

Sharing Information through Meetings

Within the Mitsubishi Electric Group, in addition to the technology committees for different issues and meetings held by the people in charge of each organization, general meetings are held and attended by all people responsible for promoting the environmental practices for each division in Japan and overseas. The aims of such meetings include confirming key issues and unifying the approaches to these that the various divisions take, as well as sharing useful information such as “favorable case examples” of each other’s practices and “matters to watch out for” on a regular and continuous basis. Such meetings are useful for improving overall management levels.

Japan

As part of the Mitsubishi Electric Group’s general practices, company-wide meetings are held once a year, attended by the people responsible for promoting environmental practices at all bases and from all domestic affiliated companies. In addition to policies advised by the Executive Officer and reports on progress made regarding each division’s practices, information is shared among those who attend. Additionally, within each business division, the people responsible for promoting environmental practices and those responsible for applying the practices in affiliated companies both in Japan and overseas hold meetings to confirm the implementation and progress of measures that conform with their business activities, share information and discuss improvement measures.

Overseas

As part of the Mitsubishi Electric Group’s general practices, annual overseas regional environmental meetings are held in each of the four regions: Americas, Europe, China and Asia. These meetings are hosted by the Corporate Environmental Sustainability Group and are attended by the people responsible for promoting environmental practices at each overseas affiliated company in the area to confirm the implementation and progress of various measures. Such supervision by corporate headquarters aims not only to improve the level of environmental management at overseas business sites, but to also strengthen ties between Japan and the overseas sites, as well as among affiliated companies overseas.

Training of Environmental Personnel

Developing Personnel to Proactively Engage in Environmental Activities

We are working to develop personnel who think for themselves what is required for the environment and act on it. Based on this, we will continue our environmental activities in the years to come as we work to achieve Environmental Vision 2021 and our environmental plans.

In the area of environmental training, we have implemented various educational programs in two categories: general education and specialized education. The goal of these programs is to permeate the knowledge and skills required to create a low-carbon, recycling-based society, respect biodiversity, and conduct the environmental management activities that form the pillars of Environmental Vision 2021.

Environmental Education System

Target	Lecture Name
Managerial Staff	<ul style="list-style-type: none"> • Environmental Promotion Chief Administrator Training • Environmental Section Manager Training • New Environmental Section Manager Training
Employees Involved in Environmental Business	<ul style="list-style-type: none"> • MELCO Seminar Environmental Courses <ul style="list-style-type: none"> ·Waste Management ·Design for the Environment ·Energy Saving Law ·Biodiversity ·Chemical Substances Management • Key Environmental Personnel Liaison Meetings • Environmental Basic Guidance • Training Internal Auditors
General Employees	<ul style="list-style-type: none"> • Environmental Course for Employees Dispatched Overseas • e-Learning for All Employees, Mitsubishi Electric Group Environmental Management • Environmental Training Course by Age Group • Common Basic Training for New Employees • Activities to Foster Environmental Awareness <ul style="list-style-type: none"> ·Preserving Biodiversity at Business Sites ·Satoyama Woodland Preservation Project ·Mitsubishi Electric Outdoor Classroom • Outdoor Classroom Leader Development/Regional Block Leader Meetings

Holding Environmental Basic Guidance / Liaison Meetings

In Japan, the Mitsubishi Electric Group provides Environmental Basic Guidance and holds Liaison Meetings for key environmental personnel. Environmental Basic Guidance is intended for those who have been in charge of environmental administration for one to three years. It is designed to educate participants about environmental management, waste management, chemicals control, energy savings, and risk communications. Key Environmental Personnel Liaison Meetings are intended for those who have completed the above-mentioned program, to provide the latest case examples regarding environmental management, waste management, and energy conservation. In these meetings, participants also engage in group discussions so that individual case studies can be adapted and applied to their own workplaces.

In fiscal 2020, Environmental Basic Guidance was implemented at four business bases (Fukuyama Works, Nakatsugawa Works, Shizuoka Works, and the Head Office), and Key Environmental Personnel Liaison Meetings were held at three business sites (Energy Systems Center, Kansai Branch Office, and the Head Office).



Environmental Basic Guidance: Lectures



Key Environmental Personnel Liaison Meeting: Group presentation

Developing Nature Protection Leaders

In fields adjacent to business sites, Mitsubishi Electric Outdoor Classrooms are held, providing an opportunity for both participants and the employees who play the role of leaders to experience nature. This directive aims to promote awareness towards coexistence with nature and develop the ability to act for improving the environment. Volunteer employees are trained as leaders in planning and executing the program. Through the Outdoor Classroom Leader Development Course, which is an employee training program, they learn about relationships between living creatures, safety management, child psychology, and communication skills through one-and-a-half days of classroom lectures and field training. They then use what they have learned in the course to actually plan and run an outdoor classroom as a wrap-up of the course. Between fiscal 2007 and 2020, this development course was held 22 times, producing 432 leaders.

Preventing Environmental Incidents

Preventing Environmental Incidents through Information-Sharing and Equipment Inspections

Both within Japan and overseas, the Mitsubishi Electric Group strives to prevent environmental incidents, such as the leakage of substances that may result in water or soil pollution or have a negative impact upon the environment.

To achieve this, Mitsubishi Electric ensures that its entire workforce is fully familiar with the relevant laws and regulations, revises company rules to reflect any updates to such laws and regulations, and ensures these updates are made known throughout the Group. In the case of a problem (e.g., minor oversight) occurring, Mitsubishi Electric shares the cause and countermeasures throughout the entire Group to prevent it from reoccurring. Aiming to increase the awareness of environmental risk management, the Mitsubishi Electric Group's offices and factories across Japan take measures such as watching internal training DVDs that introduce examples of problems and the establishment and renewal of important laws, thereby firmly instilling environmental management issues across a wider range of occupational levels. In addition, periodic facilities inspections are carried out at all Group bases, the results of which are compiled into necessary measures from time to time and utilized.

Environmental audits are also conducted at major affiliated companies overseas in an effort to uncover and prevent environmental risks.

Responding to Soil and Groundwater Pollution

As stated in our internal rules, the Mitsubishi Electric Group's business sites (works, laboratories, etc.) conduct environmental assessments such as when there is a change in land characteristics. These assessments are based on a survey method that complies with relevant laws and regulations, and the necessary countermeasures or solutions are implemented in accordance with the state of pollution.

In fiscal 2020, we assessed survey results and countermeasures regarding the condition of soil and groundwater due to land utilization for a total of 11 cases (Mitsubishi Electric: eight cases, affiliated companies overseas: three cases) and have confirmed that all cases were handled appropriately.

Regarding areas that were recognized as having groundwater or soil pollution problems in the past, we implemented purification measures using method compliant with laws and regulations, and continue to regularly report the results of our monitoring to relevant government organizations.

Appropriate Storage and Processing of PCB Waste and Devices Containing PCBs

Mitsubishi Electric conducts inspections at all bases that store PCB waste and/or handle devices containing PCBs at least once a year to confirm the status of PCB storage and usage.

With respect to high-concentration PCBs, we entered into a contract with the Japan Environmental Storage & Safety Corporation (JESCO) to promote the systematic processing of PCB waste. In fiscal 2020, 45 devices and 11.5 tons of contaminants were processed. This systematic processing of PCB waste is also promoted by our affiliates in Japan.

Customers can confirm whether or not an electrical device manufactured by a Mitsubishi Electric Group company contains PCB by referring to a list available on the corporate website.