

TOYOTA MATERIAL HANDLING EUROPE AB (GROUP)

Sweden | Manufacture of general-purpose machinery

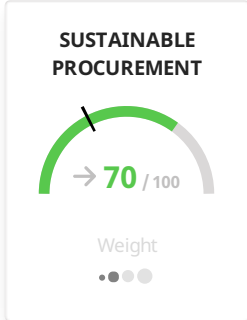
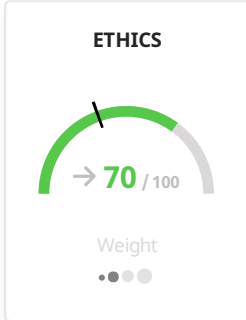
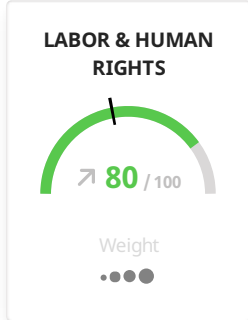
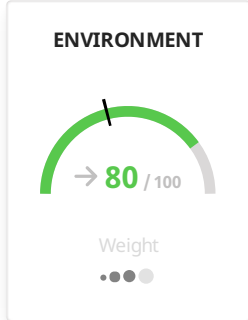
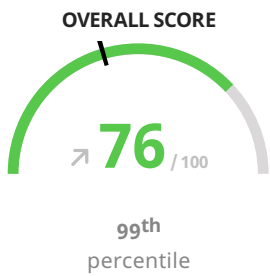
! Significant operations in at least one risk country



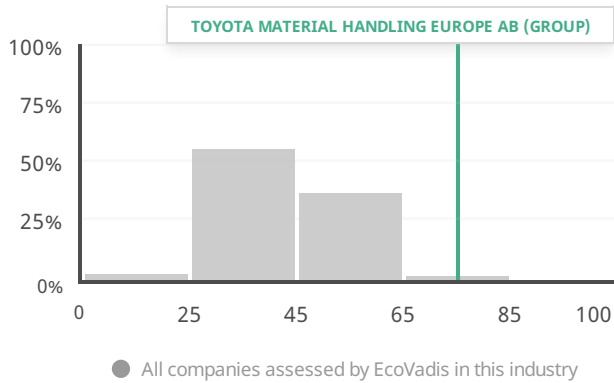
Publication date: 3 Dec 2018

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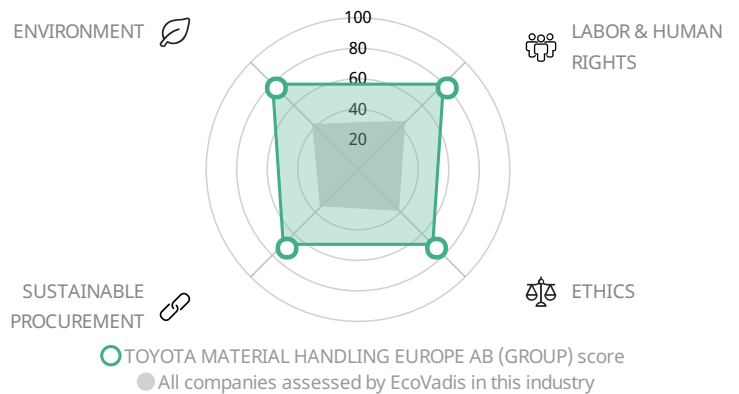
CSR Performance ● Insufficient ● Partial ● Moderate ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Strengths (29)

Policies

Strengths

Quantitative objectives set on some relevant issues [i.e. energy consumption & GHG, materials, chemicals & waste, product end of life]

Comprehensive policy on a majority of environmental issues

Actions

Strengths

Formalized procedure related to materials / chemicals management (e.g. storing, handling, transportation)

Energy audit or carbon assessment performed

ISO 50001 certified

Measures to reduce paper consumption

Measures to reduce noise at worksite/construction site

Carbon footprint study

Reduction of energy consumption through innovative technologies [mainly in production process]

Products designed for easy recyclability

Regular soil testing for heavy metal contamination

Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)

Use of renewable energies or purchase of green energy

Company-specific emergency preparedness & response procedure

Declares no asbestos used in any products, manufacturing processes or packaging (unverified)

Measures implemented to reduce pollutants discharged into water

Waste management measures in place

Measures to optimize transport or reduce CO2 emissions from transport

Measures for handling hazardous substances

Company recycling infrastructure or formal partnership established

Reduction of energy consumption through employee awareness programs

Official program for offsetting of CO2 emissions

ISO 14001 certified on more than 81% of operational sites

Results

Strengths

Parent company reports to Carbon Disclosure Project (CDP)

Reporting on direct CO2 emissions

Reporting on fossil fuel energy consumption

Comprehensive reporting on environmental issues

CSR report follows GRI guidelines [GRI G4, in accordance CORE]

Reporting on electricity consumption

Improvement Areas (1)

Policies

Priority

Improvement Areas

Medium

No information on endorsement of external initiatives on environmental issues



Labor & Human Rights

Weight ●●●●

Strengths (32)

Policies

Strengths

Comprehensive policy on a majority of labor or human rights issues

Quantitative objectives set on some relevant issues [i.e. employee health & safety]

Health and safety policy also covers subcontractors working on the company premises

Endorsement of external initiative on labor or human rights issues [EU-OSHA Healthy Workplaces Campaign Partner]

Actions

Strengths

Bonus scheme related to company performance

Flexible organization of work available to employees (e.g. remote work, flexitime)

Measures to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Whistleblower procedure on human rights issues

Employee representatives or employee representative body (e.g. works council)

Internal audits on health & safety issues

Specific measures on discrimination issues

OHSAS 18001 certified on more than 81% of operational sites

Employee health & safety detailed risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Measures implemented to prevent child labor, forced labor and human trafficking

Regular assessment (at least once a year) of individual performance

Mandatory health check-up for employees

Active preventive measures for stress

Active preventive measures for Repetitive Strain Injury (RSI)

Official measures promoting career mobility

Provision of skills development training

Joint labor management health & safety committee in operation

Setting of individual career plan for all employees

European Works Council in place

Training of relevant employees on health & safety risks and best working practices

Results

Strengths

Reporting on the percentage of women in top executive positions

Comprehensive reporting on labor and human rights issues

Reporting on average hours of safety training

Reporting on accident severity rate

Reporting on accident frequency rate

CSR report follows GRI guidelines [GRI G4, in accordance CORE]

Improvement Areas (4)

Actions

Priority

Improvement Areas

Low

Does not declare special remuneration or time off for overtime work throughout the entire scope of operations

Low

Does not declare granting paid annual vacation throughout the entire scope of operations

Low

Does not declare that employees receive 24 hours rest within a time frame of 7 consecutive days throughout the entire scope of operations

Low

Declares that job applicants are responsible for recruitment fees



Strengths (16)

Policies

Strengths

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Actions

Strengths

Whistleblower procedure to report ethics issues

Awareness training on ethics issues

Implementation of a records retention schedule

Provision of competitor interaction guidelines to key employees

Periodic anticompetitive practices risk assessments performed

Periodic corruption risk assessments performed

Supporting documentation demonstrates a high level of coverage of ethics actions throughout the company operations

Measures to protect customer or client data from unauthorized access or disclosure

Audits of control procedures to prevent corruption

Third party anti-corruption due diligence program in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Results

Strengths

CSR report follows GRI guidelines [GRI G4, in accordance CORE]

Improvement Areas (4)

Policies

Priority

Improvement Areas

Low

No information on endorsement of external initiatives on ethics issues

Actions

Priority

Improvement Areas

Low

No supporting documentation regarding audits of internal controls on anticompetitive practices

Low

No supporting documentation regarding audits of control procedures to prevent information security breaches

Results

Priority Improvement Areas

High

Basic reporting on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths (12)

Policies

Strengths

Sustainable procurement policies on both supplier environmental and social practices

Actions

Strengths

Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier CSR code of conduct in place

Written communication sent to suppliers informing them of conflict minerals issues

Integration of environmental, social and health & safety criteria when purchasing products

Formal assessment of suppliers' progress with regards to REACH requirements

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

Results

Strengths

Comprehensive reporting on sustainable procurement issues

Improvement Areas (6)

Policies

Priority Improvement Areas

Medium

Declares policy on conflict minerals issues, but no supporting documentation available

Actions

Priority Improvement Areas

Low




No monitoring of % of raw materials purchased that are recycled

Low




No monitoring of the percentage of suppliers for which conflict minerals information is available

Low	Declares conducting CSR risk analysis (i.e. prior to supplier assessments or audits), but no supporting documentation available
Low	Declares sustainable procurement objectives are integrated into buyer performance reviews, but no supporting documentation available
Results	
Priority	Improvement Areas
Medium	No reporting on conflict minerals issues

360° Watch Findings

<p>23 April 2018</p> <p>Toyota Material Handling in Mjölby focuses on fossil-free [SE]</p> <p>http://www.svenskverkstad.se/toyota-tar-stort-kliv-mot-fossilfrihet-med-flytande-biogas</p> <p>Toyota Material Handling Manufacturing Sweden AB in Mjölby replaces the fossil gasoline, which today is the fuel that is primarily used for drying and hiding in the paintings, with liquid biogas.</p> <p> Environment → No score impact</p>	<p>18 April 2017</p> <p>Workers evacuated after fire at Toyota [NL]</p> <p>http://www.gva.be/cnt/dmf20170418_02838405/werknemers-geevacueerd-na-brand-bij-toyota</p> <p>A fire broke at Toyota Material Handling Europe in Fotografielaan in Wilrijk. The fire brigade arrived at the scene to fight the fire in a paint booth and had the fire quickly under control. One person was transferred with smoke intoxication to the hospital.</p> <p> Labor & Human Rights → No score impact</p>	<p>4 February 2017</p> <p>EU-OSHA reconoce a Toyota MHE su gestión de la salud laboral</p> <p>http://www.manutencionyalmacenaje.com/es/notices/2017/04/osha-reconoce-a-toyota-mhe-su-gestion-de-la-salud-laboral-39827.php#.Wh_4CkqWaM9</p> <p>La Comisaria de Asuntos sociales europeos Marianne Thyssen ha otorgado a Toyota Material Handling Europe una "mención" por su enfoque en la gestión de salud de los trabajadores durante el período de su vida laboral. "Healthy Workplaces for All Ages" es la cuarta campaña EU-OSHA que la compañía ha promocionado activamente, tanto dentro de su organización de 10.000 empleados, como haciéndola extensiva a su red europea de clientes y proveedores.</p> <p> Labor & Human Rights → No score impact</p>
<p>9 October 2018</p> <p>No records found for this company on Compliance Database</p> <p>null</p> <p>→ No score impact</p>		

Specific comments

 The company is not included in any compliance-related watch lists or sanction lists.
 Some supporting documents were considered too outdated to be included in this assessment.
 The company demonstrates an advanced CSR management system that covers all four themes under review.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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