

Compliance

Aiming for individual employee compliance to reaffirm the ethics of the corporation

Toyota Industries has adopted a basic philosophy to encourage regulatory compliance by each employee of the corporation. In order to monitor the state of compliance, the company has established a Corporate Code of Conduct Committee that is responsible for various efforts, including the creation of a handbook for conduct by the company and its employees.

Corporate Approach

At Toyota Industries, emphasis is placed on ensuring that appropriate value judgments are made and actions taken with respect to its business activities and the conduct of its employees. Factors that must be taken into account include the need for regulatory compliance and consideration for the philosophy and background behind regulatory controls, as well as other factors such as ethical standards.

In order to improve product quality, each individual employee must strive to create a superior manufacturing line and workplace. Toyota Industries is applying this concept of full compliance by improving communication and raising awareness within each workplace.

Handbook for Corporate and Employee Conduct

Toyota Industries introduced its handbook for corporate and employee conduct in March 1998. The handbook plays a role in guiding all of the company's compliance efforts and covers issues that directly relate to the company's products and business activities, including its sales activities and procurement activities. The handbook also details the company's social responsibilities, such as the need for environmental conservation and contributions to the community, as well as the need to promote traffic safety, as an automotive-related manufacturer. Employees can easily access the handbook using the corporate intranet.



Corporate Ethics Hotline

In an effort to respond more rapidly to ethical issues within the company, Toyota Industries has established a consultation service to be applied to individual issues concerning compliance. In September 2003, the company created the Corporate Ethics Hotline in order to strengthen its efforts in this area and to rapidly identify critical ethical issues within the company. The new service is staffed by attorneys from outside the company, as a means of protecting the privacy of individuals and providing the best advice for its employees. Critical ethical issues are immediately relayed to the chairperson of the Corporate Code of Conduct Council and to the company president and other upper management positions.



Organizational Framework for Compliance

