

10. EDUCATION AND PERSONAL DEVELOPMENT

10. Education and personal development



1) Environment month

June was made "Environment Month" in 1991 at the instigation of the Environment Agency, and various events are now held throughout Japan during this month.

In order to encourage more effective use of resources and reductions in emissions of pollutants, MMC arranges various activities to raise environmental awareness on the part of individual employees.

■ Classified employee education

Activities are held annually to raise awareness of our involvement in activities and stress the importance of protecting and conserving the environment.

Individual sections also conduct their own on-the-job training (OJT) as necessary in order to raise employee awareness and knowledge of environmental issues.

Subjects	Frequency (times/year)	No. of participants
New employees	1	611
Middle-management employees	1	56
New deputy managers	1	129
New managers	2	229
New general managers	1	39
New assistant foremen Foremen Health and safety managers	2-4	186

■ Persons holding official environment-related qualifications

	Pollution control manager	Energy manager
Total no. of qualified employees	177	44

■ Activities to encourage conservation of resources

In order to make more effective use of resources throughout the company, a drive is underway to create a paperless office environment and cut overall paper consumption through greater office automation. The scope of use of recycled paper is also being expanded, and use of both sides of sheets of paper encouraged.

Reduction of paper consumption	<ul style="list-style-type: none"> ●Promoting use of recycled paper and both sides of paper Recycled paper used: 418.7t/year ●Reduction of copying
Reuse of resources	<ul style="list-style-type: none"> ●Collection of used paper and recycling as material for recycled paper Amount recycled: 797.5t/year

■ Personal development

MMC issues pamphlets and other publications to increase employees' awareness of environmental issues. Articles on the environment are published in local newsletters, and information sent via the company's intranet. We also publish "Plant Environment Topics" for distribution within the company and to affiliates to provide information about plant environments.

■ Activities during Environment Month (FY1998)

Category	Activities
Personal development activities	<ol style="list-style-type: none"> 1. Publication of details of Environment Month activities in newspapers at each plant/office to inform all employees 2. Notification by poster, billboard, etc.
Practical activities	<ol style="list-style-type: none"> 1. Inspection and patrol of environmental facilities 2. Investigation of waste disposal contractors
Other activities	<ol style="list-style-type: none"> 1. Protection and inspection of trees at plants and offices 2. Participation in lectures

