

Toyota's Human Rights Policy

We as Toyota refer to and respect the "United Nations Guiding Principles on Business and Human Rights" (UNGP) and promote activities related to human rights based on the UNGP.

Seeking "the happiness of someone other than ourselves" has always been a part of Toyota's Founding Principles and this was a driving force that led to the invention of the automatic loom which can be considered as the beginning of Toyota.

This spirit and pursuit is still within us today, although our mission has now grown to "producing happiness for all".

Within every country and every region in which we operate, we aim to be the best company in town that is both loved and trusted by the people.

The automotive industry is supported by numerous people, including local communities, suppliers, business partners such as dealers, customers, etc.

We will continue to protect and improve the human rights of our employees, customers, and all people involved in our business activities in order to be beneficial towards society.

This policy stands as the highest level policy related to human rights within Toyota and shall be adhered to by everyone employed by Toyota.

1. Commitment for the "respect for human rights"

We recognize that our business operations could be at risk to potential and actual human rights impacts.

We seek to uphold the human rights of others, and shall address any human rights infringements that may arise from our business operations by taking responsibility for them.

We expect our business partners and other parties to also respect and not infringe upon human rights, however if they do, then we will respond appropriately based on this policy.

We respect and refer to international norms such as the Universal Declaration of Human Rights. Toyota is guided by the United Nations Guiding Principles on Business and Human Rights and therefore we have a

corporate responsibility to respect human rights. This policy ensures compliance with International human rights obligations together with the laws and regulations of the countries in which we operate within.

In operations where there is a difference between the national and international standard for human rights, we will adopt the higher standard of the two. If there is conflict between the standards, then we will strive to the utmost to respect internationally recognized human rights to the greatest extent possible.

2 . Scope of responsibility

This policy applies to all executives and employees in Toyota and its subsidiaries. We also expect our business partners, including our suppliers, to understand and agree with this policy and to work with us to ensure that their business operations respect this policy.

3 . Human Rights Due Diligence

In order to fulfill the responsibility to respect human rights, we will establish and continuously implement a Human Rights Due Diligence* system. (*The process which is implemented for the identification, prevention, and mitigation of negative human rights impacts)

4 . Remedy

If it is certain that we have caused or contributed to an adverse impact on human rights, we shall immediately implement corrective measures.

In addition to this, we will continue to develop and operate a practical remediation mechanism by expanding the function of our existing grievance mechanism which has been established in Japan and also in other regions.

5 . Education and Training

In order to ensure that this policy is embedded within our internal operations and communicated to our external stakeholders, we provide appropriate education and training to all our executives and employees,

and we concurrently encourage our business partners such as suppliers and retailers to understand our expectations.

We also ensure that this policy is incorporated within the necessary processes, such as each function's policies and guidelines, so as to become institutionalized across all of our corporate activities.

6. Monitoring and disclosure

We will ensure the complete implementation of this policy by continually tracking its progress, while at the same time, allowing for revisions to the policy if needed.

We will disclose our actions for respecting human rights, together with the appropriate measures, within our official website and other communication platforms.

7. Consultation with stakeholders

In the event that a human rights violation occurs, Toyota will consult with external stakeholders to address the issue and ensure continual communication.

This policy was approved by the Board of Directors of Toyota Motor Corporation on September 29, 2021.

September 29, 2021
Toyota Motor Corporation
President and Representative Director, Akio Toyoda

A handwritten signature in black ink, appearing to read 'Akio Toyoda', with a long horizontal flourish extending to the right.

【Appendix; Salient issues】

(1) Migrant labor • Forced labor

We do not tolerate forced labor, which is often extracted through violent and threatening means or by entrapment of debt, or any other form of modern slavery including human trafficking.

We recognize that migrant workers are vulnerable to situations of exploitation and forced labor.

Due to the nature of our business, we also recognize the possible risks of forced labor involving migrant workers within our business, supply chain and value chain.

As part of our due diligence activities, we work with third-party organizations to ensure fair working conditions for migrant workers within our affiliates, suppliers and distributors both inside and outside of Japan.

(2) Child labor

We do not tolerate child labor which deprives children of a childhood, access to education and restricts their development.

We have recognized the concern over child labor and other human rights abuses within the mineral sourcing sector.

We will continue to identify and assess human rights risks including child labor. If any risk is identified as a result of the survey, we will develop appropriate measures to mitigate such risk.

(3) No Discrimination, Diversity & Inclusion

We do not tolerate any form of discrimination relating to gender, age, nationality, race, ethnicity, creed, religion, sexual orientation, gender identity, disability, marital status or the presence of children. We work to create an inclusive workplace where employees with wide-ranging skills and values can demonstrate their abilities to the fullest and thereby achieve self-realization.

Our strengths lie in our capacity to respect our employees' ability to think and be innovative through the inclusive participation of every member, and this capacity is growing increasingly important. Amid such an environment, we consider diversity and inclusion to be one of the key elements of our business framework, and we promote activities accordingly.

(4) Harassment

We do not condone harassment which includes among others sexual harassment, power harassment (abuse of authority), peer pressure, nor any form of harassment that lowers the dignity of an individual.

We will promote the development of human resources with a "YOU perspective" in which each employee is aware of their surroundings and can act for someone other than themselves, and build an open workplace culture in which each employee can work with peace of mind. Toyota will continue these efforts.