

Hand in Hand with the Community

Toyoda Gosei works in every way to serve the greater good of the community. That includes minimizing the environmental impact of products and operations and promoting social sustainability. It also includes undertaking public-interest activities, supporting sports activities inside and outside the company, and maintaining a sound workplace where employees can make the most of their potential.

Ethical compliance

Fulfilling social expectations begins with abiding by the highest standards of corporate ethics. That means faithfully fulfilling the spirit and the letter of laws and regulations. It means avoiding any conduct that might even appear to breach ethical standards. Training at Toyoda Gosei includes a heavy emphasis on every phase of corporate ethics. The company's Corporate Ethical Behavior Committee monitors activity throughout the organization. It works closely with monitors in each of the company's business units to promote awareness of ethical standards and to ensure compliance with those standards.



Toyoda Gosei's ethical-behavior guide.

Environmental protection

Developing technologies for minimizing the environmental impact of products and operations is crucial to lasting viability in the automotive sector. In a larger sense, a demonstrated commitment to environmental quality is essential to gaining and maintaining the goodwill of host communities. Toyoda Gosei continues working to harmonize its manufacturing operations in every nation with the local environment.

The company has prepared and carried out a series of comprehensive programs for reducing environmental impact in products and operations. Those programs have included setting and achieving demanding targets for such items as product weight reductions, product design modifications to simplify recycling, reductions in plant output of solid waste, and reductions in plant emissions of carbon dioxide. The present program extends to 2010 and incorporates life-cycle assessment methodology to support further progress in "greening" Toyoda Gosei products.



Toyoda Gosei's social and environmental report.

Community interaction

Toyoda Gosei and its subsidiaries lend corporate support to several worthy causes in nations around the world, and their employees participate actively as volunteers in public-interest endeavors.

Traffic safety

Traffic safety is a special emphasis in public-interest activities at Toyoda Gosei. Employees from Toyoda Gosei plants in Japan make annual visits to nearby kindergartens and child-care centers to give entertaining and convincing traffic-safety presentations. Bicycles, meanwhile, are a common means of transport in Japan, and Toyoda Gosei employees hold workshops to acquaint elderly cyclists with safe-riding practices.



Traffic-safety presentation at a kindergarten.



Bicycle workshop for elderly cyclists.

Open plants

Visits to Toyoda Gosei plants are a fun and educational activity for young and old in every nation where the company operates.

Some of the plants host junior high school students for sessions that provide hands-on experience in the manufacturing workplace.



Hands-on experience for junior high school students in a manufacturing workplace at Toyoda Gosei.

Sporting activities

Employees at Toyoda Gosei operations around the world take part in a diversity of company-sponsored sports, such as volleyball, basketball, and handball. The company is also a prominent sponsor of competitors in international motor sports, including a Dakar Rally team and a Japan GT Championship team.

Members of Toyoda Gosei's company basketball team providing instruction to elementary school children.



Toyoda Gosei's company team in action in Japan's premier volleyball league.



Toyoda Gosei is a sponsor of Toyota Group entries in the Japan GT Championship racing series (photo) and the Dakar Rally.



The Japan League soccer team Grampus Eight has several Toyota Group sponsors, including Toyoda Gosei, along with other corporate sponsors.

The Ichinomiya Boys and Girls Invention Club

People in western Aichi Prefecture, Toyoda Gosei's home region, had been seeking a club for young inventors for years. Toyoda Gosei and other companies in the region therefore lent active support to an initiative by a local chamber of commerce and industry to establish a club. That support led to the establishment of the Ichinomiya Boys and Girls Invention Club in April 2007. The club acquaints young boys and girls with the wonders of science and technology and encourages their inventive instincts. Several retired employees of Toyoda Gosei worked with retired school teachers to set up the club, and they continue to support the club as supervisors.



The young inventors and their mentors and sponsors gather for a commemorative photo.

A sound and motivating workplace

Safety is the overriding priority in workplace management at Toyoda Gosei. Eyeing accident-free operations, the company has put in place a safety-assurance program that has earned a certification under Japan's Occupational Safety and Health Management System.

Human resources development is also a top priority at Toyoda Gosei. Management regards human resources as the wellspring of corporate vitality and recognizes that the company is responsible for cultivating vigorous human resources. On-the-job training centered on small-group activities is the chief vehicle for training employees at Toyoda Gosei operations worldwide.

The company recently established a division to foster future leaders by reinforcing the training and education function in the Toyoda Gosei Group. That division administers a program that (1) imparts suitable knowledge and skills to people at each level of rank in the organization, (2) promotes the transmission of skills and knowledge from one generation to the next, and (3) conducts training and education for people at Toyoda Gosei subsidiaries around the world.