

# What Our Environmental Managers Have To Say

As NTN spreads globally, how do environmental managers get a grasp of environmental conservation issues and what kind of initiatives are they taking on? We asked some environmental managers from around the world directly so that readers can get an understanding of these issues.

## Japan



**Shinichi Hashimoto**  
Administration Dept. Supervisor,  
Kuwana Works

**“How do we pass on a better environment to the next generation and how do we leave behind a healthful world?”**

*What were the primary environmental conservation measures that you focused on during fiscal 2005?*

In terms of our relationship with the local community, we planted moss phlox in a park close to Kuwana Works in 2006 as part of “participation in local greening activities”, which is a primary part of NTN’s Environmental Activity Policy. Also, we have always pushed our environmental conservation activities, but we were starting to get stuck in a rut. By accepting the opinions of those outside the company, we were

able to promote energy conservation measures from a new point of view. We accepted NEDO’s assistance to have an energy conservation diagnosis done, and we are currently carrying out energy conservation modifications.

*What kind of efforts do you have related to industrial waste?*

Illegal dumping by wicked businesses has become a problem in society. For more than 10 years, Kuwana Works has periodically gone to waste processing facilities to do on-site checks. This is to make certain that NTN’s waste is being disposed of properly, and that there is nothing illegal going on.

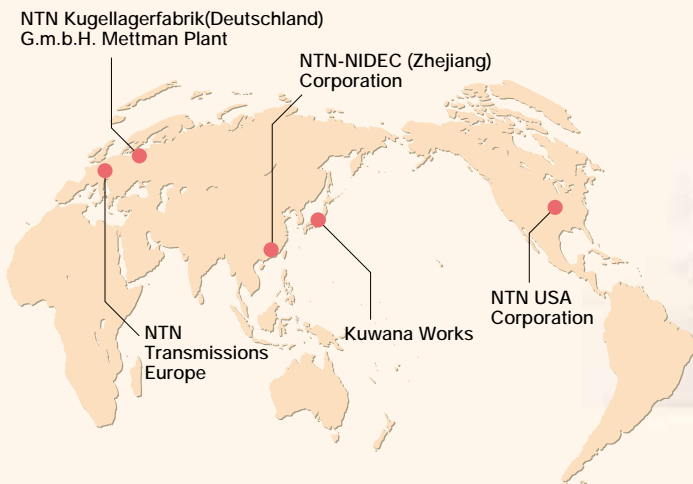
*As an environmental supervisor, what do you think are the issues that should be tackled from here on?*

Although I mentioned a bit about this earlier, the mass media was very interested in the Kyoto Protocol coming into effect, and I believe that preventing global warming is the largest issue from now on. An active stance on the part of the corporation is regarded to be a matter of course, but it is more important for each person to carry out energy conservation as a consumer because the CO<sub>2</sub> emitted by the aver-

age family has been increasing as a result of the convenient life we live. People all over the world must increase their awareness with respect to the environment and put serious effort into this issue so that we can pass on a better environment to the next generation and leave behind a healthful world. I believe these are key points.

*What kind of initiatives will Kuwana Works be carrying out in the future?*

This fiscal year we will be implementing the results of last year’s energy conservation diagnosis and we will be accomplishing some large-scale energy conservation measures that have been proposed. Also, in the past we have actively been using natural energy such as using a small hybrid generator (wind and solar power) to power outside lights to illuminate our parking lot and we will continue to implement global warming prevention measures that use clean renewable energy such as solar power. Also, we will be putting an emphasis on environmental conservation activities that depend on individual participation such as volunteer greening activities.



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## United States



Kevin Bulatek  
Corporate Environmental, Health and  
Safety Manager, NTN USA Corporation

"We're improving our environmental, health, and safety performance through teamwork"

Tell me about environmental activities of NTN USA.

NTN USA Corporation began actively managing environmental issues in 1997 with the formation of the NTN USA Environmental Committee consisting of environmental staff from NTN's North American companies. Its purpose was to share information and expertise and work together to improve environmental compliance at US sites.

What kinds of things did the Committee focus on?

Initially, the Committee concentrated on environmental legal compliance and pol-

lution prevention activities, but later expanded to employee health and safety issues and became the Environmental, Health and Safety (EHS) Committee.

There seems to be a great emphasis on teamwork.

By leveraging the experience and expertise of Committee members with diverse EHS backgrounds, sites are able to receive ideas and information on programs, plans, projects, and training to help better manage issues, and, in turn, Committee members learn of new and better ways from the plants they audit.

Since its inception, the Committee has expanded to include health and safety in its mandate. Looking back, how do you feel about the work that's been done in all areas?

Since 1997, per employee hour worked, the aggregate number of work-related injuries and illnesses (I & I) at the plants has been reduced by 47% (as of 2005), the number of I & Is resulting in days away from work, work restrictions, and job transfers has been reduced by 61%, and the total number of lost work days from I & Is has dropped by 34%. Environmentally, the plants together have, on an annual basis, reduced or prevented well over 100 tons of volatile organic compound air emissions, several million gal-

lons of waste water and oil, and several thousands of pounds of hazardous waste from being generated, as well as recycled several hundreds of tons of recyclable materials and saved hundreds of thousands of dollars. Two plants have also been awarded a total of five state government Pollution Prevention or Environmental Excellence Awards. These results are due to the teamwork of management and employees at each site as well as improvements related to Committee activities.

The 10th anniversary of the EHS Committee is approaching, what are your future goals?

We look forward to working more closely with NTN Japan to develop and achieve meaningful environmental targets and incorporate safety and health activities into our EMSs to further improve performance so that we can help make NTN the safest bearing company in the world with the least impact on the environment.



## France



Estelle Guillaume  
Environment and Labor Relations Sect. Manager  
Human Resources Dept.  
NTN Transmissions Europe (NTE)

"The environment is a problem that everyone should simultaneously consider and act on as their own individual problem..."

How are you grappling with environmental problems at NTE?

Each employee should be a primary participant in environmental issues, but it is not something easily dealt with as an

individual. The role of the environmental department is to propose basic policies and plans of action to improve the environment, but the success of such plans depends on the participation of employees. In other words, the environment is a problem that everyone should simultaneously consider and act on as their own individual problem.

You mean total participation, right? Can you give us an example?

I think separating waste streams is a good example. By separating waste streams, it is possible to reduce the amount of regular waste (mixed waste). In the past 3 years, employees have promoted the separation of waste streams in the workplace, resulting in a drastic decrease in industrial waste.

Other than separating waste streams, what kind of other efforts are you engaged in?

After employees carefully sort the

waste, recyclable waste is carried to the special recycling center and we request that they be recycled into a useful resource.

Also, by collecting and washing gloves used in the workplace, they can be used over and over again. By making the gloves that we use here last longer, we are controlling this type of waste from being generated.

What are your new environmental targets for fiscal 2006?

Our targets are to reduce the wastewater and waste oil per constant velocity joint produced by 5%, to reduce our water consumption by 5%, to maintain our electrical consumption at the current level, and to reduce NTE's overall gas consumption levels to 3% of the current level. These environmental targets have been put on beautiful posters that are displayed throughout the plant.

## Germany



Helga Petrasincu  
NTN Manufacturing Germany, Germany Plant(DMF)  
Human Resources Manager

“To learn what we can to preserve the environment”

What kind of efforts are you putting in at DMF in terms of educating employees about the environment?

Employees are thoroughly educated on various environmental problems. We have adopted a comprehensive environmental education system that includes new employee job training, periodic education, and special job training done inside and outside the plant. Through these educational measures, our employees increase their environmental awareness, gain the necessary knowledge, and learn how they should work to preserve the environment.

Describe what's in the employee environmental education manual.

Every new employee receives an Environmental Training Manual on his first day at NTN. This manual contains our basic environmental philosophy, environmental policies set out by top management, and an annual environmental program to be acted upon every year. This includes declarations such as the following: “This company shall work to conserve resources, energy, and water, work to reduce the amount of waste, and work to increase the recycle rate”. These are posted on bulletin boards inside the company so that every employee can see this message on a regular basis.

What is the structure of responsibility with respect to environmental issues?

I am responsible for environmental management overall, but in addition to myself the responsible persons are Horst Gilles (Environment and waste) and Ulrich Leffrang (Operational safety). The three of us are knowledgeable about efforts related to environmental and safety issues, as well as work and education, and we respond appropriately to daily questions from employees.

There is a sense that Germany is a country with extremely strict regulations.

You are correct. Germany has an extremely high level of interest in environmental protection and there are a multitude of laws related to the environment. These laws are periodically revised according to the common policies of the German government and the EU, and every time this happens, the person responsible for environmental management must obtain the information and disseminate it throughout the company.

Your response to the EU's RoHS directive is an example of this, I suppose.

The management of hazardous substances is a particularly vital issue at DMF, one that we specially educate employees on. After the education, we confirm that each person properly understands the management of hazardous substances and is aware of the importance of their duties to make doubly sure that nothing is omitted in management and that no problems will occur.



## China



Liqin Gu  
Representative of the General Affairs Manager,  
General Affairs Dept.  
NTN-NIDEC (ZHEJIANG) CORP. (NNSC)

“I want to contribute to society through environmental activities”

What kind of approach do you have in terms of your environmental efforts?

NNSC obtained ISO 14001 certification in January of last year, starting our environmental efforts. Ever since its inception, based on the NTN Environmental Policy,

we have strived to reduce our environmental load and find harmony with society.

What specific activities have been implemented?

NTN's environmental policies and different environmental posters are posted so that employees are constantly aware of them, and at the same time, we educate new employees and have job training done by outside organizations to increase the employee awareness of environmental preservation.

Also, we have correctly evaluated and identified the environmental characteristics of the plant, set appropriate targets, and manage accordingly. For example, to manage waste, we are effectively using resources by sorting the waste stream into hazardous materials, recyclables, and landfill waste.

What other efforts are you carrying out?

Eliminating the wasteful use of resources. For example, we believe that reduc-

ing water and electrical consumption through conservation is very important.

What about things that inevitably have an effect on the environment outside of the company?

We periodically carry out environmental measurements of sewage, industrial wastewater, noise, and environmental pollutants (such as exhaust from the plant), and we continue to monitor whether or not we are emitting hazardous substances. Other than that, we have always been active in holding training activities such as fire extinguisher training, which is useful in the event of a disaster.

NNSC is going into its second year of environmental activities, isn't it?

Yes. As the person responsible for environmental management, I hope to promote activities that will contribute not just to the company, but also to society as a whole.