

## 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.

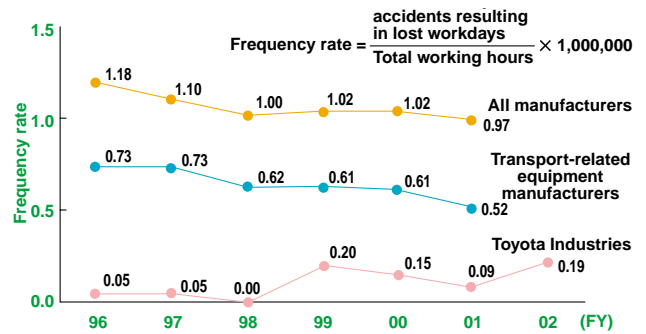
Each employee of Toyota Industries is a valuable asset to the company, and the company takes seriously its responsibility to ensure the safety and health of all its employees. Toyota Industries is aggressively carrying out measures that are designed to provide a safe, pleasant and healthy workplace environment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

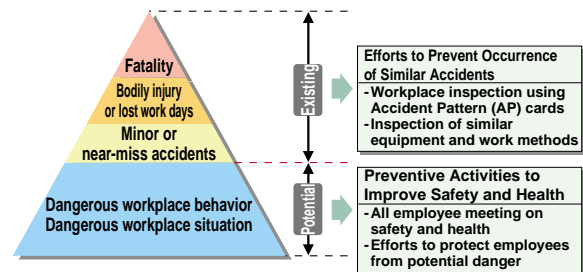
### On-the-Job Accidents



### 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



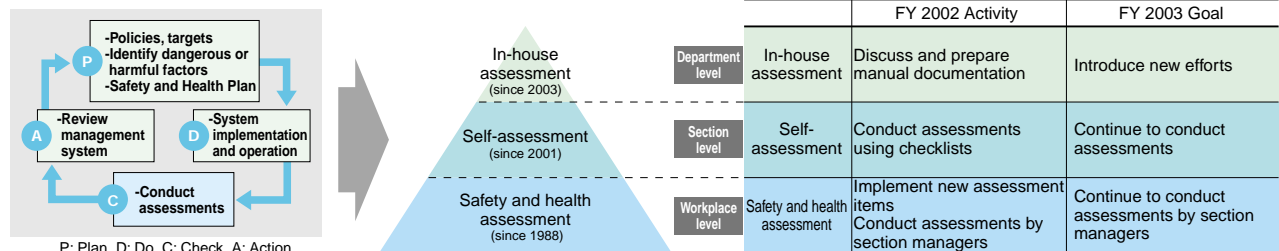
\*Accident pattern (AP) card: Part of a card system that documents past accidents in order to prevent recurrences of a similar accident.

### 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.

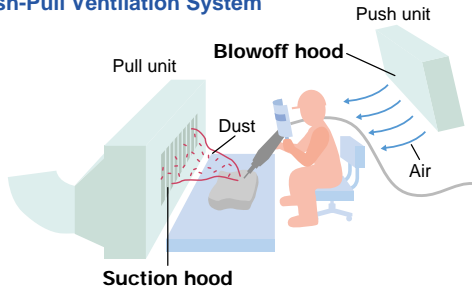
### Occupational Safety and Health Management System



### ■ 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

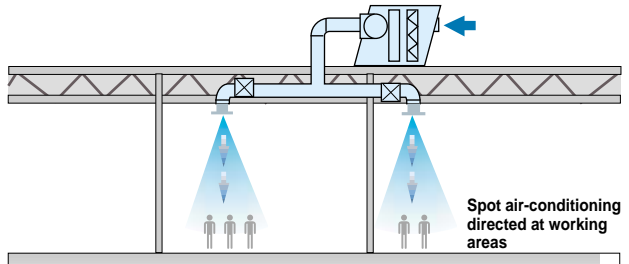
Toyota Industries is involved in a variety of efforts aimed at promoting both the mental and physical well-being of its employees, using a balanced approach that is also advocated by Japan's Ministry of Health, Labor and Welfare. Information about the company's activities to improve employee health is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

