



CORPORATE SOCIAL RESPONSIBILITY CSR Report 2010

CSR レポート



Report Issuing

In 1999, Toyota Auto Body Co., Ltd. first published an Environment Report that later became the Environment and Social Report. This fiscal year 2010, the report name has changed to CSR Report, which is the 12th yearly report that Toyota Auto Body has published.

Aspects of our CSR activities are organized to be easily read and understood. Also, data from the body of the report is now available for those who desire to know details. Moreover, from an environmentally friendly standpoint, we continue to release the report only on the Web without publishing pamphlet reports.

On the last page of this report, we welcome all opinions through an electronic survey.

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Report Scope and Period

Report Scope : Toyota Auto Body Co., Ltd. and consolidated subsidiary companies

Reported Period : In principle, this report is to cover from April 2009 through March, 2010; however, this period is extended for items in progress that may lead to a deeper understanding of our activities.

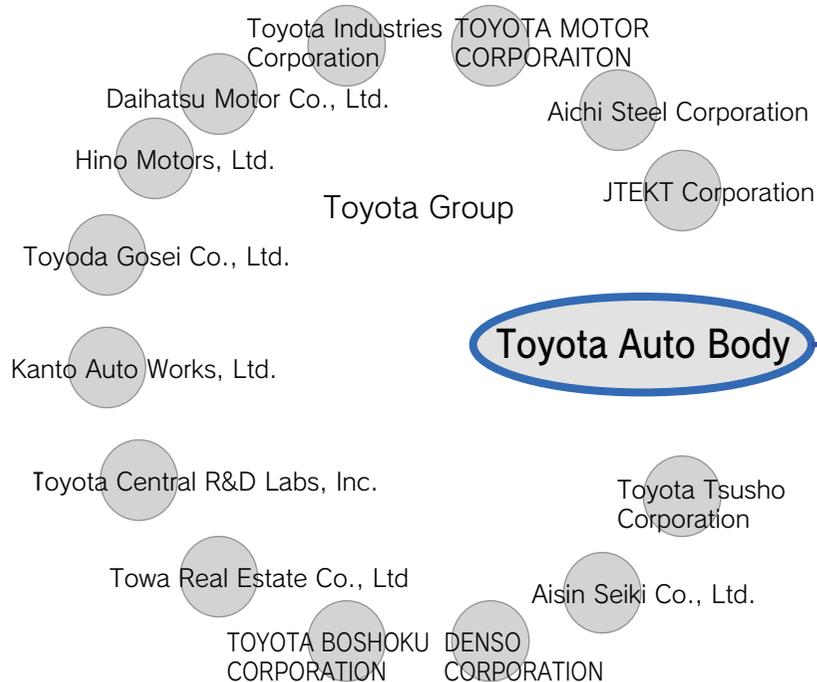
Toyota Auto Body Profile

Overview

Company Name : Toyota Auto Body Co., Ltd.
 Head office : 100, Kanayama Ichiriyama-cho, Kariya City,
 Aichi Prefecture, Japan TEL. +81-566-36-2121

 Representative : President, Toshio Mizushima
 Established : August 31, 1945
 Paid-in Capital : 10.371 billion yen (End of March 2010)
 Total sales : 1,498.4 billion yen (FY2009 consolidated)
 Number of employees : 16,794 (End of March 2010 consolidated)
 Land Area : 2,075,000 Sq. meters (End of March 2010)
 Manufacturing facilities : Head Office/Fujimatsu Plant
 Inabe Plant, Yoshiwara Plant, Kariya Plant,
 Kotobuki New Development Center

 "Company Outline"



Toyota Auto Body Group

Domestic Consolidated Subsidiaries (Production Companies)	Gifu Auto Body Co., Ltd. Tokai Utility Motor Co., Ltd. Toyota Body Seiko Co., Ltd. Tokai Parts Industry Co., Ltd. Ace Industry Co., Ltd.
Consolidated Subsidiaries (Others)	TABMEC Co., Ltd. Toyota Auto Body R & D Co., Ltd. Life Service & Security Corporation Inatec Co., Ltd. Life Creation Co., Ltd. Life Support Co., Ltd.
Overseas Consolidated Subsidiaries (Production Companies)	PT.Sugity Creatives (Indonesia) Chun Shyang Shin Yeh Industry Co.,Ltd. (Taiwan) Thai Auto Conversion Co.,Ltd. (Thailand) PT.Toyota Auto Body-Tokai Extrusion (Indonesia) Toyota Auto Body(Malaysia) Sdn. Bhd. Auto Parts Manufacturing Mississippi Inc. (U.S.A.)

Toyota Auto Body Profile

Business Activities and Our Products

We are taking charge of our vehicle manufacturing efforts throughout production planning and design and carry those efforts on through production to impress the customer and make them happy.

 ["The Flow From Development Through Production\(with a video\)"](#)

 ["Product Lineup"](#)

Mini Van



Alphard / Vellfire



Estima



Voxy / Noah

SUV



Land Cruiser 200



Land Cruiser 70
Hardtop

Sedan



Prius

Commercial Vehicles / commuter



Hiace



Coaster

Special-Purpose Vehicles



Container van



Freezer & Refrigerator vehicle

Welfare vehicles (Welcab)



Wheelchair-accessible
Vehicle



Side Lift-up Seat Vehicle



Specially-equipped Friend-Matic
Vehicle (Well Carry)

Electric Vehicle



Electric Vehicle COMS

Top Message

Contributing to Creating an Affluent Society by Vehicle Manufacturing

In April 2010, Toyota Auto Body Co., Ltd. manufactured an accumulated vehicle total of 25 million vehicles, which we have achieved 65 years after separating from Toyota Motor Co., Ltd. and becoming independent in August of 1945. In announcing this achievement, I express my deep appreciation in viewing this as a gift from our greatly supportive customers who love our vehicles.

During these 65 years, the management environment has greatly changed as we embraced rapid growth through motorization and the oil shock that were followed by the bubble economy and its collapse.

At each turn, our foresight in nurturing our spirit of challenge and change from the founding of the company have led us through difficult times as we have come to strengthen our corporate base. In expressing my deep gratitude to the efforts and cooperation of our employees, associated companies and business partners, I also wish to thank others involved such as our stockholders and our communities.



Top Message

With our basic principles of “harmony with the environment” and “supplying fine products that make life more affluent,” Toyota Auto Body our work has progressed allowing us to contribute to society through vehicle manufacturing. Hereafter as well, in order for automobiles to be necessary in society, we at Toyota Auto Body naturally consider environmental friendliness, but above all, the necessity of freedom of mobility and the joy and fun experienced when customers drive our vehicles.

In order to achieve such needs, we are further refining technology that considers the environment, and we believe that further enhancing our social welfare vehicles, at which we excel, is a critical issue for managing the environment and social welfare. In addition to our groundbreaking progress in actively developing of next generation models of very small electric cars, plant materials that derive from plants, and reductions in vehicle weight, we are making efforts to develop and promote the spread of self-operation welfare vehicles that allow the elderly and physically challenged to drive by themselves as do others.

We at Toyota Auto Body look to continue contributing to society through vehicle manufacturing as a company that continues to be trusted by society. In order to make this a reality, we are making efforts through the combined strength of all of our employees, as well as our affiliated companies and customers in the Toyota Auto Body group.

The creation of this CSR Report will allow all people to understand our efforts involving CSR activities at Toyota Auto Body. The honest opinions of our readers would be much appreciated.

June, 2010



Corporate Governance

We at Toyota Auto Body are making efforts to enhance and strengthen corporate governance as a company that contributes to society which trusts us.

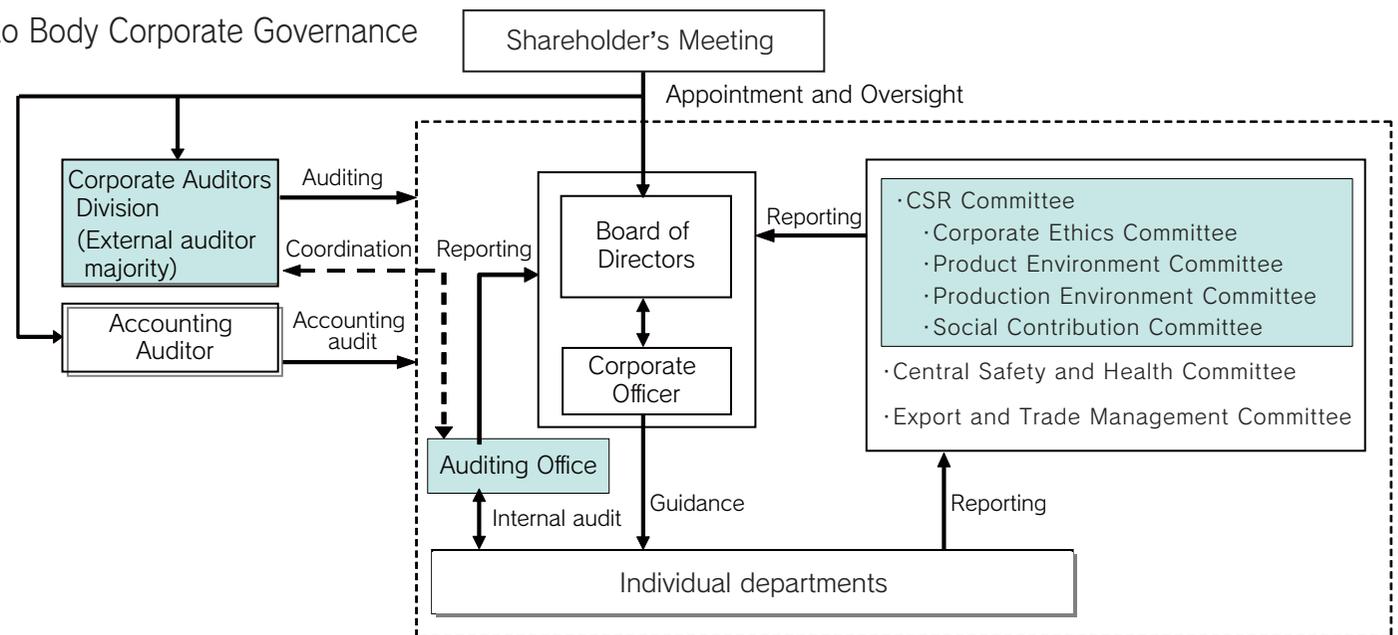
■ Strengthening Our System of Corporate Governance Which Swiftly and Appropriately Meets Changes in the Management Environment.

From June 2005, we introduced a new member system as a pillar for “The New Creation of Downsizing the Number of Directors and Executive Members.” The purpose of this new member system is to strengthen operational functions, which meet the expansion of business scope and swift managerial decision making in a further effort to improve managerial efficiency.

As a management monitoring system, we employ an auditing system based on company law. Three out of five auditors are from outside the company, which increases management transparency. In aiming to strengthen internal audits, in FY2009, we established an “Audit Dep.” as an independent auditing organization within Toyota Auto Body.

In order to handle company-wide issues appropriately and efficiently, we established our CSR Committee and other individual committees. These committees engage in deliberation and monitoring of important issues.

● Toyota Auto Body Corporate Governance



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.

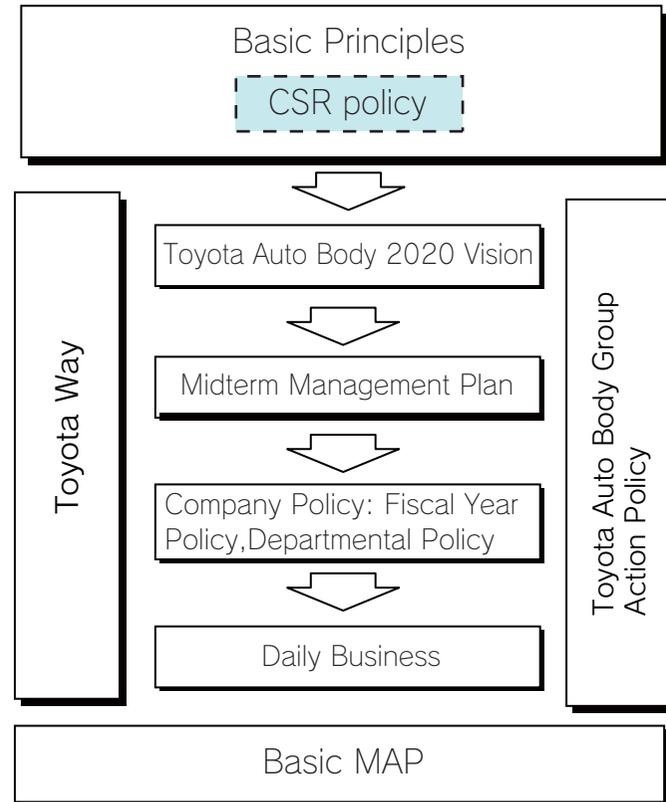
-  "Toyota Auto Body Basic Principles"
-  "CSR Policy"

CSR Activities

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

- | | |
|----------------------------------|---|
| 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.

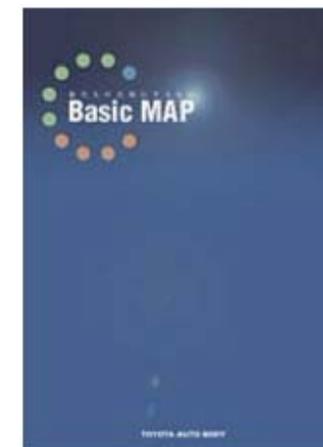
■ The Compliance Hotline

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”

Topics

■ Toyota Auto Body Achieved Cumulative Production of 25 million vehicles

In April of 2010, our cumulative production reached 25 million vehicles, which we achieved after becoming independent of Toyota Motor Co., Ltd. in August of 1945.

This achievement was made possible by the great support of our customers to whom we express our deepest gratitude. Progressing as the center of the Toyota Auto Body Group, Toyota Auto Body will progress in manufacturing vehicles with product development and high quality that takes the lead in meeting the needs of our customers.

Our 25 million Production Vehicle Spectrum

1951



Began production of the BX series truck

1965



Began production of the Corona Hard Top

1990



Began production of the Estima

1953



Arakawa Bankin Kogyo KK (Formerly Araco) began production of the BJ Series Toyota Jeep (Currently the Land Cruiser)

1967



Began production of the Hiace

1937

The Toyota Automatic Loom Works, Ltd. Kariya assembly plant became the Toyota Motor Co., Ltd. Kariya assembly plant.

1945

The Toyota Motor Co., Ltd. Kariya assembly plant became the Toyota Shatai Kogyo Co., Ltd. head office and plant.

1953

The company name was changed to Toyota Auto Body Co., Ltd.

1964

Fujimatsu Plant started operations

1993

Inabe Plant started operations

2002

Began Production request of Gifu Auto Body Co., Ltd.

2007

Gifu Auto Body Co., Ltd. became part of the Toyota Auto Body Group

2004

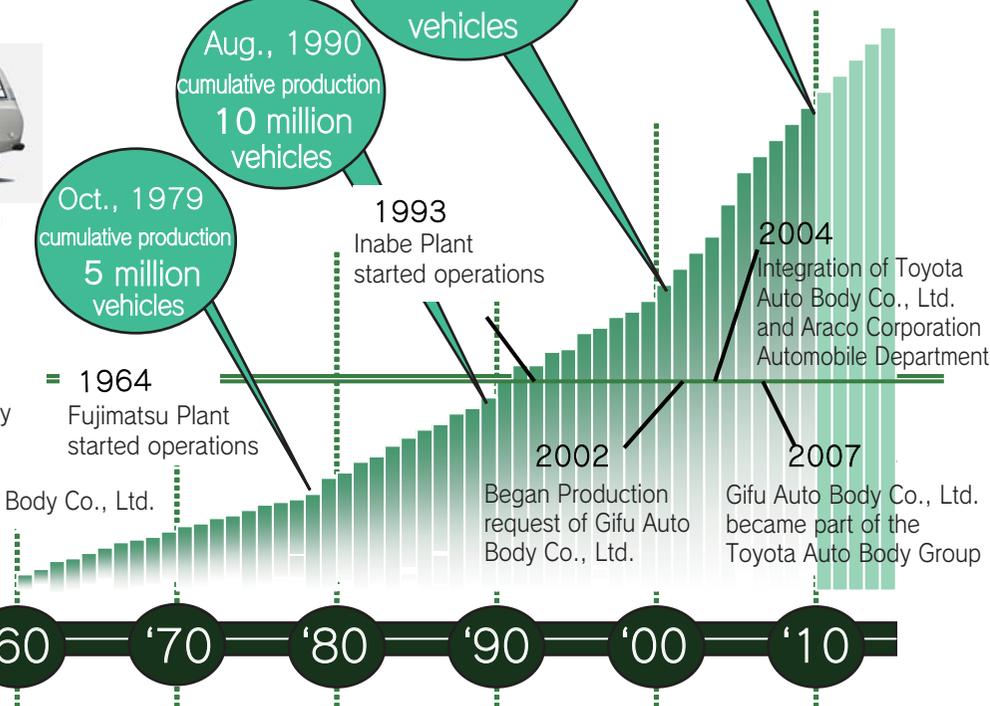
Integration of Toyota Auto Body Co., Ltd. and Araco Corporation Automobile Department

Feb., 2001
cumulative production
15 million
vehicles

Aug., 1990
cumulative production
10 million
vehicles

Oct., 1979
cumulative production
5 million
vehicles

Apr., 2010
cumulative production
25 million
vehicles



1930 — '40 — '50 — '60 — '70 — '80 — '90 — '00 — '10

Topics

■ Paris Dakar 2010 : Our Cross-Country Series Production Vehicles Win Five Consecutive Victories for the First Time

Environmentally friendly vehicles won five consecutive races

Toyota Auto Body rally vehicles participated in the Dakar Rally by running on biodiesel comprising a mixture of diesel and fuel refined from used cooking oil recovered from various people in the community ranging from junior high school through college students, as well as families and from Toyota Auto Body cafeterias.



Toyota Auto Body and TLC^{※1} members raising a flag written by employees



Land Cruiser off road in the Atacama Desert

 “Five Consecutive Dakar Rally Victories”

※1 TLC: Team Land Cruiser

■ Sending environmentally friendly vehicles to the world that we developed in FY2009

Hybrid vehicle bodies and interiors that Toyota Auto Body designed and developed in FY2009



May, 2009 New model Prius debut
<Well Carry attached>



July, 2009 New model HS250h debut
(First Lexus hybrid model)



December, 2009 New model SAI debut