



CSR Management

In order to fulfill CSR activities, Toyota Auto Body has progressed in making efforts to share CSR policy with Toyota Motor Corporation since FY2009. In order to introduce CSR Policy both within and outside Toyota Auto Body, we instilled CSR Policy in all employees in May, our domestic consolidated subsidiary companies in June, our customers in October, and overseas consolidated subsidiary companies in November.

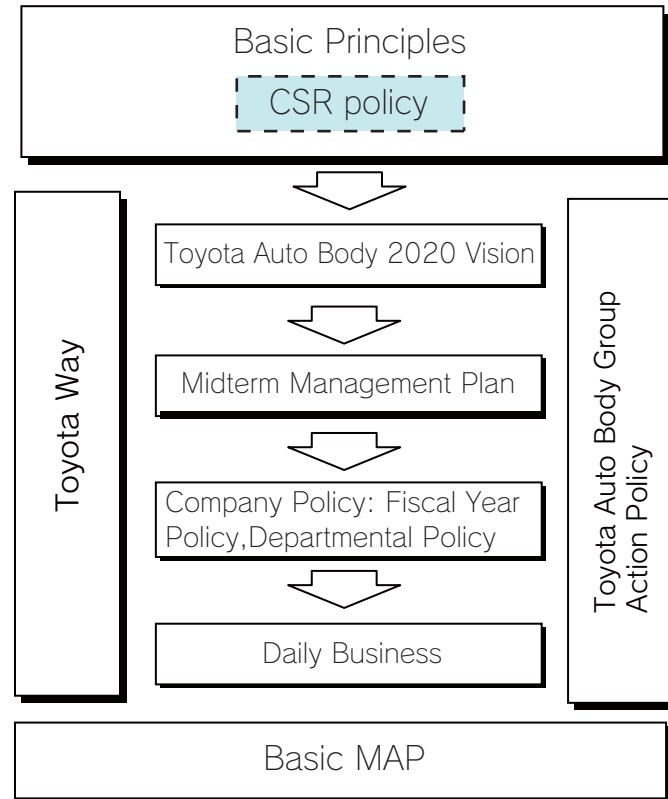
-  "Toyota Auto Body Basic Principles"
-  "CSR Policy"

CSR Activities

We established four committees as subcommittees under our CSR Committee, which deliberate and handle important issues.

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| Corporate Ethics Committee | : Internal governance, observation of regulations, constructing sound corporate culture |
| Product Environment Committee | : Progress with product development that reliably addresses environmental regulations |
| Production Environment Committee | : Progress for Production Technology Development for reducing CO ₂ and fulfilling the enforcement of production environment policy |
| Social Contribution Committee | : Fulfill social responsibility to the communities or our employees and progress with social contribution activities |

CSR Policy positioning



CSR Activities



CSR Management

■ Improve Awareness and Complete Compliance by the Corporate Ethics Committee

In the Toyota Auto Body Group, the Corporate Ethics Committee performs integration of industry-related action, including compliance. The main managing department aims to have company-wide regulations thoroughly observed by performing self-initiated inspection to determine whether systemic issues exist.

Additionally, in order to have all employees thoroughly observe compliance, we have established “Our Promise” (Toyota Auto Body Group Action Policy), and we are aiming to continue having stringent compliance observed in our education and research facilities.

■ Establishing and Developing Priorities (Basic MAP)

We are placing importance on our “stance” in progressing with daily business and also action and ways of thinking on the job. Until this time, and hereafter, we have organized the important points to be communicated into 10 subjects in our “Basic Map,” that we are introducing to all of our group companies.

In FY2009, in order to instill this action policy, we have decided on action items that should be observed by each employee, and in addition to posting these action items, we have implemented activities (action declaration) that link these items to actual practice.

■ The Compliance Hotline

We have established two hotlines that comprise a consultation system that allows appropriate handling of a range of issues at Toyota Auto Body. Our Corporate Logic Hotline uses a lawyer contracted from outside the company and a consultation service Compliance Hotline both directly receive emails, telephone calls, and letters regarding consultation and doubts concerning compliance and also labor issues that may be difficult to consult about with managers and colleagues in the workplace.



Toyota Auto Body Group Action Policy “Our Promise” (Published March 2005)

 “Action Policy”



Basic MAP (Published September 2003)

 “Basic MAP”