

Growing together through activities with all stakeholders



With our management philosophy of conducting business operations with integrity, we are committed to contributing to society through manufacturing, and are working to develop our personnel and create comfortable work environments as the foundation for such initiatives. Respect for human rights is also important, and is the basis for various initiatives with our domestic and overseas Group companies and business partners.

Human Rights Initiatives: Basic Approach

The Toyoda Gosei Group respects and supports the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (“Guiding Principles” below), and other international norms. The Toyoda Gosei Group Charter for Business Ethics lays out our basic principles of “respecting human rights and the diversity, character, and individuality of each person and

striving to create workplaces that are free of discrimination and harassment and always healthy, pleasant and safe, based on labor-management cooperation.” The Toyoda Gosei Guidelines for Business Ethics, our code of conduct to realize the ideals in the Charter, declares respect for individual character, human rights, and fairness in hiring, and forbids forced labor and child labor.

Conducting Due Diligence Based on Human Rights Policy

Since May 2022, we have been conducting human rights due diligence based on the Toyoda Gosei Group Human Rights Policy.

Toyoda Gosei Group Human Rights Policy

<https://www.toyoda-gosei.com/csr/social/report2/pdf/>

ToyodaGoseiGroupHumanRightsPolicy.pdf

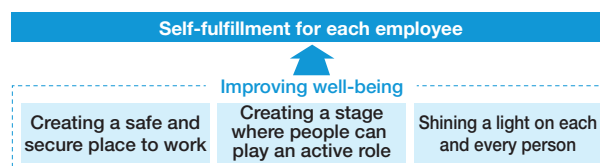
Human rights due diligence refers to a series of processes that identify negative human rights impacts in a company’s operations, supply chain, and other business relationships; prevent or mitigate those negative impacts; track implementation and results; and communicate how the negative impacts have been addressed, with the cycle repeated periodically. As a first step, we conducted a human rights impact assessment and identified three priority human rights issues (prominent human rights issues) within our

Group: (1) harassment, (2) immigrant workers, and (3) diversity and inclusion (D&I). We implement initiatives to prevent and mitigate the negative impacts of human rights issues within our Group that have been identified, in cooperation with relevant departments. This fiscal year, we conducted a status survey of our domestic consolidated subsidiaries (six companies) that utilize foreign technical intern trainees, and are working on correcting fees for trainees from Vietnam, improving the working environment, and making appropriate use of trainees. Also, the identification of priority issues to be addressed in the supply chain is scheduled to be completed by the end of this year, and surveys and assessments are currently being conducted. The progress of these initiatives will be disclosed on our website as appropriate.

Initiatives to Improve Well-Being

We have always been committed to creating a pleasant corporate culture, and in response to the 2030 Business Plan, in order to take full advantage of these initiatives, we have been working to create an environment and systems that enable each employee to achieve self-fulfillment, placing importance on efforts to revitalize people and organizations. To achieve this goal, we are implementing measures to enhance well-being and to enable horizontal collaboration. Measures to enhance well-being are centered on the three pillars of “Creating a safe and secure place to work,” “Creating a stage where people can play an active role,” and “Shining a light on each and every person.” In FY2023, we have been working on “Creating a workplace where people

can communicate with each other” with the aim of changing the management style to one where managers are close to their employees and make the most of each individual’s values. Training is provided to management-level employees (GLs and section managers), and by having them put their training content into practice, we aim to build relationships of trust and bonding.



Workplace Environment

As part of our initiatives on respect for diversity, we have revised some of our benefit programs from April 2023, such as by allowing employees with same-sex partners to take special marriage leave in the same way as legally-recognized marriages. We have obtained Bronze rating in the Pride Index, an index that evaluates a company’s inclusivity initiatives toward LGBTQ employees, and we are working to promote

diversity and inclusion so that people with various talents and values can maximize their abilities. We are working on ongoing efforts to create a workplace where everyone can continue to work with peace of mind, such as through the establishment of “restrooms for everyone” and consultation services that take into consideration diverse gender orientations, as well as in-company awareness training programs.