

## **Social Accountability Policy**

Toyota Gibraltar Stockholdings (TGS) is committed to maintaining the highest standards of corporate social accountability in its business activities. This is reflected in this Social Accountability Policy, which sets the framework for our actions.

As a corporate philosophy we are committed to 'Kaizen' (continuous improvement). In every aspect of our business we follow the principles of social responsibility.

We are committed to:

- Promoting a reputation for honesty, trust and excellence with employees, clients, contractors and suppliers.
- Providing good employment and working conditions.
- Delivery high quality services.
- Respecting the rights and dignity of every employee and treat them fairly and without discrimination.
- Encouraging team working and the sharing of knowledge throughout the organisation.
- Offering structure development programmes for employees at all levels.
- Promoting a healthy work/life balance.
- We give Health and Safety the highest priority.
- We manage the environmental impacts on our activities, products and services responsibly.
- We work to develop our business sustainably with due consideration for environmental issues.
- Helping and supporting the communities where we are involved become better places to live and work.

In addition, we comply with internal requirements of TGS relating to social responsibility, in particular those identified in:

- Our corporate values
- Employee Charter
- Employee Handbook
- Equality and Diversity Policy
- Health and Safety Policy
- Ethical Procurement Policy
- Environmental Policy