

All-Toyota Efforts to Create a Safe and Healthy Work Environment

Ensuring the safety and health of employees and their family members can be considered the foundation of corporate activities. Based on the philosophy of "Respect for Humans," which has been carried out through Toyota's entire history, all of its employees become one to create a "safe and energetic work environment" and to prevent accidents and occupational illnesses.

Basic Philosophy

Safe Work
Reliable Work
Skilled Work
Safe Work is "the door" to all work
Let us always pass through this door first

Eiji Toyoda

安全な作業
確実な作業
熟練な作業
安全な作業は作業の入口である。
物づくしは、まずこの入口を
通らねばならない。
豊田 英二

*These words expressed by Eiji Toyoda, Honorary Advisor, who was the General Safety and Health Supervisor (Company) in 1957, constitute Toyota's basic philosophy

Safety and Health-related Activities to Effectively Strengthen and Vitalize the Workplace

In compliance with such related regulations, as the Workers Safety and Health Law and also by adopting internal rules and machine safety standards, Toyota established the organizational structure described below and has been voluntarily working towards proactive prevention of workplace accidents. Toyota has also been addressing the issue of a workplace management system from the safety and health point of view, and has been effectively strengthening and vitalizing its workplaces.

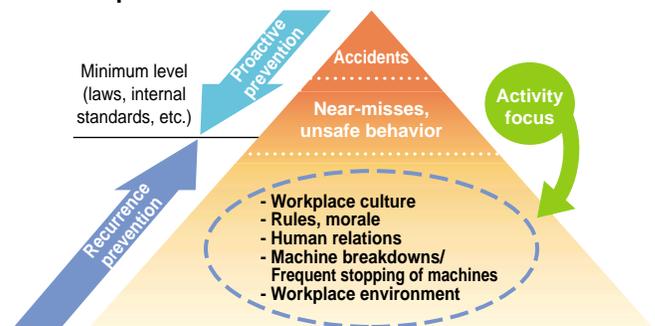
Proactive Prevention of Industrial Accidents through "STOP6 Activity"

Toyota has identified six types of accidents which are likely to cause death and disability and designated them as "STOP6-type accidents." The "STOP6* Activity" is being carried out as a prevention measure in order to achieve the goal of "Zero Accidents."

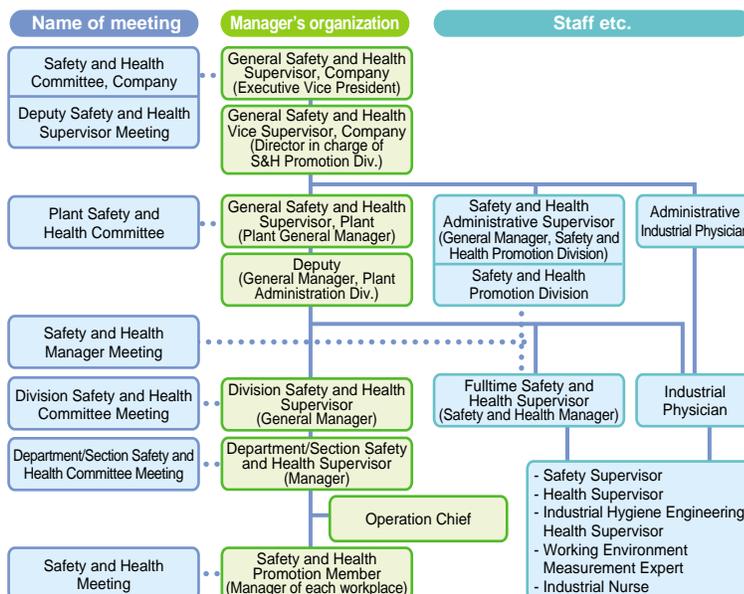
STOP6 (six accident types)

Caught in machines, Contact with heavy objects, Contact with vehicles, Falling, Electrocuting, Contact with heated objects

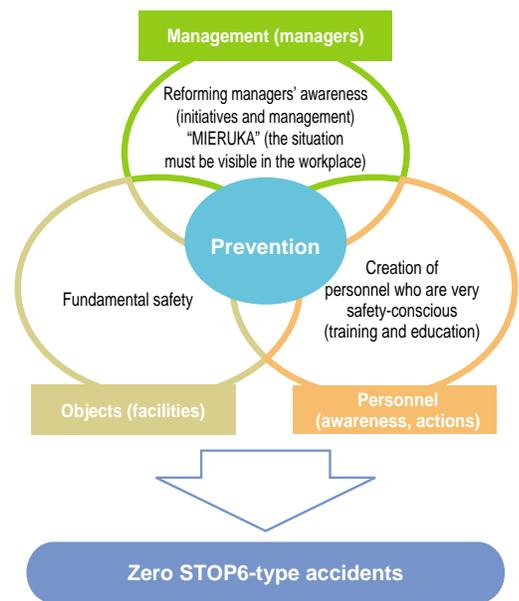
Concept of Proactive Preventive Activities



Safety and Health Promotion Organization and Structure



Pillar of Proactive Preventive Activities



*STOP6 : Safety Toyota 0 (zero accident) Project 6

Toward Building a Comfortable Workplace Environment

Reducing fatigue and the discomfort caused by overexertion/overburden, and preventing illnesses caused by harmful substances and hazardous energy are important issues. In order to allow everyone to work smoothly and comfortably, Toyota has introduced a unique workload evaluation method (Smooth Working Process Assessment Procedure), and has been promoting the creation of machines and processes into which ergonomic-related measures are incorporated and activities that improve the workplace.

FY2000 Safety and Health Policy and Activity Results

(1) Proactive Prevention and Enhancement of Workplace Culture through "Zero STOP6-type Accidents and Occupational Illnesses"

Although Toyota has been taking various actions in order to achieve the FY2000 goal of "Zero fatal accidents, STOP6-type Accidents and Occupational Illnesses," it was not possible to completely eliminate accidents.

Nonetheless, through model activities, managers' awareness was increased and workplace culture enhanced.

(2) Building a Workplace Environment which is Healthy for Mind and Body

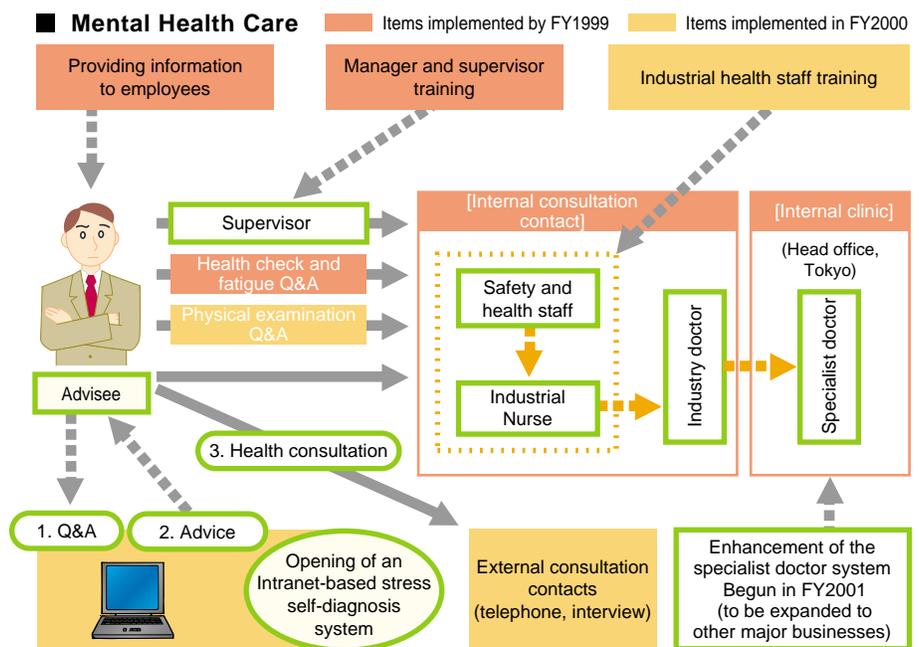
In FY2000, with the aim of increasing the number of employees who receive certificates stating that there is no disease at employee physical checks, Toyota implemented early diagnosis of lifestyle-related diseases and recovery activities, and also the improvement of employee's exercise and eating habits. As a result, the number of employees who received certificates stating that there is no disease increased by approximately 1,500 from the previous fiscal year.

Building Good Health for Mind and Body

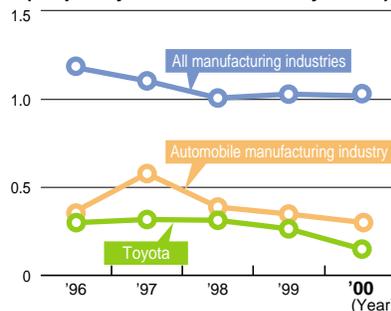
Based on the Total Health Promotion Plan (THP) being promoted by the Ministry of Health, Labor and Welfare, ("Building good health for mind and body") Toyota has been promoting activities which enhance both the physical and mental health of its employees. Regarding improvement of employee's lifestyles, a health check system developed by Toyota as well as health consultations are utilized, mainly to establish

good exercise habits. As a result, close to more than half of those targeted have regained their health every year.

In terms of mental health-related activities, Toyota has been working on building a care system, and has been carrying out activities such as mental health education, health consultations, and information dissemination.



Industrial Accident Frequency (frequency rate of lost workday cases)



$$\text{Frequency rate of lost workday cases} = \frac{\text{Number of lost workday cases}}{\text{Total working hours}} \times 1 \text{ million}$$

*The figures for all manufacturing industries and the automobile industry for 2000 are preliminary



Mental health education class given by an industrial nurse