

Respect for human rights

Respect for individual human rights and privacy both in and out of work are set in employee behavioral guidelines in the Toyoda Gosei Guidelines for Business Ethics. We are striving to create healthy and pleasant workplaces where the character and individuality of each person is respected and that are free of discriminatory behavior, sexual harassment and power harassment.

Human rights education

In both new employee education and new manager training, we provide education on human rights. Employees learn about the current problems in human rights, so that they can act with increased awareness and respect for human rights

and privacy both during and outside of their work. Personnel are sent to external training to learn in greater depth about rights problems. In these and other ways we are trying to train people with a superior sense of human rights.

Health management

Health declaration — To achieve “Boundless Creativity and Social Contribution”

We believe that healthy and energetic employees and their families are the source for Toyoda Gosei’s management philosophy of “Boundless Creativity and Social Contribution,” and we will promote the following activities.

1. We believe the health of our employees is an important management issue and will strive to foster an organizational culture that puts safety and health first.
2. We will strive to create cheerful and lively workplaces where employees can work energetically.
3. We will support the health of our employees and their families by cooperating with the health insurance association and making efforts for primary prevention.



Toyoda Gosei has been recognized as an “Outstanding Health Management Corporation” (large corporation category) for four consecutive years (March 2020).

In 2018, Toyoda Gosei formulated its 2025 Business Plan. The ability of each employee to work with energy and health into the future is essential as a foundation to fulfill our corporate social responsibility as stated in Toyoda Gosei’s management philosophy. In recognition of this, we are promoting health management to maintain and promote the health of our employees.

With our Safety & Health Promotion Division serving as the executive office, we have established mental and

physical health committees consisting of company general occupational physicians and members of our Human Resources Division, health insurance union, and labor union. Health management measures are discussed in these committees and progress is confirmed. In addition, reports are given and approvals are obtained in our Central Safety and Health Committee, which then spreads these measures to the Safety and Health Committees in each region.

Organization

