



## (5) Promoting Environmental Management

### 1. Status of Compliance with Environmental Laws and Regulations

In FY2016 no recommendations or orders for improvement were received, nor any penalties applied, which are based on any environmentally-related law or regulation.

### 2. Raising Employee Environmental Awareness

We take a proactive approach to raising the environmental awareness of each and every employee by implementing such activities as environmentally-related training and environmental education courses run by in-house and external instructors.

#### [Training and Lectures Aimed at Environmental Affairs Representatives] .....

We carry out general environmental affairs-related in-house training, such as providing instruction in knowledge essential to environmental management promotion and compliance, which is aimed at the environmental affairs representatives in our Group offices. In FY2016, we conducted eight training sessions for new environmental affairs representatives, and total attendance was 97 people. Employees also actively participate in outside environmentally-related training and lectures, with a total of 216 employees from 23 offices attending such events in FY2016. Further, in-house and external instructors ran courses aimed at employees in 13 offices during Environmental Month, and these were attended by a total of 493 employees.



Environmental lecture conducted by an outside instructor (Kanoya Customer Service Office)

#### [Cultivating Environmental Experts] .....

We support employees who are seeking to obtain environmentally-related qualifications, such as for becoming an energy manager or pollution control manager.