

## **Two New Training Facilities to Open**

On October 1, Sumitomo Metal Mining Co., Ltd. (SMM) will open a newly constructed human resources training facility in the Besshi district of Niihama City in Ehime Prefecture. A ceremony will be held on October 1 to mark its completion. Adjacent to the new facility, which is to be known as “Oji-kan,” a second new training center will open on April 1, 2010. The latter, to be named “Hoshigoe-kan,” will be located in the current Besshi Sumitomo Club, which is scheduled for renovation.

One of SMM’s strategic targets for the medium to long term is to become a major player among non-ferrous metal producers worldwide, and vital to the achievement of that goal is the enhancement of the company’s manufacturing capabilities. To make its human resources education program more systematic and effective, on April 1 the company created a new Human Resources Development Center within the Personnel Department, and two new hands-on type training facilities – Oji-kan and Hoshigoe-kan – have been planned to open under its direction. The location chosen for the two facilities is Niihama, home to SMM’s main production plant and affiliated companies.

The new Oji-kan has two separate zones: a “danger” zone where personnel acquire experience dealing with dangerous situations, and a zone where they develop equipment-related skills. In the danger zone, workers experience what kinds of dangers lurk in their everyday work and boost their awareness toward safety and labor hygiene. In the skill development zone, they acquire hands-on experience using actual machinery, models, etc., giving them the means to develop into highly skilled equipment operators. The two zones will be staffed by six specialists serving as instructors. They will be augmented by on-site management and supervisory personnel and highly experienced employees from throughout the company and the SMM Group, serving as subordinate instructors. Subordinate instructors will be drawn from as wide an array of employees as possible, to enable enhanced manufacturing capabilities comprehensively.

Hoshigoe-kan is being designed to function as a multi-purpose training facility, with a focus on serving as a venue for meetings of all kinds, especially those relating to employee training. The Besshi Sumitomo Club, where the new facility will be located, was constructed in 1936 as a social and recreational hall for the entire Sumitomo Group. More recently it has functioned primarily as an employee training center, but aging of the building has made the facility increasingly less convenient and serviceable as a training center, prompting a major overhaul. Renovation work will be carried out to improve convenience and functional aspects but without marring the structure's distinctive appearance as an important historical legacy.

Besshi is a district of great historic and cultural significance tracing back to the opening of the Besshi Copper Mine more than four centuries ago. For many years the area has served as a location where SMM employees could gain an understanding of the labors and hardships of their predecessors and thereby learn the Sumitomo Business Spirit through these industrial landmarks. With the addition of the two new hands-on facilities, SMM is forging a training system that will enable employees to acquire everything from its corporate culture to actual skills all at the same time, thereby strengthening the company's manufacturing capabilities on a sustained basis.

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**Reference:**

1. Location

Oji-cho 3-7, Niihama-shi, Ehime Prefecture

2. Oji-kan Concept

Building area: 1,254.6m<sup>2</sup> (incl. carport)

Total floor area: 1,924.2m<sup>2</sup> (incl. carport)

Structure: 2-story steel-frame ALC

Half of the building will be open to the full 2-story height, enabling crane operations. Equipment will be installed to enable crane operators to get a hands-on feel of the dangers involved in sling operations and work performed at heights. The other half of the building will have two distinct stories: the first floor will have other facilities for training in dangerous operations, and the second floor will have installations primarily for acquiring equipment-related skills.

### 3. Investment Sum

Approx. JPY 1 billion (Oji-kan and Hoshigoe-kan combined)