

Compliance

We aim to be good corporate citizens and are moving forward with the establishment of compliance.

Highlight of fiscal 2008

- The establishment of our Group Charter for Business Ethics is not only in Japanese but also in both English and Chinese which are both new additions, to foster a shared awareness among the Toyoda Gosei Group
- Conducting a compliance adherence rate survey of all employees

Ensuring Compliance as Toyoda Gosei Group

Toyoda Gosei strives for truly comprehensive compliance, and seeks to ensure that each and every employee complies with all laws and regulations not only from the standpoint of obeying the law but also from the standpoint of corporate ethics.

In 1997, Toyoda Gosei established a "Committee on the Ethics of Corporate Activities" with the President serving as chairman and all company executives as members. A legal liaison officer was also appointed within each division.

In fiscal 2008 we established the "Toyoda Gosei Group Charter for Business Ethics" to maintain shared values and behavioral standards at Toyoda Gosei Group and planned to establish a compliance foundation at all group companies domestic and overseas. At our company we have revised the "Toyoda Gosei Guidelines for Business Ethics" that serves as concrete behavioral guidelines with respect to compliance for all our employees and are distributing it to them.

Also, for when employees are faced with compliance problems during everyday operations, we have established internal and external compliance consultations services to solve the problems quickly.

Educational activities for the sake of planning acknowledgement and understanding of compliance

We are expanding various educational activities pertaining to the acknowledgement and understanding of compliance by all employees. In fiscal 2008, in addition to conducting level and risk specific employee compliance training, we spread compliance news and topics through company newsletter and bulletin boards "Compliance Communications". Also, we are working to put together lectures about the establishment of the Lay judge system beginning in 2009 and hanging posters to create a compliance culture in order to foster compliance consciousness.

In fiscal 2008 we made questioning more detailed in order to be grasp the rate of understanding through the entire company and carried out a compliance understanding survey targeting employees. We plan to improve



Toyoda Gosei Group Charter for Business Ethics

Toyoda Gosei Guidelines for Business Ethics

Distribution of Toyoda Gosei Group Charter for Business Ethics
Japan: 9 companies
Overseas: 38 companies

Issue the "Toyoda Gosei Guidelines for Business Ethics" which is based on our management philosophy

- ▶▶ Clarify the code of conduct for employees

Establish a "Committee on the Ethics of Corporate Actions" with all company executives as members

- ▶▶ Discuss and make decisions on important issues regarding compliance

Hold "legal liaison conferences", whose members are made up of representatives from each division

- ▶▶ Aim to disseminate compliance and legal information throughout the entire Toyoda Gosei

Implement legal affairs / compliance training

- ▶▶ Compliance educational activity

Consultation services on compliance and sexual harassment established inside and outside the company

- ▶▶ Respond to compliance-related issues

Conducting a compliance survey
8,300 people
(All Employees)

employee compliance consciousness through reform activities based on an analysis of the results of this survey.



Lay judge system lecture



Compliance culture creation poster