

## 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<sup>\*1</sup> and e-Learning.<sup>\*2</sup>

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.



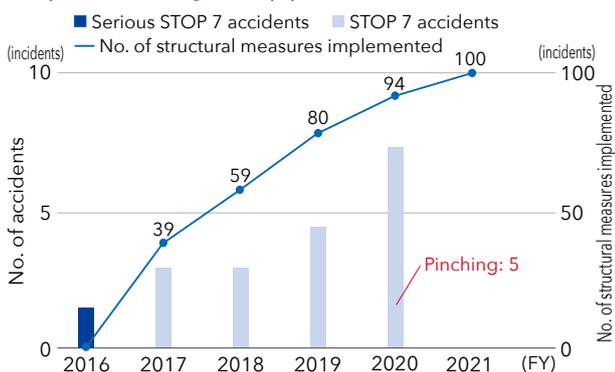
Inspections and guidance with *genchi-gembutsu* at subsidiaries in Japan

### 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)

