

## Hiring of diverse personnel

Toyota Gosei hires a diverse workforce and is making efforts to energize the company. We are creating an environment for fair and equal employment and training with respect for diversity.

### Encouraging the active roles of women

A special organization established in 2010 has been active in the three key areas of (1) training and support for the active roles of female leaders, (2) reforming the attitudes and behaviors of superiors, and (3) creating a fair workplace culture. Our aim is to create a situation in which all people, regardless of sex, can be active and grow in a fair environment. A working group of management volunteers was started in 2018 and has begun working to raise the management level. The group is reviewing the work styles of managers with the themes of promoting the active roles of diverse employees and the work-life balance of managers themselves and their subordinates. “Tea meetings” are also held to listen to the troubles and thoughts of female employees and strengthen personal connections. Together with creating an environment where people can work for long times with a sense of security, there is also support for career advancement.



Workplace reform management class

#### What we want for each person

To be active and grow as an employee who can work energetically and produce results in an open and fair environment.

#### Three key priority measures for activity

Training and support for the active roles of female employees	Reforming the attitudes and behaviors of superiors	Creating a workplace culture
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#### Target values for 2020

- 1 Women account for at least 20% of new graduates hired (office, technical positions)
- 2 Women occupy at least three times more key positions (compared with 2014)

### Workplaces that welcome people with disabilities

We view the hiring of persons with disabilities as a social responsibility, and make active efforts in this area. The Committee for Employment of People with Disabilities plays a central role in hiring, job assignments, education of managers and supervisors, establishment of stable positions, and awareness. We place particular emphasis on helping persons with disabilities establish stable positions, monitoring conditions through regular care interviews and improving the work environment by identifying where they face problems. The entire Toyota Gosei Group holds seminars on people with disabilities to share information and create educational opportunities. Work that people with disabilities can perform is identified, and they are systematically hired and placed. In FY2018, 121 people with disabilities were hired (as of January 1, 2019). This was a hiring rate of 2.33%, exceeding our target (legally mandated employment rate  $\geq 2.2\%$ ).



Communication with sign language in the workplace

#### Changes in employment rate for people with disabilities (Toyota Gosei Co., Ltd.)



### Creation of an environment for stable work after retirement

We have established an environment so that employees can work with assurance after retirement in a post-retirement rehiring system. Many people can make use of their high levels of skill and experience after they are rehired. A system of reduced working days and working hours supports working styles for a good work-life balance.

#### Trend in cumulative number of re-employed retirees

