

## Basic Policies on HSE, Quality and Information Security

**Toyo Engineering India Private Limited** (hereafter called TOYO-I) recognize that not only complying with all relevant laws and regulations with regard to HSE, Quality, Information Security, Privacy and Protection of Personal Data but also satisfying the requirements with regard to them called for by our clients and society are indispensable prerequisites for us to conduct business activities and to fulfill our social responsibilities, and abide by the following basic policies:

1. HSE (Health, Safety and Environment)
  - a) Continuously confirm and share the consensus that "Safety takes precedence over all other considerations", and realize and maintain safe and healthy conditions in all workplaces including business travels.
  - b) Strive to complete all jobs with no accidents and no harm to people with all possible practical steps to eliminate hazards and reduce HSE risk by enforcing preventive HSE measures.
  - c) Endeavor to provide our personnel with work environments and opportunities that enable them to maintain and improve their mental and physical health through encouraging them by consultation & participation in HSE related matters.
  - d) Take appropriate safeguards against threats and risks to business assets.
  - e) Minimize environmental burden by saving resources and energy, detoxifying, reducing and recycling waste, and by preventing environmental pollution during the course of our work activities.
  - f) Recognize and observe HSE commitments through HSE processes. For TOYO-I, HSE is a non-negotiable, line management function and is a condition of employment. Every employee has the right to stop the work, if they consider conditions are unsafe, in any way.
2. Quality
  - a) Provide high-quality products and services that take care of HSE and meet the requirements of our clients and society.
  - b) Comply with TOYO-I rules, and make maximum use of our high-tech application capabilities and engineering technologies.
  - c) Achieve Zero Defects in our products and services.
3. Information Security
  - a) Maintain confidentiality of information assets that TOYO-I owns and controls, protect them against destruction or alteration, and ensure they are available on demand.
  - b) Prevent information security incidents and, if an incident occurs, investigate the cause and implement corrective actions.
  - c) Establish and maintain information security control plans and measures necessary for business continuity.
4. Establish and continually improve the effectiveness of management systems, by promoting risk based thinking, including objective setting, hazard identification, risk evaluation, determination of countermeasures, execution control and review, education, training and ensure employee engagement in line with management's firm belief that the securement of HSE, Quality and Information Security is a prerequisite for business continuity.
5. Continually improve the mindset of all the employees for HSE, Quality, Information Security, Privacy and Protection of Personal Data through awareness and training.

These policies shall apply to all staff members of TOYO-I in any region and country. TOYO-I will also share the spirit defined by these policies with clients, licensors, business partners, and other related parties, and cooperate with them to achieve the objectives.

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**Takashi Kawahara**  
**Managing Director**  
**Toyo Engineering India Private Limited**