

Safety and Health

Basic Policy for Safety and Health

The Toyoda Gosei Group considers employee safety and mental and physical health to be one of the most important management issues, and we do our best to ensure secure and pleasant workplace environments for all business activities.

Safety and Health Initiatives

In the Toyoda Gosei Group, safety and health declarations are made and company activities are spread based on the above basic philosophy.

<p>Safety and Health Declaration</p>	<ol style="list-style-type: none"> 1. Compliance with laws and internal regulations and standards related to health. 2. With “safety before all” foremost in mind, thorough safety-first behavior by all employees. 3. Cultivation of a culture of safety in which activities are conducted with a sense of ownership and there is mutual development with participation by all employees.
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Promotion System

A Central Safety and Health Committee (meets 4 times/year) is organized with the executive in charge of safety as the chairperson. Meetings are attended by the company president, labor union chairperson, plant managers of all locations in Japan, and the presidents of domestic and international subsidiaries. Various measures related to safety and health are reported and discussed, and the results are reported to the Board of Directors.

In addition to the deliberation results of the Central Safety and Health Committee, safety information is sent out repeatedly in the President’s New Year message and company newsletters. The entire Toyoda Gosei Group carries out these activities. For suppliers, efforts are made to regularly share all relevant information through procurement liaison meetings and other means.

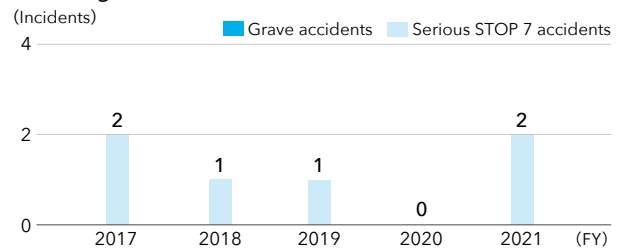
Targets/Achievements

We believe it is the company’s responsibility to ensure that everyone who works on our premises returns home in the same good health as when they arrived at work. We have implemented various measures to achieve our goal of zero grave,¹ serious² and STOP 7³ accidents on a global basis.

We are working to eliminate accidents so that our employees can focus on manufacturing with safety and security even when faced with sudden production volume fluctuations due to COVID-19 or other factors. This includes preventing recurrence, conducting risk assessments and various safety audits for advance prevention, providing safety and health education by job level to raise safety awareness, and conducting ongoing KYT (hazard prediction training) activities.

*1 Grave: death
 *2 Serious: Victim loses part of body (or function)
 *3 STOP 7: Seven things with which there is a possibility of serious injury:
 (1) being pinched or caught in a machine, (2) heavy objects, (3) falling objects or people, (4) electric shock, (5) vehicles, (6) hot material, explosives, gas, (7) severance

Occurrence of Grave and Serious STOP 7 Accidents [Global] (Including various contractors)



Domestic and International Subsidiary Audits

We have been using safety and fire prevention maps (SFPM) since FY2020 for the purpose of understanding the safety and fire prevention levels at our domestic and international subsidiaries and rectifying weaknesses. In FY2021, we established uniform assessment items based on the results of voluntary assessments at each company. We have been conducting audits and providing support at 13 domestic subsidiaries three times a year (39 times in total) through on-site inspections to further raise the level of safety.

Particularly in the area of disaster prevention, we have been conducting KYT activities with the aim of further improving KY (hazard prediction) capabilities and creating

workplaces where acting safely (hazard avoidance) is second nature and people point out hazards to each other. KYT competitions have also been held in India and China.



First-place team in the first Indian KYT conference (TGSIN TPS section team)