



Work-life balance

Toyoda Gosei Co., Ltd. is adopting a system wherein each employee can select a working style with consideration of work-life balance, supporting employees so that they can work with a sense of security and motivation. Support to balance childcare and work includes systems for shorter working hours and holiday day-care, plus working parent networking events. For these efforts we have been certified by the Ministry of Health, Labor and Welfare as a “Childcare Support Corporation.” For nursing care support we are also undertaking activities to increase knowledge and familiarize employees with our systems. We have established new systems for reduced days or reduced working hours so that patients can undergo treatment for disease while continuing to work, and for a balance between medical care and work.



“Kurumin”
Next-Generation Nurturing
Support certification mark

We will provide education for the creation of workplace environments where people can use these systems without hesitation, while continuing to enhance our support and policies.

	Childcare leave	Care leave	Reduced working hours
FY2018	61	5	77*1

*1 Childcare 69 /nursing care 5 /medical treatment 3



Holiday day-care



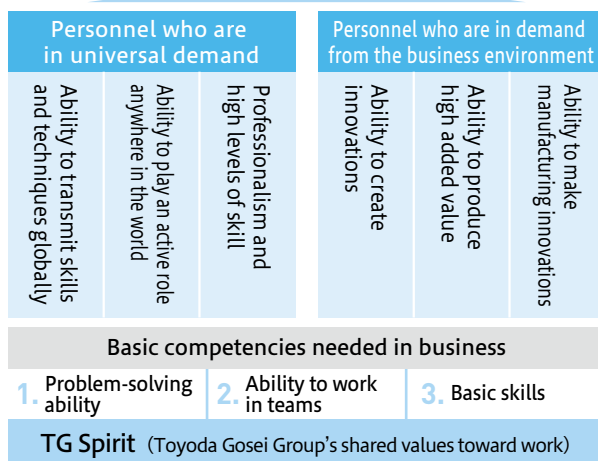
Working parent networking meeting
(support for childcare-work balance)

Personnel development

A global workforce of employees who think and act independently

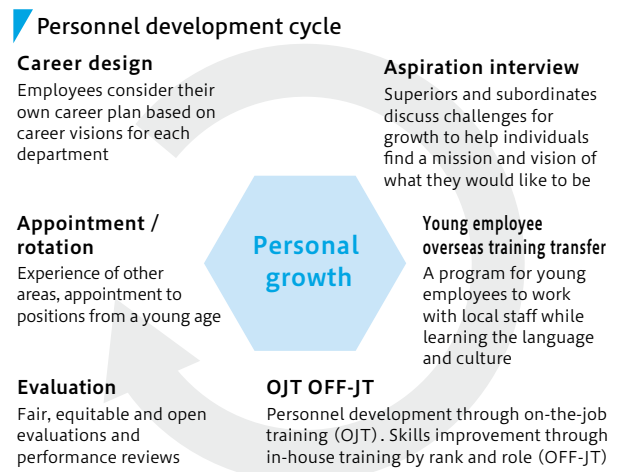
To raise the collective strength of Toyoda Gosei globally, we are striving to develop people who can contribute to that end and to create workplace environments where each employee can display his or her full abilities.

Personnel who can play active roles globally



Framework for personnel development that supports growth

In the Toyoda Gosei Group, our personnel management system features aspiration interviews and visualization of mid- and long-term career design for each employee, as well as rotation of young employees so that they experience a wide range of work. We are also enhancing our level-specific and specialty training to give employees opportunities to acquire needed abilities and skills.



Enhanced training programs, invigorated personnel development

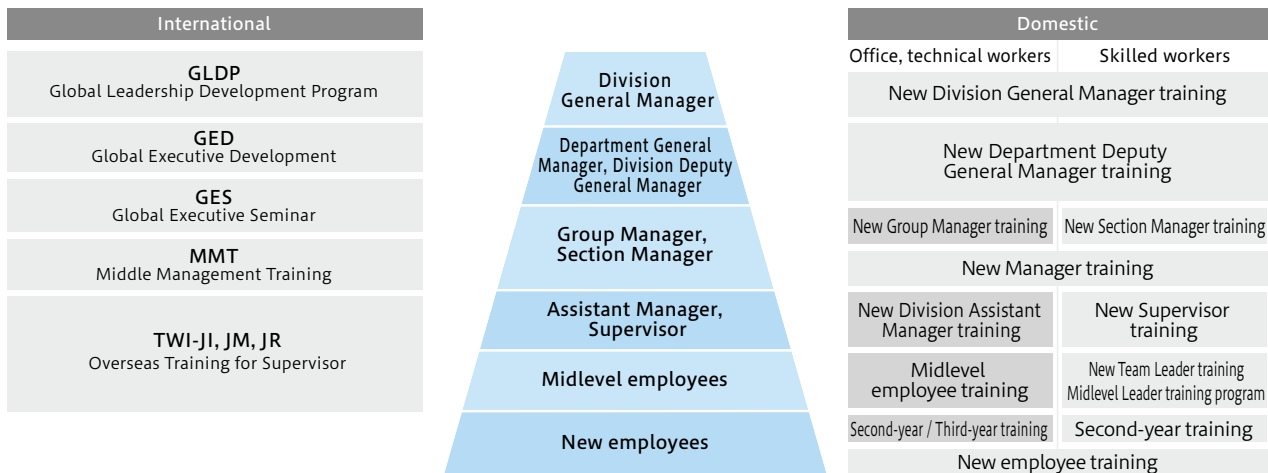
A broad range of efforts based on individual career visions are underway, including measures and study programs in Japan to develop people who can perform globally and next generation leaders, and personnel

development programs for all global employees.



Overseas middle management training

Level-specific education system



Training manufacturing personnel

With the aim of strengthening our production floors, the source of our competitiveness as a manufacturing company, we are enhancing technical education for employees of each level working at manufacturing sites and in each field of expertise. Technical education spanning four months was provided to 61 skilled workers who joined the company in April 2019. Following training in safety basics on the production floor (danger simulations) and basic manufacturing education including practical training in die maintenance, fabrication of two-legged walking robots, and disassembling and reassembling automobiles, they received practical training on a manufacturing shop floor for three months.



New employee training

Aiming for “Zero Accidents”

Toyota Gosei Co., Ltd. aims for zero accidents through Safe Personnel and Safe Workplace programs, with the president overseeing all efforts as the company’s general health and safety manager.

The FY2018 Safe Personnel program focused on holding handrails on stairs and stopping and checking in both directions at stop points on walkways within plants as keys for worker safety. We are trying to maintain these rules and raise compliance by posting guards.

In Safe Workplace activities we aim to improve the



Sentinel activity

safety of high risk equipment where serious accidents (STOP 7) can occur. Risk assessments incorporating a reverse KY (*kiken yochi*, or hazard prediction) approach are conducted and measures are implemented with a clear priority order.

Trends in rate of work accidents (rate of injuries resulting in lost work time)

