

## Society



# Respect for Human Rights

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[Sustainability Data Book 2018](#)

[Respect for Human Rights] (PDF, 428 KB / 4 pp.)

## ■ Fundamental Approach

In its Guiding Principles at Toyota, Contribution towards Sustainable Development (CSR Policy) and the Toyota Code of Conduct, Toyota states the concept of respecting and honoring the human rights and other rights of all people.

Moreover, the Toyota Way lays out the values that employees working at Toyota should share, based on the Guiding Principles at Toyota.

Of the two pillars of the Toyota Way—"Continuous Improvement" and "Respect for People"—Respect for People means to respect all stakeholders as well as to respect the character and abilities of employees as individuals. It also facilitates personal achievement by linking the personal growth of employees to company performance.

The Toyota Way is considered a shared value for all our affiliates around the world. While referencing each nation's laws and customs as well as various international guidelines and norms such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, we promote various activities to provide employees with secure and attractive workplaces as well as aiming to respond to the expectations of our stakeholders. Toyota makes efforts so that these concepts are put into practice throughout Toyota's global business activities, which include subsidiaries and suppliers.

## ■ Toyota's Approaches to Conflict Minerals Issues

Toyota undertakes business with a strong awareness that violations of human rights, environmental degradation, unlawful mining, and other issues in these conflict regions as well as the issue of minerals that provide sources of funding to armed groups through such actions are major social issues concerning the supply chain. We aim at procurement and usage that are free from conflict minerals originated in the Democratic Republic of the Congo (DRC) or an adjoining country and that relate to illegal conduct including human rights infringement. For that purpose, Toyota will work together with parts suppliers, automotive industry organizations and other relevant organizations. Toyota is dealing with these issues and has adopted Policies and Approaches to Conflict Minerals Issues—a set of guidelines the company is supposed to refer to in tackling conflict minerals issues. Meanwhile, the company revised the Toyota Supplier CSR Guidelines in 2012, asking its suppliers to engage in responsible material procurement.

[Toyota's Policies and Approaches to Conflict Minerals Issues \(revised May 31, 2018\) ▶](#)

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— Customer First and Quality First Measures

— Creating an Affluent Society

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— [Employees](#)

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