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_

*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.”

### Caught in machines, Contact with heavy objects, Contact with vehicles, Falling, Electrocution, Contact with heated objects

### Concept of Proactive Preventive Activities

- Minimum level (laws, internal standards, etc.)
- Activity focus

### Pillar of Proactive Preventive Activities

**Management (managers)**
- Reforming managers’ awareness (initiatives and management)
- “MIRUKA” (the situation must be visible in the workplace)

**Fundamental safety**
- Creation of personnel who are very safety-conscious (training and education)

**Objects (facilities)**
- Safety Supervisor
- Health Supervisor
- Industrial Hygiene Engineering
- Health Supervisor

**Personnel (awareness, actions)**
- Safety Supervisor
- Health Supervisor
- Industrial Nurse

*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.

**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.

**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.

**Mental Health Care**

- Providing information to employees
- Manager and supervisor training
- Industrial health staff training

**Industrial Accident Frequency**

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<th>Year</th>
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<th>Toyota</th>
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<tr>
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*The figures for all manufacturing industries and the automobile industry for 2000 are preliminary.