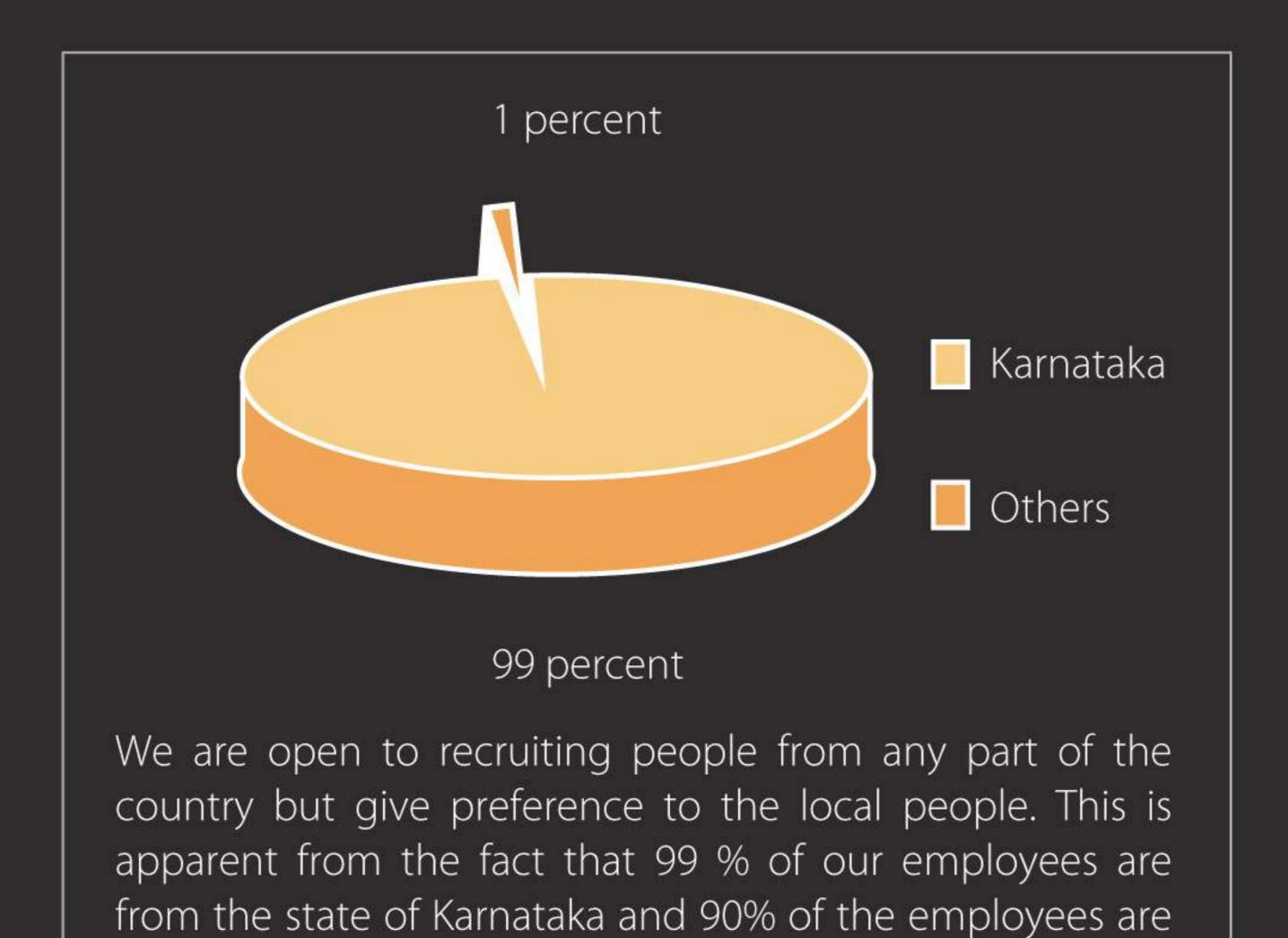
People

We at Toyota firmly believe that customer satisfaction can only be achieved when the manufacturers of the product namely our team members are happy. TKM strives to create an environment filled with motivation, high performance & creativity among our personnel.

Human Resources

Our people are the most valuable resource to us and we have a dedicated human resource team that ensures development of right skills, recruits and retains resources capable of implementing our business strategies successfully.

We have implemented several policies aimed at employee welfare to ensure that our employees enjoy the available work environment. The total work force during the reporting period was 2,750 regular employees and 600 contractors. We comply with all laws of the land and strictly prohibit child labor, discrimination based on gender, religion or color, and also discourage any kind of bonded labor practices.



represented by the union.



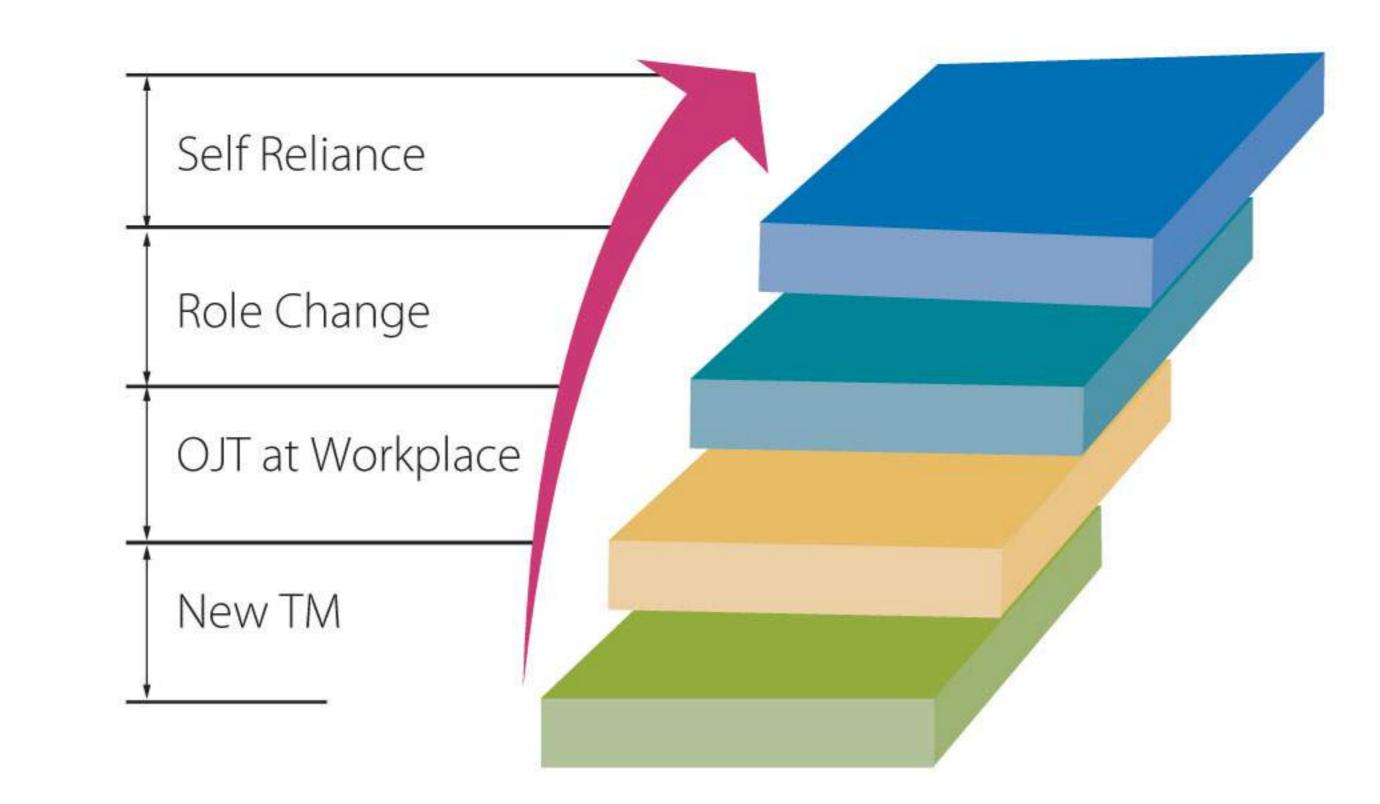


Attainment of Jiritsuka in Environment Activities

'Jiritsuka' means self reliance; self reliance in environment is a challenge for us at TKM. When we speak about self reliance in environment, it is possible by creation of a culture which breeds environment conscious people. An environment conscious person will automatically think about the environment impact from all his activities irrespective of where and what he is working on.

The primary step towards achieving the goal is by providing environment education to our team members. We believe in order to ensure our environment protection activities spread through the company and reach all the employees, we need to foster environment awareness and ability to think and act in all our team members.

Training to Team Members



The training to the team members are imparted in a structured manner to gradually create an environmentally conscious mind. On

TRAINING TO TEAM MEMBERS

Development of an
Environment
Conscious Mind by
generating awareness
on the various impacts
on the Environment as
a result of our activities

SPECIAL EVENTS CELEBRATION

Organizing Special
Events like Environment
Month with various
individual & team
promotional activities
for TM's & their Family,
Suppliers & Dealers.

every role change, the team member is provided post promotion training focusing on his new responsibilities to support environment management system.

The training to the team members are imparted in a structured manner to gradually create an environmentally conscious mind. On every role change, the team member is provided post promotion training focusing on his new responsibilities to support environment management system.

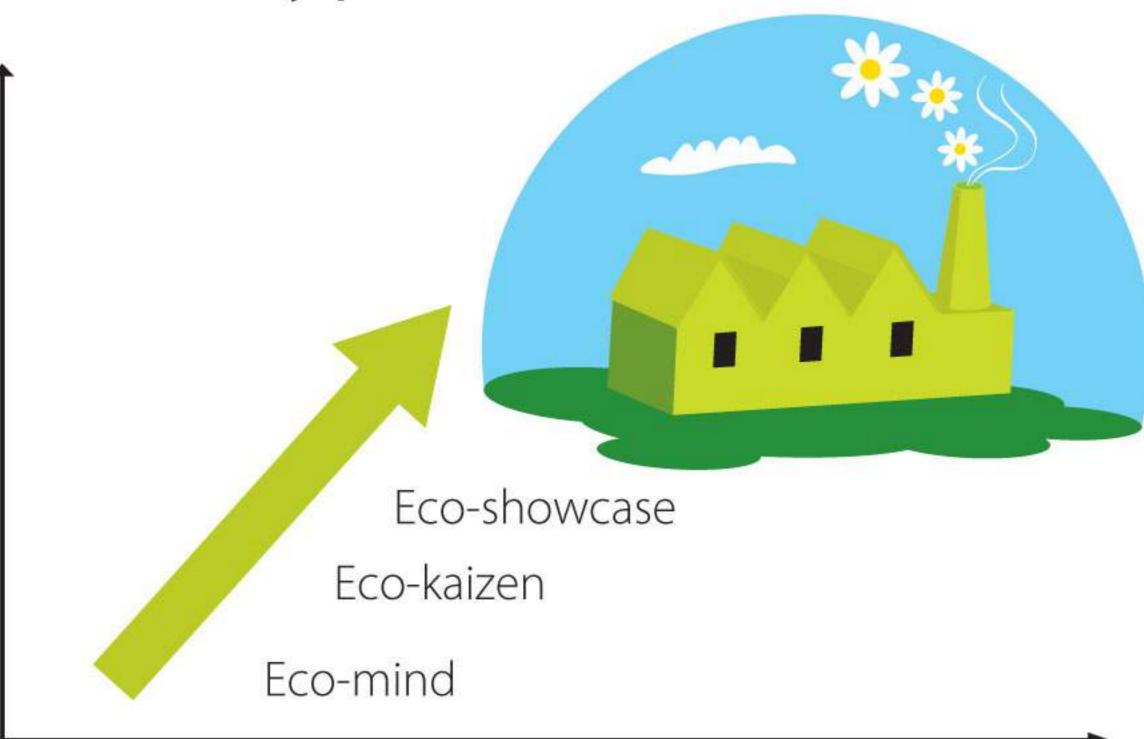
Celebration of Environment Month at TKM

Environment month is celebrated in TKM with the sole purpose of addressing Improvement areas and to enhance the level of awareness of the team members.

A theme is chosen every year based on the area of prime concern. As a good citizen, we decided to do our mite to reduce the impacts on environment as a result of our activities by focusing on global warming by selecting it as a theme for this year's environment month celebration.

The strategy and the concept for executing our activities were established. The concept focused on the 3 key steps to be followed to align us on the direction to reach a goal to be called as an Ecofriendly plant.

Eco-friendly plant



Themes So Far

2003: System establishment for Legal Compliance

2004: Look beyond ISO 14001

2005: Corporate Social Responsibility (Eco Spirit outside TKM)

2006: Address waste - Cradle to Grave

2007: Significant Equipment Mgmt

2008: Reduction of Global Warming

ECO-MIND is a culture that we believe must get imbibed into the minds and souls of our team members so that he starts thinking about the environment on every action in his life inside and outside the company.

ECO-KAIZEN is the continuous improvement activity that can be executed at the work area. This activity was carried out keeping in view the next plant in mind. The best eco-kaizens will be yokotened to the next plant during the establishment stage itself so that the eco-kaizen activity at the Plant 2 will be carried out directly on par

Eco-mind activity

This environment month, eco-mind activity was focused on two key warming. The competitions included: issues:

- 1. Training and Awareness
- 2. Competitions for Team Members and families on environment Issues

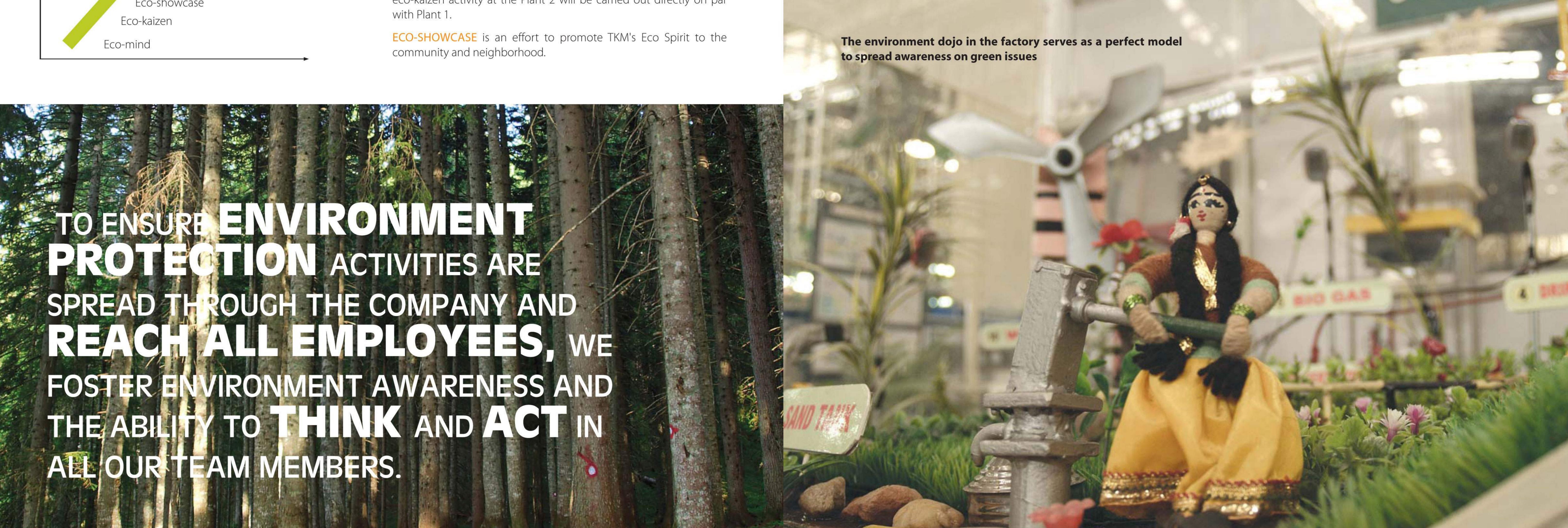
General Training on environment and global warming was imparted to the team members followed by focused training on carbon dioxide emission reduction on concepts like

- 1. Compressed Air Management
- 2. Waste management
- 3. Importance of Electricity Reduction.

Competitions for Team Members and their families were organised with a purpose to involve the team member and their family members in a combined efforts towards the reduction of global

- 1. Best Poster Competition for TM and children
- 2. Best Essay Competition for TM's family
- 3. Best Environment Kaizen Competition for TMs
- 4. Corporate Citizen Competition

An instance of the concept of sustainability being inculcated is evident among in all team members at the weld shop. Team members of the Weld Shop came out with an environmental dojo (model) which illustrates the importance of sustainable living using available natural resources. The model helps the team members understand and visualize the importance of conservation of nature and usage of renewable source of energy where ever possible. Our model depicts the usage of solar energy, importance of rain water harvesting, water conservation, stresses the usage of wind and hydro power, and imparts knowledge on waste management and power



Eco-kaizen activity

TKM's team members have repeatedly proved their commitment when it comes to kaizen we are always the masters. The participation in the Eco-kaizen activity was overwhelming & the results we got in end were encouraging.

This year the activities were focused on:

- 1. Establishment of Compressed Air Management System at Shop Floor
- 2. Conducting Theme Based Energy Audit at Shop Floor
- 3. Energy Validation System Establishment
- 4. Alternate Fuel Utilization

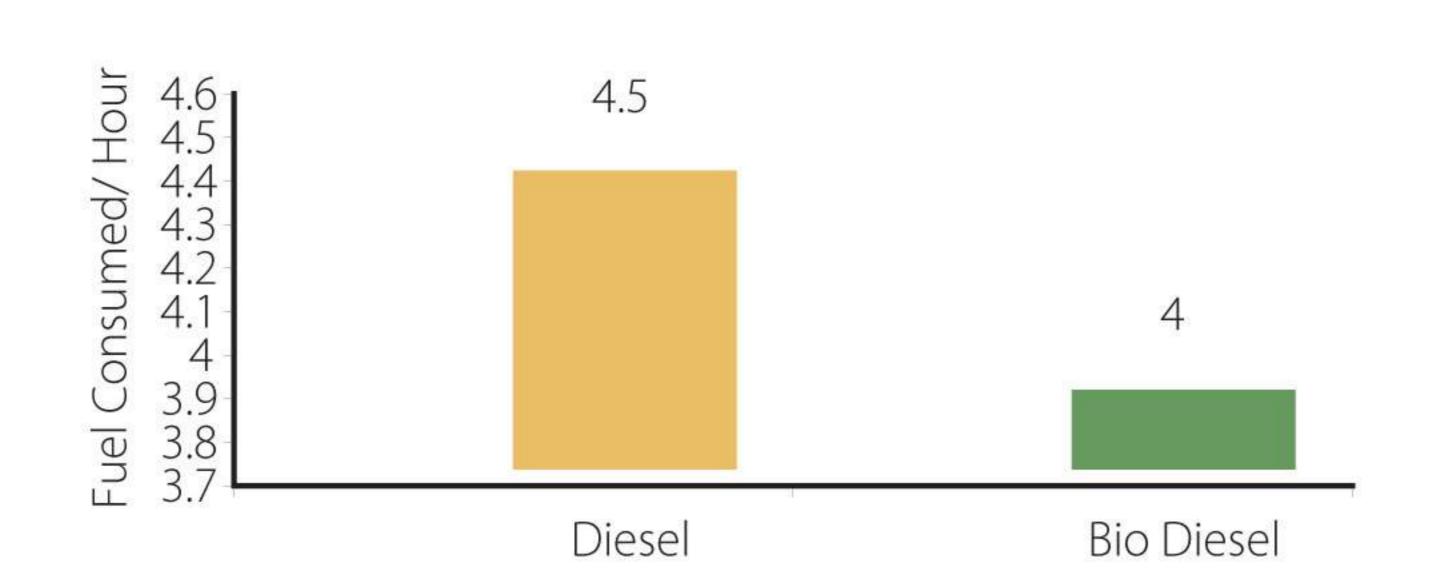
Energy management in TKM has been constantly upgrading keeping in mind the requirements of the five year environment action plan which defines our direction towards the path to sustainability. In this regard, various avenues of energy reduction are being constantly explored and improvements are being made on a continuous basis.

Compressed air is used in most of the manufacturing processes in an automobile industry and establishment of the management system is of prime priority. Establishment of Compressed air management system was taken up at all the shops during the environment month as a focused activity towards reduction of global warming due to the consumption of electricity.

Energy validation system was initiated with a motive to identify the scope for kaizen by comparing the actual consumption of the local area in comparison to the ideal consumption derived by the specification as given by the manufacturer. The gap identified as a result of the comparison would be termed as the kaizen possibility. A detailed analysis is carried out to identify the kaizen by the shop environment team.

Bio Diesel Implementation was carried out very successfully by the Hyderabad Road Transport Corporation. Our Internal Logistic Division decided to carry out the same operation on a trial basis on 2 Forklifts.

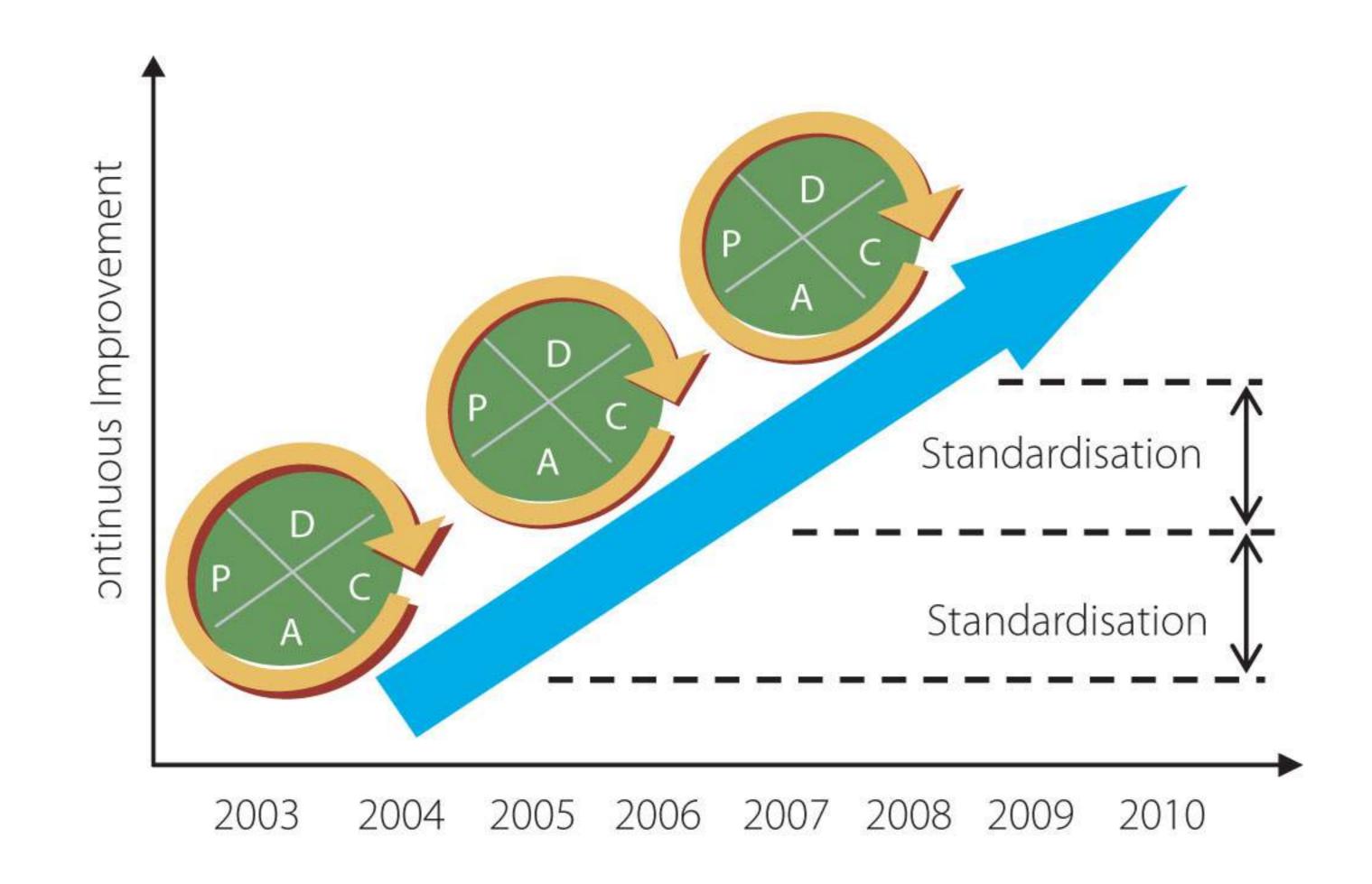
Mileage Comparison - Diesel/Biodiesel



Bio Diesel was procured from the same vendor in the ratio 9:1 (9 Liters - Normal Diesel & 1 Liter B100 Biodiesel). Implementation was carried out for 2 Forklifts yielding carbon dioxide emission reduction of 0.22 Kg/Veh.

A Companywide reduction of 62 Kg per Vehicle was observed as a result of the efforts put in by our Team Members and Management.

Further, the good activities carried out during the Environment Month will be standardized to ensure the sustenance of the activities. Next year one more theme will be taken to continually improve the EMS activities and the Eco-spirit among our Team Members.



Achievers of the Environment Month

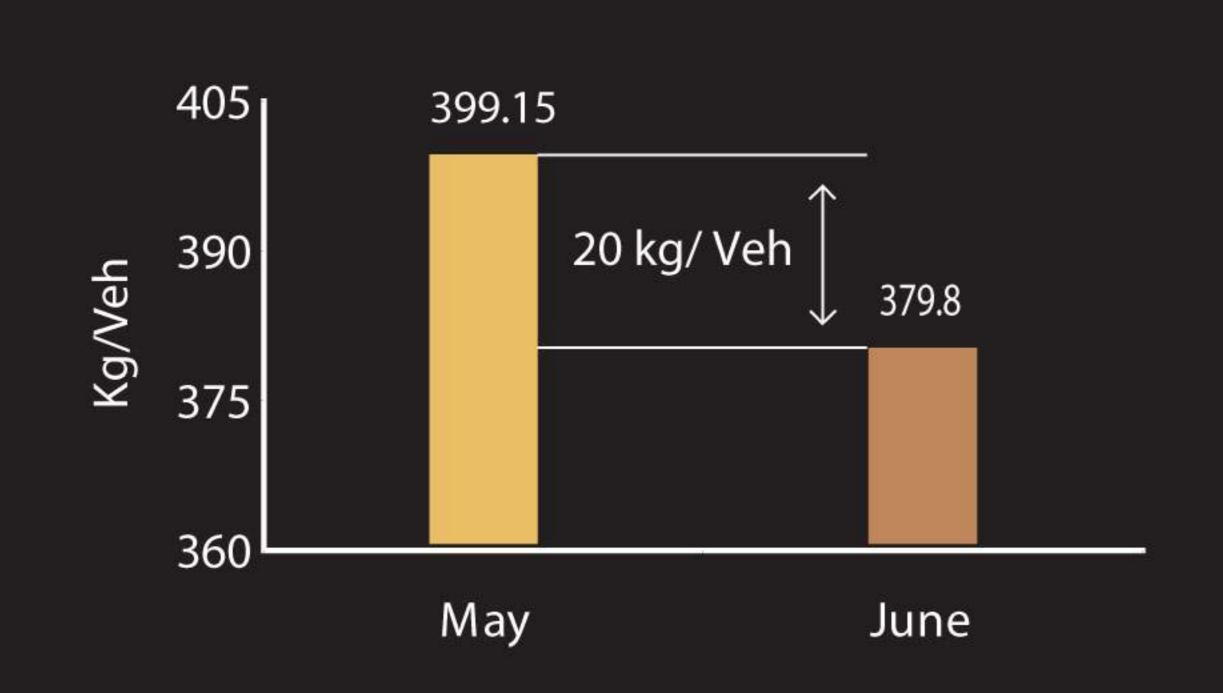




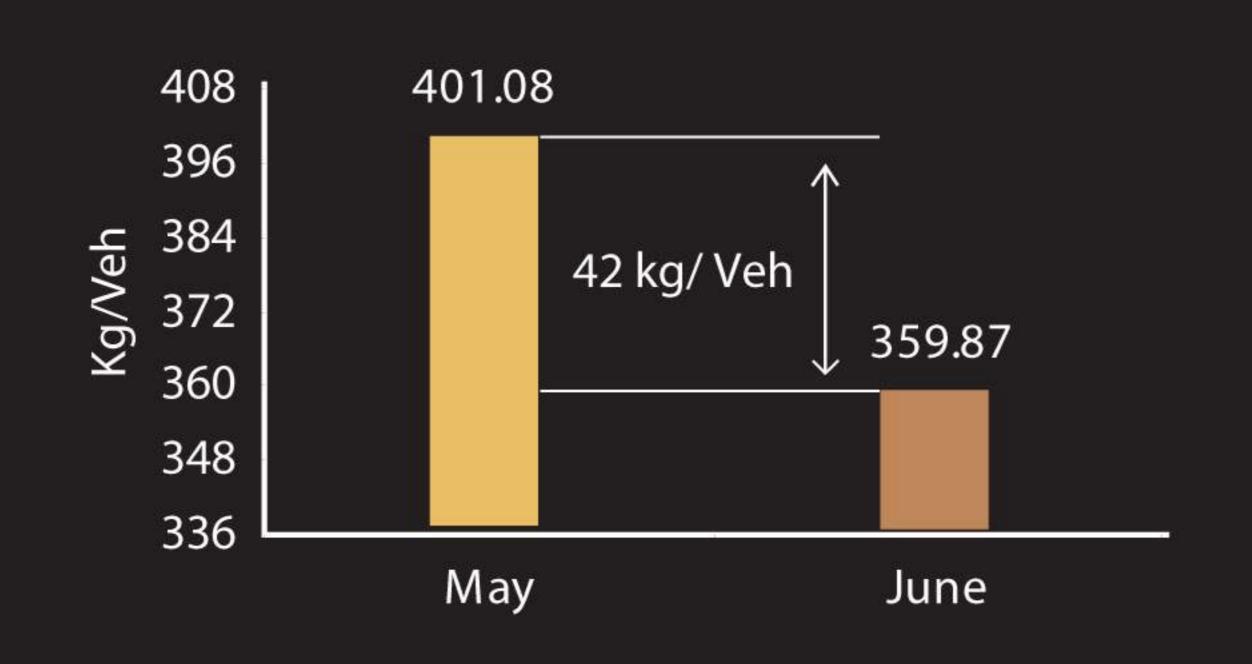








Carbon dioxide reduction - Compressed Air Management









Health and Safety Issues

In Toyota, safety of the team members is considered ahead of the other key items like quality, productivity & cost. The top management at TKM is committed to making the team members working environment a safe and enjoyable one. An Integrated safety committee chaired by the MD, comprises of representatives from the Production & the Non Production Areas including the Top Management and safety window persons from the supplier & contractor companies meet once in a month to discuss the progress of safety activities. Any major communications related to accidents or kaizens executed are made for the purpose of information sharing and yokoten.

We have adopted a systematic approach towards occupational health and safety management system. We have developed a proactive approach for mitigating risks by conducting detailed hazard identification and risk assessment exercises and adopting control measures for high risk areas. We have a dedicated safety and environment team which takes care of employee safety and related issues. We have developed an effective communication tool which helps us greatly during any incidents or accidents.

