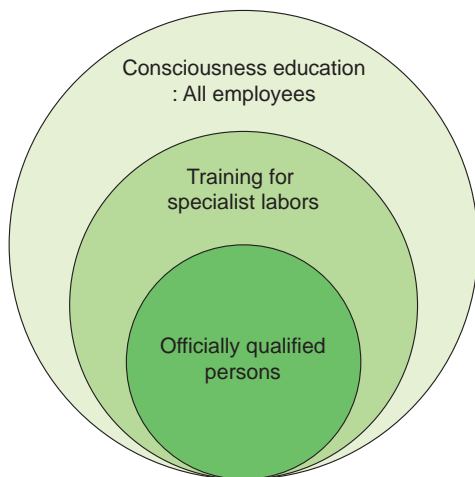


Education and training for environment / Qualified persons

Collaborative creation together with our stakeholders

〈Approach to systematic environmental education and training〉

The principle to develop the recycle-oriented society and realize the low carbon emission society is to promote the reduction of environmental stresses and thus it is necessary for each employee to enhance their own consciousness and competency of the environment. For this, Iseki Group aims to improve environmental consciousness by providing all employees with the education and training called environmental program in three major steps according to the level of environmental stresses: subjective training for every employee, training for special jobs and education for employees who engage with jobs which require certain official qualification.



System for education and training for environment / Qualified persons

〈Strict compliance to environment-related laws and legal qualification and promotion of licenses related to environment〉

As we acknowledge that conformance to environment-related laws and legislation is the basis of environmental preservation activities, we therefore encourage all of our employees to observe safety and hygiene rules strictly. At the same time, we offer our employees the opportunities to participate in seminars held by external institutes for managers in charge of pollution supervisor, chief electrical engineer, and boiler engineers to have the official qualifications needed for the promotion of developing recycling-oriented society. The number of employees qualified for official environmental qualification as of the end of March, 2009 is shown in the following table.

Name of qualification		Number of employees
Pollution supervisor	Air	15
	Water quality	15
	Noise	16
	Vibration	17
Energy control engineer		8
Energy controller		3
Chief electrical engineer		13
Boiler engineer		89
High pressure gas production safety supervisor		12
Industrial waste treatment facility engineer		4
Specific chemical substances chief operator		19
Hazardous material handler		175

The number of officially qualified persons for environment

〈Environmental education〉

Iseki Group realizes that the first step to the environmental preservation is to raise the awareness of each individual; therefore, we support their activities to promote the environment preservation not only in their workshops but also in their home and community. Iseki Group strives to further increase the awareness of each employee about the environment through the environmental training of new employees and issuance of Iseki Group newsletters.



Lecture for environment

〈Training for internal environment auditors〉

Iseki promotes appropriate improvements and continuous activities through system application checking by having environmental education based on the environmental management system and yearly regular audits by external certification institutes, as well as internal system application audits. Iseki Group has been offering our employees unified and systematic training and education by third-party institutions as we think it is necessary for us to train internal auditors to up-grade their skills and capabilities in order to maintain and improve the application of the environmental management system.

〈Environmental training〉

It is required to complete training and educations to a certain level for any employees assigned to particular jobs such as casting, heat treatment and painting. This training and education is offered on a regular basis in accordance with various standards describing the impacts of such particular jobs to the environment, daily management procedures, and emergency procedures.

Environmental communication

Collaborative creation together with our stakeholders

To exercise our responsibility as a company having a very close contact with the community, Iseki supports various activities in each community. Contribution to the development of community is a priority mission of Iseki group.

Iseki has made a registration as a promotion partner of the national movement, “Food Action Nippon Project Headquarters” for improving the food self-sufficiency ratio, started by the Ministry of Agriculture, Forestry and Fisheries of Japan as of October 6, 2008, in order to accelerate activities for the improvement of the food self-sufficiency ratio through local production for local consumption activities in each region of Iseki Group companies.

<Acceptance of plant tour>

As a part of communication with people from outside, Iseki-Matsuyama MFG Co., Ltd., at the location of birthplace of Iseki, and other Iseki's manufacturing plants, including Iseki-Kumamoto, Iseki-Niigata and Iseki-Houei, accept elementary school students, people from other countries, and local residents for plant tours.



Visit of a delegation from Jilin, China for plant tour
December, 2008

<Product exhibition corner>

The Exhibition Pavilion in Matsuyama, the base of advertisement and public relations of Iseki Group, was renewed and reopened in March, 2009. There are exhibitions of products including combined harvesters, tractors, dryers, and the SANA E-chan Farm for home gardening, as well as the “Food Action Nippon” corner.

URL <http://www.iseki.co.jp/products/sanae/index.html>



<Information offering from web site>

Iseki Group also publishes our environmental activities on Iseki's web site. On the web site, you will find a mail box for your opinions and questions about environmental matters. For more information, please visit our web site.

<http://www.iseki.co.jp/>

<Execution of clean activity>

As part of our practices regarding “Contribution to society and community”, which Iseki Group presents as our environmental policies for each district, our employees participate in cleaning activities in their district.



Iseki-Matsuyama MFG. Co., Ltd.



Iseki-Kumamoto MFG. Co., Ltd.



Iseki-Niigata MFG. Co., Ltd.



Iseki-Houei MFG. Co., Ltd.