

Toyota Motor Manufacturing (UK) Limited

Explaining the Whistleblower Policy



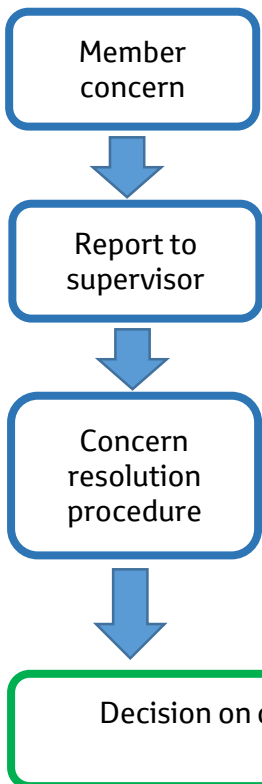
What is a Whistleblower?

A Whistleblower often relates to a member / group of members, or a member of the public, who reports or raises a serious concern about misconduct or wrongdoing within an organisation, about someone other than themselves. Concerns raised typically relate to fraud or misuse of company property, bribery, financial management, internal accounting controls or corruption, or environmental issues.

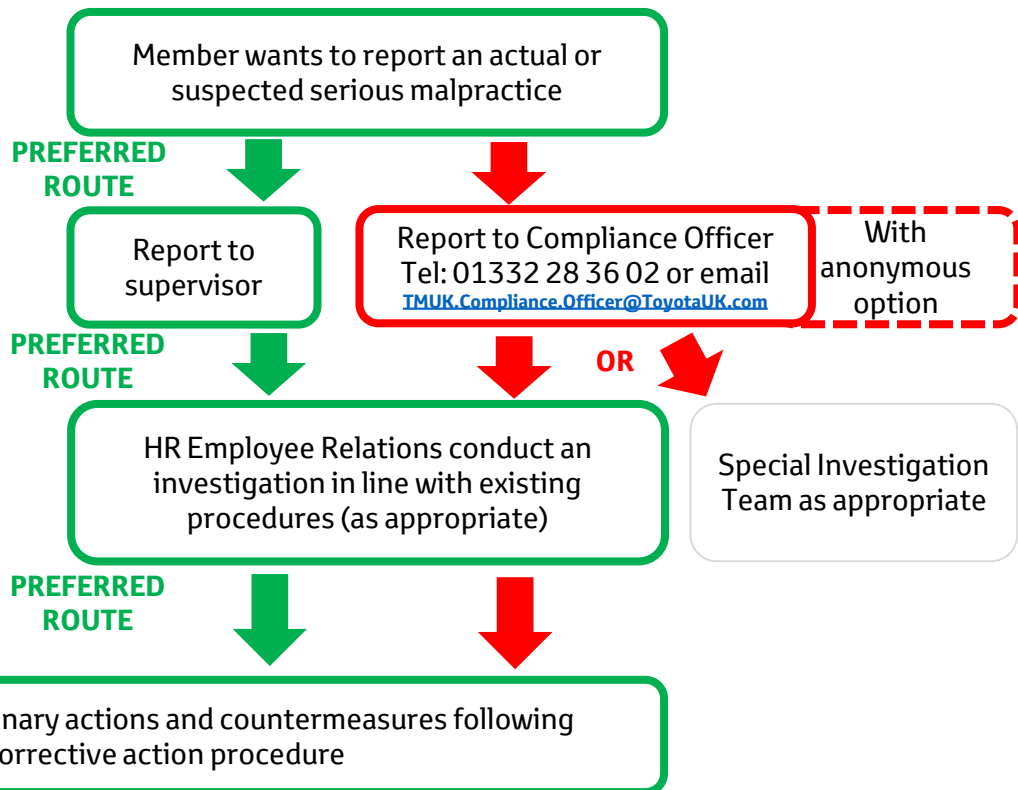
There is no change to the existing internal concern resolution (grievance) procedure, which deals with situations where you feel you are being unfairly treated.

If possible, members should raise a specific concern with their direct supervisor or manager. If a member does not feel comfortable raising a serious concern in this way, or if it is a member of the public raising the concern, then a process exists which allows a concern to be raised directly with the Compliance Officer (process flow shown below).

Individual Concern



Whistleblower Policy Process Flow



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Managing Director
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