

Education for Experiencing Danger

Fewer accidents experienced first hand by making facilities safe and a decrease in occupational accidents, employees unaware of danger factors within the workplace are increasing. After entering our company, people are given priority immediately, and when rules are not observed, dangers are then acknowledged and with the purpose of convincing employees and having them comprehend the importance of observing rules, we are providing education for experiencing danger.

Employees are instructed on what will happen if rules are not obeyed. For example, by shortening an operational procedure, employees are shown how air pressure left remaining in a cylinder will fly out, and then make large noise together with the sight of a hand of dummy being caught.

From supervisors it has been reported that after the receiving instruction, students had increased concern for danger and they made *kaizen* proposals for dangers emerging from operations that are difficult to perform properly.

Furthermore, a wide range of employees from new to veteran employees involved in areas ranging from manufacturing to construction, we aimed for an experience-based education for dangers in major to minor accidents. Coordinating with our consolidated subsidiary, Mikawa Setsubi Co. Ltd., we are now progressing with a system that maintains an experience-based education involving all of Toyota Auto Body.



Narrowing by a machine that uses air pressure



Falling from a high place [Mikawa Setsubi Co. Ltd. Safe Experience Dojo]

Support for Healthy Mind and Body

Efforts for Mental Health Care

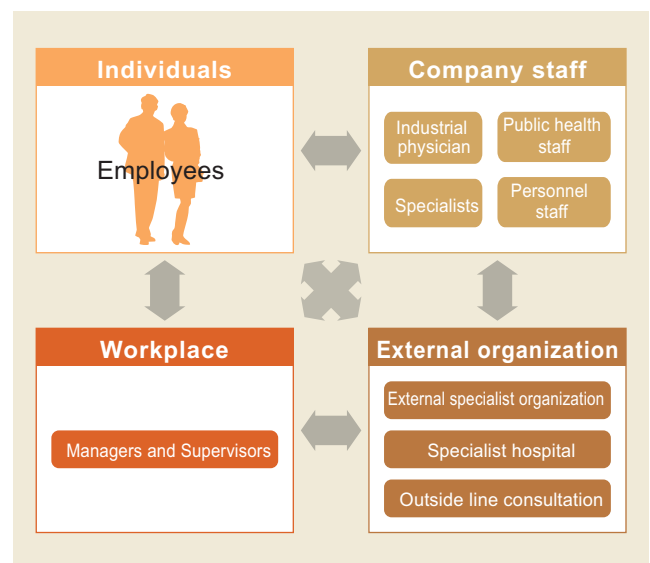
We are making progress in enhancing a system of mental health care for creating a healthy mind.

- For “people who have begun to be troubled,” we have system of three professional staff to provide early care. In progressing with care performance from 2006, this year we are making progress with emphasis on measures for early detection by a stress survey for noticing much earlier the changes in people brought about by changes in their work environment.

- We have held a “Mind Health” training session since 2002 for managing supervisors in order to “notice and care for people who have begun to be troubled.” In FY 2006, we continued to carry out the training. Through training, the importance of communication is acknowledged and we are also making progress in having a movement for greeting by having the supervisor greet the employees.

- For all employees not to be “troubled,” we provide a self-diagnosis program that incorporates improving stress resistance and is made for individuals to make efforts to manage stress.

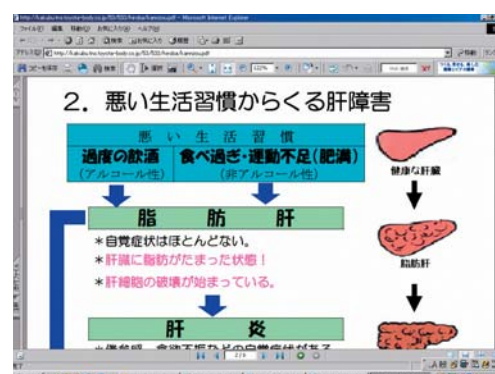
In addition, a pamphlet has been handed out to all employees that is easily understood regarding mental health and employees have been enlightened.



Mental health system

Efforts for Supporting Health

We are providing information for allowing individuals to act on their own by offering information on the company intranet and through guidance from industrial physicians in the Safe Hygiene Committee regarding efforts to make for issues that are important for the individual in their daily lives such as metabolic syndrome and heat stroke.



Health information provided on the Toyota Auto Body intranet