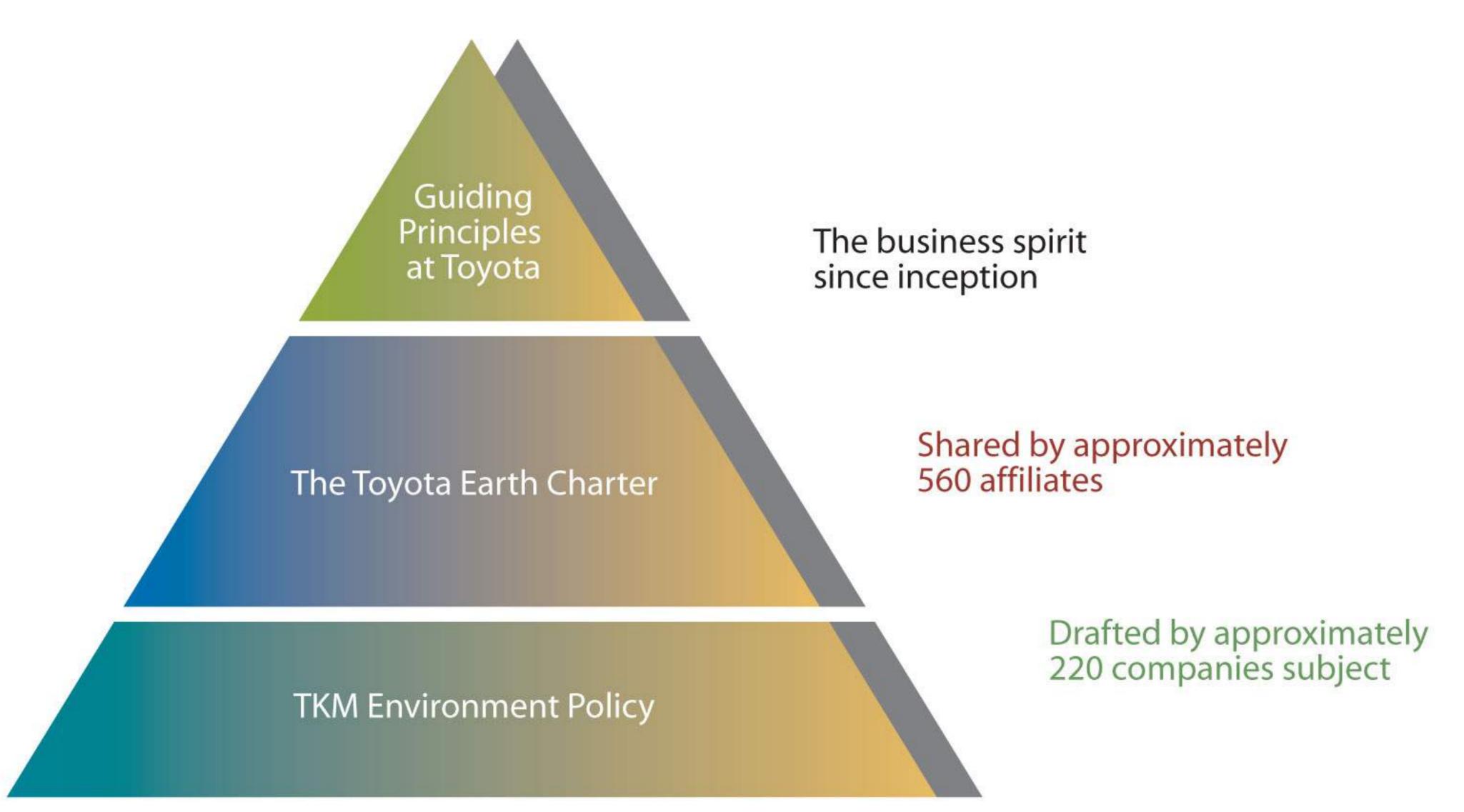
Guiding Principles at Toyota





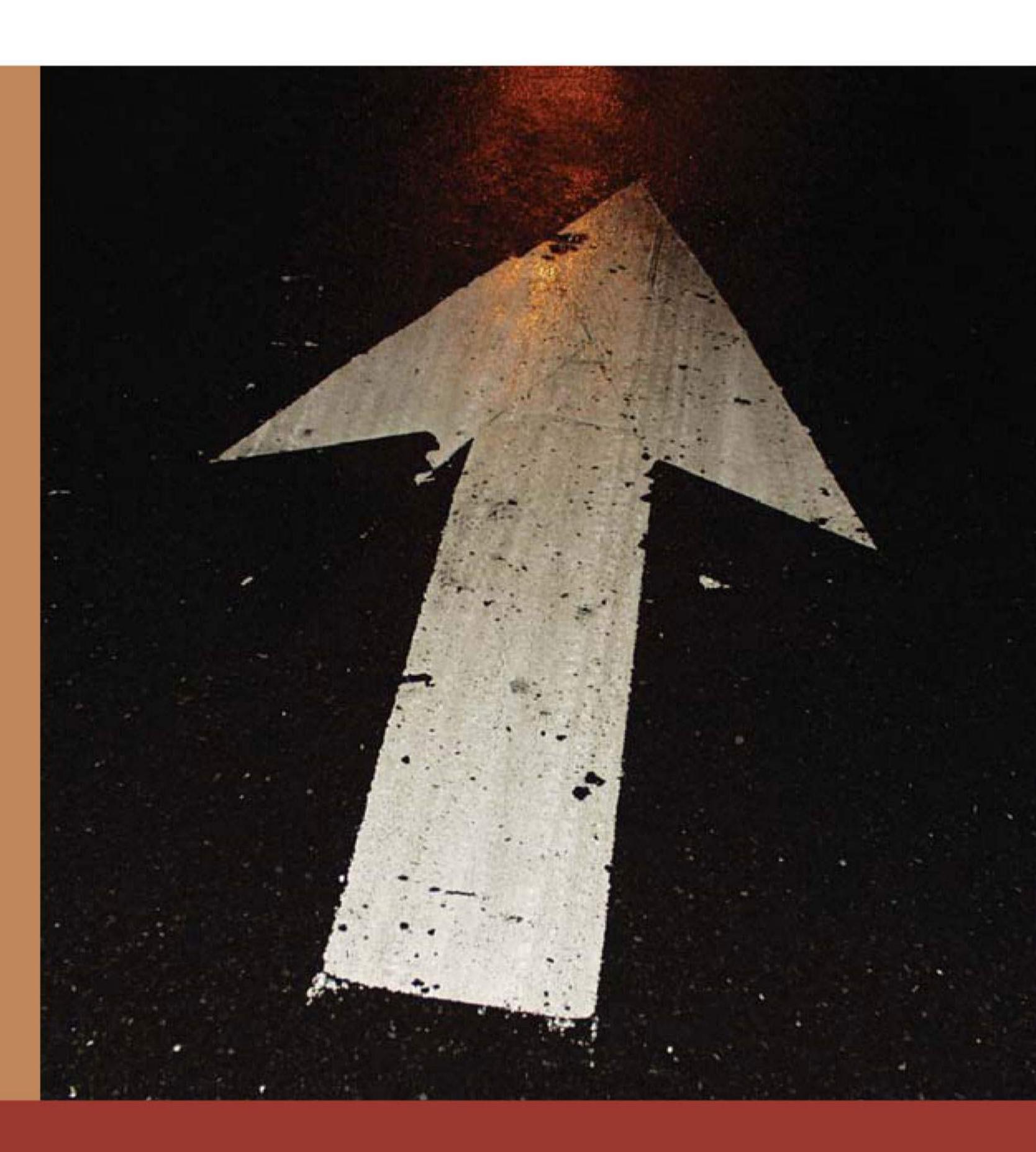
Since its foundation, Toyota has strived to contribute to the sustainable development of the society & environment. TMC and its subsidiaries believe that this can be achieved by manufacturing and delivering high-quality products accompanied by innovation and quality services.

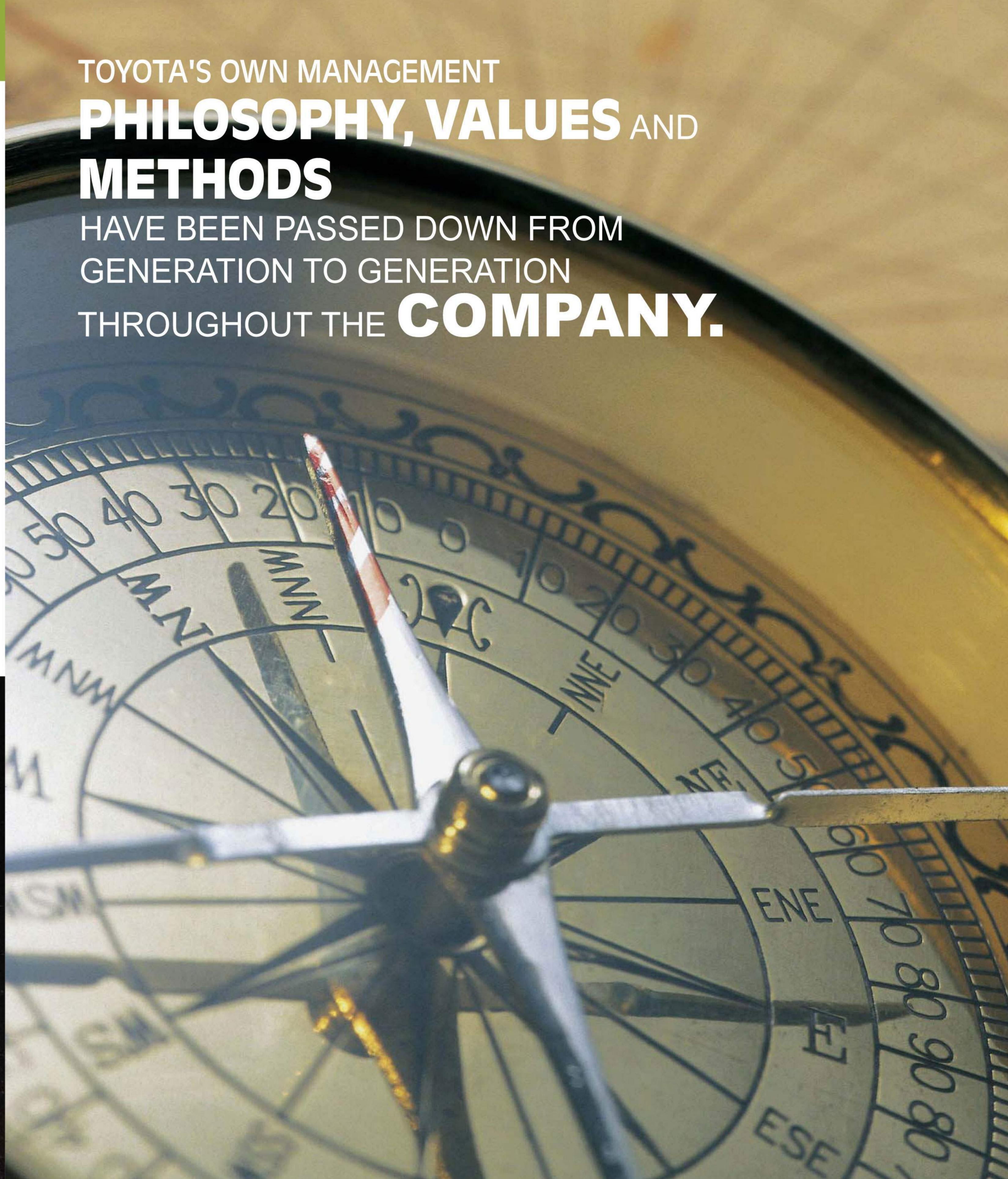
Evolving from such continuous efforts Toyota has constituted its own management philosophy, values and methods that have been passed down from generation to generation throughout the

company. Toyota has summarized this management philosophy into what is known as the "Guiding Principles at Toyota" (originally issued in 1992, revised in 1997) which reflects Toyota's commitment to the society. The Guiding Principles at Toyota were created in the expectation that all Toyota Group companies and business partners would understand and share fundamental management principles and contribute to society by referring to these principles.

Guiding Principles at Toyota

- Honor the language and spirit of the law of every nation and undertake open and fair corporate activities to begood corporate citizen of the world
- Respect the culture and customs of every nation and contribute to economic and social development through corporate activities in the communities
- Dedicate ourselves to providing clean and safe products and to enhancing the quality of life everywhere through all our activities
- Create and develop advanced technologies and provide outstanding products and services that fulfill the needs of customers worldwide
- Foster a corporate culture that enhances individual creativity and teamwork value, while honoring mutual trust and respect between labor and management
- Pursue growth in harmony with the global community through innovative management
- Work with business partners in research and creation to achieve stable, long-term growth and mutual benefits, while keeping ourselves open to new partnerships





Toyota Earth Charter

Basic Policy

1. Contribution toward a prosperous 21st century society

In order to contribute toward a prosperous 21st century society, aim for growth that is in harmony with the environment, and challenge achievement of zero emissions throughout all areas of business activities.

2. Pursuit of environmental technologies

Pursue all possible environmental technologies, developing and establishing new technologies to enable the environment and economy to coexist harmoniously.

3. Voluntary actions

Develop a voluntary improvement plan, not only based on thorough preventive measures and compliance to laws, but that address environmental issues on the global, national, and regional scales, and promotes continuous implementation.

4. Working in cooperation with society

Build close and cooperative relationships with a wide spectrum of individuals and organizations involved in environmental preservation including governments, local municipalities, as well as with related companies and industries.

Action Guidelines

1. Always be concerned about the environment

Challenge achieving zero emissions at al stages, i.e., production, utilization, and disposal.

Develop and provide products with top-level environmental performance

Pursuit of production activities that do not generate waste

Implement thorough preventive measures

Promote businesses that contribute toward environmental improvement

2. Business partners are partners in creating a better environment

Cooperating with associated companies.

3. As a member of society

Actively participate in social actions.

Participate in creation or cyclic society

Support environmental government policies

Contribute also to non profit activities

4. Toward better understanding

Actively disclose information and promote environmental awarness

TKM Vision & Mission

Vision

Delight our customers through innovative products, buy utilizing advanced technologies and services.

Ensure growth to become a major player in the Indian auto industry and contribute to the Indian economy by involving all stakeholders.

Become the most admired and respected company in India by following the Toyota Way.

Be a core company in global Toyota operations.

Mission

Practice ethics and transparency in all our business operations.

Touch the heart of our customers by providing products and services of superior quality at a competitive price.

Cultivate a lean and flexible business model throughout the value chain by continuous improvement.

Lead the Toyota global operations for the emerging mass market.

Create a challenging workplace which promotes sense of pride, ownership, mutual trust and teamwork.

Create an eco-friendly company in harmony with nature and society.

TKM Environmental Policy

As a good corporate citizen, Toyota Kirloskar Motor PVT Limited, Bidadi, an Automobile Manufacturing Facility, Sales of Automobile and Automobile Parts is committed towards protection of the Environment by minimizing our impact on the Environment through pollution prevention, conservation of natural resources and continual improvement.

To support this commitment, it is our policy to:

Actively promote environmental awareness and knowledge among Team Members through continual education and job specific training.

Ensure compliance with legal as well as other requirements to which our company subscribes.

Establish and review environmental objectives and target annually to ensure better environmental performance through proactive continual improvement activities.

We shall establish programs and conserve energy natural resources, flora, fauna and build a GREEN ENVIRONMENT, within and surroundings as a part of our policy.

We recognize the importance of continual improvement in environment performance while creating economic growth and maintaining competitive advantage. We are committed to this philosophy and it is our hope that, you, our Team Members, suppliers, customers, dealers and neighborhood share our commitment in preserving a very valuable resource......OUR ENVIRONMENT.

