

# Health and Safety

## Basic policy on health and safety

- ① Safety takes priority over everything
- ② Following the rules is the basis of safety
- ③ Our health is a treasure we protect by ourselves
- ④ Our wish is to achieve “0 (zero) accidents”

## Creating workplaces where people can work with peace of mind

With the basic principles of keeping employees safe and healthy and aiming to achieve workplace environments in which everyone can play an active role regardless of age or gender, we are promoting health and safety activities and are working to create safe and secure workplaces. With the aim of achieving “zero industrial accidents,” we are implementing continuous initiatives under our basic policy on health and safety.

### Health and safety activities

- ① Inspection activities to ensure safety
- ② Activities to raise safety awareness
- ③ Activities to create comfortable workplaces
- ④ Environmental improvement activities for workplaces where toxic substances are handled
- ⑤ Activities for building mental and physical health

At the Safety Awareness Dojo, in order to prevent industrial accidents involving employees of and persons related to our company, we conduct experiential and participatory health and safety training. We have people learn about how frightening the dangers are, about the dangers that lurk nearby, how necessary the idea of health and safety is, and how to reflect these in safe daily work.

### Safety Awareness Dojo trainees (FY 2021 results)

Head Office	Head Plant	Toyota Plant	Otowa Plant
148 people	565 people	114 people	192 people

## Experience-based safety education using VR

We provide safety training that allows employees to experience serious accidents, such as falling from a high place and being caught in equipment.



Safety education using VR

## Disaster case study using videos

In order to prevent recurrence of industrial accidents within the Tokai Rika Group, we analyze the causes of accidents based on the occurrence situation, explain countermeasures in an easy-to-understand video, and use them to prevent accidents at other plants.



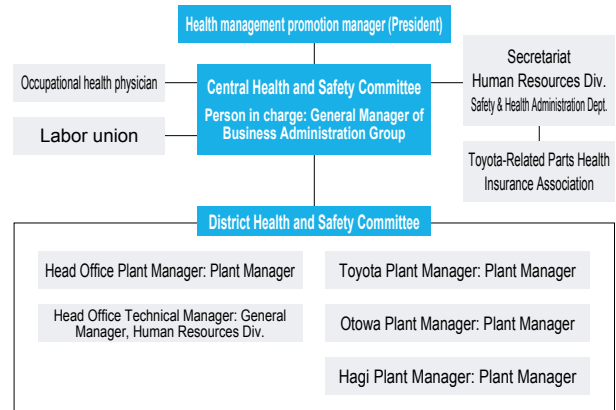
Preventive education using safety videos

## Health management

### Framework

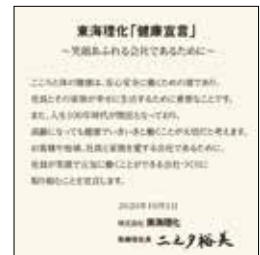
The President serves as the “health management promotion manager,” and each District Health and Safety Committee, labor union, Toyota-Related Parts Health Insurance Association, and the Safety & Health Administration Dept., Human Resources Div. as the secretariat, cooperate to promote health management.

### Framework diagram



### Health Declaration

We are actively working to maintain and improve health under the President's health declaration.



Tokai Rika Group Health Declaration

### White 500

Our health management efforts have been recognized, and we have been certified as a “Health and Productivity Management Outstanding Organization White 500” by the Ministry of Economy, Trade and Industry for three consecutive years.



### Main activities

We implement various measures to maintain and improve employees' health so that they can work healthily and vigorously.

- Health Challenge 10 is an activity in which each employee works on improving 10 lifestyle habits.
- Workplace Challenge is an activity to work on health promotion in each division for the purpose of improving exercise habits and activating communication in the employees' workplace.
- Health promotion activities (web exercise seminars/walking events for all employees)



Health challenge group mark



Walking event awards ceremony