program



Company-wide general environmental education e-learning program screen

## Waste risk management education

We promote the use of an assessment system to assess industrial waste treatment vendors. We believe that a thorough check is necessary, not only in terms of legal compliance but also in terms of corporate social responsibilities. Accordingly, on February 15, 2008, we held a waste risk management education session to ensure our compliance with the commission standard of the waste treatment law. Employees involved in waste-related work of EBARA Group companies, 41 in total, participated in the session and we invited Mr. Masumi Horiguchi (administrative scrivener, Amita Co., Ltd.), waste treatment consultant, as lecturer. The aim of this session was to enable the participants to grasp the commission standard through an exercise in which they had to find mistakes in a waste treatment commissioning contract and manifest<sup>\*1</sup>. This was followed by a Q&A session in which participants asked the instructor risk management questions related to their work. This training session enabled participants to acknowledge the importance of being aware of who was responsible in

discharging waste. The EBARA Group intends to work out and carry out educational programs not only on compliance matters but also on a variety of environmental education issues.



Waste risk management training session in progress

<sup>\*1</sup> "Manifest" - When a business which discharges industrial waste commissions an industrial waste treatment vendor to treat the waste, a document called a Manifest is issued to prevent illegal dumping and to ensure that proper treatment is carried out.

## Environmental contribution award

To heighten the environmental awareness of EBARA Group employees and to motivate them to take self-induced action, we give citations to in-house and other individuals or groups who are involved in technology development, which is contributing to environmental improvement or conservation. In 2007, we presented awards to those involved in 11 such technology development activities, including the "building of a system to reuse used document files" (see photo below).

## Complying with environmental laws and regulations

We put effort into complying with environmental laws and regulations through daily monitoring, periodical evaluation, environmental screening and environmental audits. In 2007, we conducted a corporate environmental audit focusing on waste management. As a result, we found some organizations whose contract with waste treatment vendors did not conform to the law. Therefore, to improve the skills of the personnel in charge of waste management and avoid illegal dumping and inappropriate waste treatment, we provided a training program for them and thoroughly educated them on the importance of waste treatment commissions that comply with the law. In some facilities maintained by EBARA Engineering Service Co., Ltd. (dealing in waste treatment and water treatment facilities), we also found 10 nonconformance cases, 5 of which exceeded the self-

induced management standard value while another 5 exceeded the standards defined by the law. These issues have now been resolved.



Build a system for in-house reuse of used files (green cycle files).