



Safety and health

Basic policy for safety and health

Toyota Gosei and the Toyota Gosei Group consider 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 efforts

Safety and health declaration

- (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.

Promotion system

To ensure safe and pleasant workplaces, 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 affiliates. Various measures related to safety and health are reported and discussed, and the results are spread globally.

In addition to the above, information is sent out repeatedly in the President’s New Year message and company newsletters.

For suppliers, efforts are made to regularly share all relevant information through procurement meetings and other means.



Targets/results

Globally, our target is for zero grave^{*1} or serious^{*2} STOP 7^{*3} accidents. Safety measures for high-risk equipment are promoted at Toyota Gosei and safety & fire prevention maps (SFPM) are used to visualize the safety and fire prevention level and rectify weaknesses at domestic and international affiliates. As a result, we achieved zero grave or serious STOP 7 accidents globally in FY2020.

	Subject	2018	2019	2020
Number of serious accidents	Global	0	0	0
Number of serious STOP 7 accidents	Global	1	1	0

*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

Safety and health management system

Globally, we have introduced and operate labor safety and health management systems centered on risk assessments.

After obtaining JISHA system eligible OSHMS certification, Toyota Gosei has been voluntarily operating its own system with the addition of internal control items.

	No. of certified businesses	No. of businesses with in-house operation
Toyota Gosei Co., Ltd.	—	11 companies/ 11 companies
Subsidiaries in Japan (JISHA system OSHMS)	4 companies/ 12 companies	8 companies/ 12 companies
Subsidiaries in other countries (OHSAS 18001)	12 companies/ 45 companies	—

Social(S)

Risk assessments

Risk assessments of equipment are conducted at the time of new installation, modification, and relocation by equipment planning departments with the purpose of eliminating risk factors in the equipment design and fabrication stages. A safety check is done at the stage before the equipment is used to evaluate compatibility

with our own equipment safety criteria to confirm safety.

In manufacturing departments, surveys of workplace risks and hazards are performed and work risk assessments are done to counter them. Reliable implementation of risk reduction measures leads to the prevention of risk.

Safety and health education

Educational curricula are set and various types of education is provided in line with position in the company and timing of needed training. During the coronavirus pandemic a classroom education format was difficult and new trials were started with Web-based education^{*1} and e-Learning.^{*2}

Safety Dojos have also been set up and are being operated at all Toyoda Gosei business locations in Japan to prevent past accidents from fading and to teach employees to sense risks. These dojos are being spread globally.

Safety and health education by the Safety & Health Promotion Division and number of students (FY2020)

Name of training/education	Targeted persons	Classroom education	Web-based education	e-Learning	No. of students
Mid-level skilled worker training	Skilled work next-term supervisor candidates	○			42
New supervisor training/ TL safety & health education	Newly promoted/ assigned individuals	○			109
Pre-overseas assignment training	Individuals scheduled for overseas subsidiary assignment		○	○	33
Overseas leader, No. 2 pre-assignment training	Individuals scheduled for overseas subsidiary assignment		○		6

*1 Web-based education: A learning format in which two-way communication is possible on the Web

*2 e-Learning: A self-study format using electronic texts that can be accessed as the individual likes during work intervals

Domestic and international subsidiary audits

With the aim of visualizing the safety and fire prevention level at domestic and international subsidiaries and mitigating weaknesses, safety and fire prevention maps (SFPM) have been established and spread since FY2020. Based on the results of each company's self-evaluation, attempts have been made to raise the level of safety at 14 domestic subsidiaries with *genchi-gembutsu* (go and see). Because of the difficulty due to the coronavirus pandemic of directly visiting international subsidiaries for inspections and guidance, this was done with Web-based meetings and

guidance using images and videos specialized for four key companies. After reviewing things such as problems in the assessment standards that became clear through this activity, we will continue using this method in FY2021.



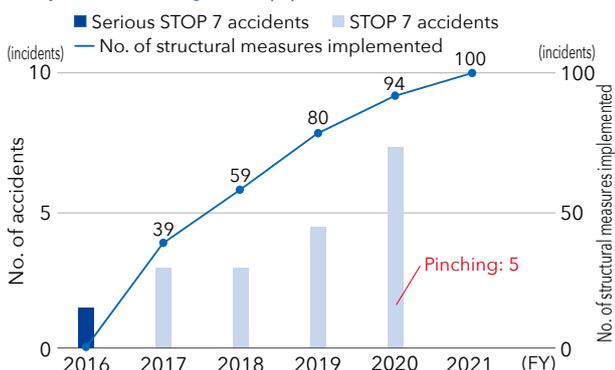
Inspections and guidance with *genchi-gembutsu* at subsidiaries in Japan

Work accident occurrence

From the safety measures for high-risk equipment that has been continued since 2017, the number of serious STOP 7 accidents has been kept to zero since 2017. However, "pinching" accidents that could lead to grave

or serious accidents have continued to occur, and so we have taken measures with priority on elimination of equipment that could pinch or catch workers and lead to grave or serious accidents.

Safety measures for high-risk equipment and STOP 7 accident occurrence



Trends in the labor accident rate in the TG Group (rate of lost-worktime injuries)

