

## Working with the Community

Toyota Industries is committed to working closely with local communities as a good corporate citizen, and is making every effort to practice information disclosure.

### Guiding Principles for Corporate Citizenship

#### ● Basic Philosophy

Toyota Industries is respectful of the people, culture, and traditions of each region and country in which it operates. It also works to promote economic growth and prosperity in those countries.

#### ● Basic Perspective

While aiming toward corporate development and longevity, Toyota Industries strives to fulfill its role as a good corporate citizen so that the regions which provide a foundation for its corporate activities and its employees' lifestyles become more prosperous and pleasant. To accomplish this, Toyota Industries actively promotes cooperative support activities with the objective of contributing to society through the provision of human resources, facilities, and funds. Toyota Industries' employees, through activities such as volunteering, also endeavor to be of service to society.

### ● Community Dialog and Contributions to the Local Community in Japan

#### ■ Meeting with Members of the Community

Toyota Industries holds regular meetings with members of the local community in order to provide information about the company's activities. These meetings are also used to relay up-to-date information about the company's approach to risk management and environmental conservation activities, including its efforts to reduce substances of concern and industrial waste.

In FY 2002, Toyota Industries held ten meetings with members of various local communities. By providing an opportunity for open dialog between Toyota Industries and local communities, local residents have been able to voice their opinions about the company and its activities, which has led to the implementation of new environmental efforts by the company.



Community Dialog Meeting Sponsored by Seven Firms Belonging to the Toyota Group

#### ■ Commencement of Operations at Higashiura Plant

Toyota Industries' Higashiura Plant began operations in July 2002. The Higashiura Plant was constructed based on the concept of harnessing natural energy sources to achieve

harmony with the surrounding environment. The plant uses a clean energy system that makes use of alternative energy sources such as solar power generation and wind power generation.

Other environmental considerations include the extensive use of greenspace, which covers 47.8% of the site. The Higashi-ura Plant was specifically designed to showcase the possibilities of an environmentally friendly plant and is involved in ongoing efforts to increase awareness of the plant's environmental efforts in the local community and among other corporations it does business with.



Information Board Describing Environmentally Friendly Features of Higashiura Plant



Site View of Higashiura Plant

#### ■ Environmental PR Activities at Community Events

In October 2002, Toyota Industries participated in the Environmental Festa in Obu 2002 event, which was held in Obu City, Aichi Prefecture. The company was represented by the Nagakusa Plant, Kyowa Plant and Obu Plant, all of which are located in Obu City.

At this event, Toyota Industries provided information about environmental activities being implemented throughout



the company, as well as information about specific plant efforts such as zero emissions measures at the Nagakusa Plant. Products such as panels and recycled products were exhibited.

Distributing Samples of Natural Compost from the Obu Plant and Kyowa Plant (Environmental Festa in Obu 2002)

#### ■ Volunteer Clean-Up Activities

Each of Toyota Industries' plants has established regular clean-up events where company employees volunteer their time to clean up areas around the plants where they work. In addition, Toyota Industries held a company-wide clean-up event on August 10, 2002, which was attended by approximately 1,400 employees. In FY 2002, Toyota Industries' plants held ten clean-up



Employees at Clean-up Event

up events with the participation of approximately 1,730 employees. After collecting the garbage, the volunteers took the time to separate the waste, which helped to stress the importance of waste separation among the company's employees.

### Subsidiary Spotlight

#### Kirloskar Toyoda Textile Machinery Ltd.

##### Working in Harmony with the Local Environment

Kirloskar Toyoda Textile Machinery Ltd. is located in Kirloskar, India. The company's facilities are situated in a rural environment including a national park that is a habitat for the endangered Indian elephant. In line with the environmental sensitivity of its location, the company has made a strong effort to promote activities based in harmony with

nature. These activities include aggressive efforts to plant trees and to expand the use of greenspace within the company's facilities. The company has also used a portion of the plant's 2,000 m<sup>2</sup> greenspace area to plant enough mango trees to provide fruit for all of the company's 200 employees.



Mango Orchard on Grounds of Kirloskar Toyoda Textile Machinery Ltd.

## ●PR Activities and Outside Recognition

### ■ Web Site and Environmental PR Advertisements

Toyota Industries is using the Internet and environmental PR advertisements to communicate its environmental conservation efforts to the public. The company's environmental Web site was launched in April 2002 and is regularly updated to provide useful, timely information.

In addition, Toyota Industries took out an advertisement in the April 2003 edition of the *Nikkei Ecology* publication that described the company's group-wide environmental management system and its environmental conservation activities.



Environmental Web Site  
www.toyota-industries.com/environment



*Nikkei Ecology*  
(April 2003 Edition)

### ■ Assessment by Rating Institute for Sustainable Management

The Rating Institute for Sustainable Management is a non-profit organization that assesses the social contribution of corporations from the perspective of creating a sustainable society. Toyota Industries recently participated in a preliminary survey conducted by the Rating Institute for Sustainable Management that was designed to rate the sustainable management of various firms. The survey covered three major areas of sustainable management including corporate philosophy, environmental activities and corporate ethics.

On February 26, 2003, the Rating Institute for Sustainable Management announced that Toyota Industries was one of 72 leading eco-friendly corporations in its survey. In addition to highlighting the company's achievements, the survey also helped Toyota Industries to identify areas of its sustainable management that could be improved so that the company can continue to be a leader in the field of sustainable management.

### ■ Donations to Environmental and Nature Conservation Efforts

In FY 2002, Toyota Industries made financial contributions to three organizations, including contributions to the Keidanren Nature Conservation Fund and to beautification efforts directed at the Meiji Agricultural Irrigation Infrastructure in Kariya City, Aichi Prefecture.

## Spotlights

### Exhibition of Environmentally Conscious Products at Tokyo Motor Show 2002

In FY 2002, Toyota Industries participated in the commercial vehicles exposition at the 36th Tokyo Motor Show 2002, which was held from October 29 to November 3 at the Makuhari Messe in Chiba Prefecture. The company's booth provided technical information about the company's electrically driven car air-conditioning CO<sub>2</sub> compressor and other environmentally conscious products.



Toyota Industries Booth at Tokyo Motor Show 2002

### 1st Japan Sustainable Management Award

On March 14, 2003, Toyota Industries was awarded the Excellent Sustainable Management Award by the Japan Sustainable Management Award Committee, which is chaired by Professor Ryoichi Yamamoto of the University of Tokyo.

The Japan Sustainable Management Awards are designed to honor firms that have an outstanding track record in their efforts to promote environmental management that is harmonious with both the environment and economic vitality. The awards include the Sustainable Management Pearl Award grand prize and five Excellent Sustainable Management Awards. Toyota Industries received the latter prize in recognition of its environmental management activities at the Kariya Plant, which include the development of a CO<sub>2</sub> compressor and its track record in maintaining an open dialog with the local community. The receipt of this award will serve as a further impetus for Toyota Industries to promote sustainable management practices throughout the company.



1st Japan Sustainable Management Awards Ceremony

## Safety and Health Management

Toyota Industries is dedicated to a proactive approach to safety and health management, and to providing a safe and healthy workplace environment for all employees.

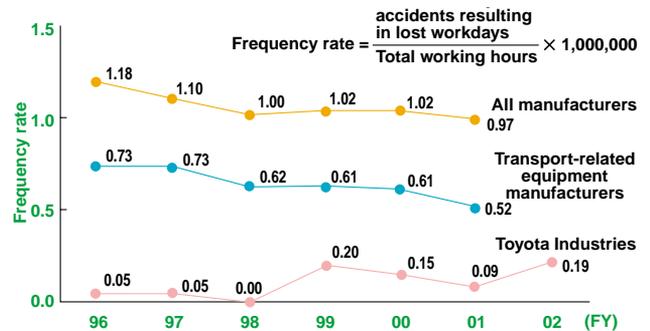
Each employee of Toyota Industries is a valuable asset to the company, and the company takes seriously its responsibility to ensure the safety and health of all its employees. Toyota Industries is aggressively carrying out measures that are designed to provide a safe, pleasant and healthy workplace environment for all employees of the company.

### Employee Safety and Health

Toyota Industries is involved in various activities to improve safety and health such as training its employees to behave safely in the workplace, improving the safety of machinery and establishing an occupational safety and health management system for its employees. These activities have led to an occupational accident rate that is below the industry average.

In the future, Toyota Industries will continue to promote its occupational safety and health management system in conjunction with carrying out risk assessments. These activities will help the company to achieve the goal of zero workdays lost due to on-the-job accidents.

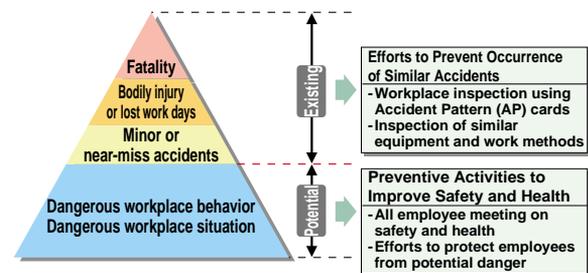
### On-the-Job Accidents



### Preventing Accidents at Work

Toyota Industries is involved in ongoing efforts to avoid near-miss accidents and accidents that may lead to lost workdays, bodily injury or fatality. The company is further involved in preventive measures to improve safety and health, which are designed to eliminate potentially dangerous workplace behavior and situations that may be dangerous to employees.

### Measures to Prevent Occupational Accidents



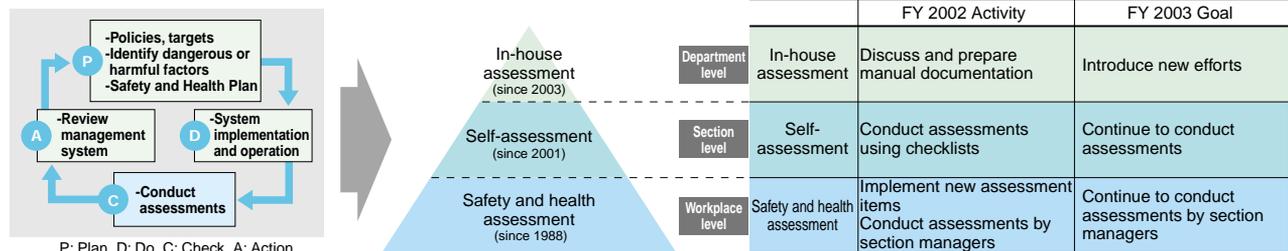
\*Accident pattern (AP) card: Part of a card system that documents past accidents in order to prevent recurrences of a similar accident.

### Occupational Safety and Health Management System

Toyota Industries is working to establish its own occupational safety and health management system for the benefit of its employees. This system further helps to improve the company's management quality by raising its standards for safety and health management and reducing the cost of occupational accidents. Toyota Industries has taken a multi-layered approach for its safety and health management system by deploying the system at the supervisor, managerial and business unit levels, with an emphasis on the labor-intensive activities of the company.

In FY 2002, Toyota Industries conducted an assessment of its safety and health management system at the managerial level, which is based on its safety and health management system for supervisors that was originally established in FY 1988. In the future, the company will continue to enhance its occupational safety and health management system, including at the department level.

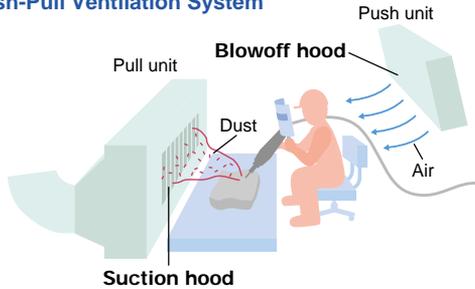
### Occupational Safety and Health Management System



### ■ Creating a Comfortable Workplace Environment

Toyota Industries is making every effort to provide a healthy and pleasant workplace for all its employees. The company is implementing measures to reduce noise, dust and other elements that can lead to illness such as welding fumes. Toyota Industries is also improving the human engineering aspect of its workplaces in order to make them more comfortable for employees, such as protecting employees from heat and reducing the burden of labor tasks.

#### Push-Pull Ventilation System



The push-pull ventilation system prevents excess dust inhalation by employing a pull unit that sucks in dust and a push system to supply air.

### ● Promoting Employee Health

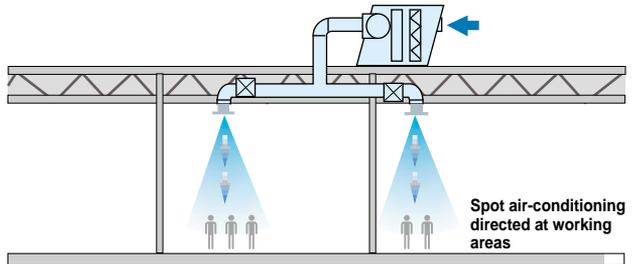
Toyota Industries is involved in a variety of efforts aimed at promoting both the mental and physical well-being of its employees, using a balanced approach that is also advocated by Japan's Ministry of Health, Labor and Welfare. Information about the company's activities to improve employee health is available through its corporate intranet.

Programs include health improvement seminars that are geared toward various age levels and wellness education aimed at preventing illnesses among employees. The company has also held seminars on preventing lower back pain, the most recent of which was attended by 128 employees. A survey conducted after the most recent seminar found that 80% of the attendees experienced some improvement after having attended the seminar.

Toyota Industries also holds events such as quit smoking campaigns and group walks that are designed to encourage its employees to quit smoking and exercise regularly.

Toyota Industries is striving to ensure the mental well-being of its employees by focusing on education, so that the company can rapidly identify employees who may need counseling or therapy. Toyota Industries also offers regular medical checkups for all of its employees. In FY 2002, the company created the "Hot Communication Card" for its employees, which encourages employees to greet each other and provides useful medical contact information.

#### Barrier-Zone Air-Conditioning System



Barrier-zone air-conditioning systems provide spot air-conditioning to improve comfort for employees and reduce energy consumption. Human engineering assessments are conducted to identify locations where spot air-conditioning is needed. Plants with barrier-zone air conditioning system: Kariya, Obu, Nagakusa, Takahama, Hekinan, Higashiura

#### Major Activities to Promote Employee Health

Activities		
Health education	Health Improvement Seminar	For employees aged 30, 35, 45 and 50
	Prime Plan	For employees aged 40-49
	White Plan	For employees aged 55-59
	Challenge Course	Lifestyle-related illness education
	Lower Back Pain Prevention Seminar	Preventive measures for lower back pain
Events	Mental health education	Education for managers
	Quit Smoking Marathon	Encourage employees to quit smoking
	Walks/hikes	Encourage exercise with family participation



Lower Back Pain Prevention Seminar



Health Management Information on Corporate Intranet



Hot Communication Card



#### Spotlight Adoption of Company Uniforms Made From Recycled Plastic Bottles

As part of its green purchasing activities, Toyota Industries began purchasing company uniforms made from recycled plastic bottles in February 2003. The uniforms satisfy the Green Purchasing Network's guidelines regarding purchases of uniforms, office clothing and work clothes, while also offering the same price and comfort as the previous uniforms. In addition, Toyota Industries began collecting used uniforms for recycling into materials such as the insulation used in

automobiles. The program has been publicized in the company's in-house magazine in order to increase awareness among employees.

