

Mr. Katsuaki Watanabe, President
Toyota Motor Corporation
1 Toyota-Cho, Toyota City
Aichi Prefecture 471-8571
Japan

Mr. Hiroshi Ito, President
Toyota Motor Philippines Corporation
Toyota Spécial Eco-zone
Brgy. Pulong Sta. Cruz, Sta. Rosa,
Laguna City, Philippines

Date June 13, 2006

Dear Mr. Watanabe and Mr. Ito,

On behalf of the SKF Bearing India Employees' Union, Chinchwadgaon, Pune, Maharashtra State, India, PIN-411033 representing 1082 members, we urge you to immediately reinstate the 136 illegally dismissed workers from the Toyota Motor Philippines Corporation Workers Association (TMPCWA).

We are shocked that Toyota Motor Philippines continues to refuse to seriously negotiate with the TMPCWA or reinstate the workers, despite a ruling by the Supreme Court of the Philippines and the International Labour Organisation (ILO).

This practice of union busting, intimidation and failure to recognize the rights of workers is in stark contrast of the founding principles that embody *The Toyota Way*, "Continuous Improvement and Respect for People."

Refusing workers the right to collectively bargain and the right to basic worker protections is neither an improvement for Toyota Motor Company nor respectful to the workers who proudly build Toyota cars and parts.

As a company that claims to give the "highest priority to people, particularly our Team Members, and their needs, concerns, development and sustenance," actions taken by Toyota Motor Philippines Corporation is a disgrace to the Toyota family and demeaning to the values Toyota Motor Company purports to endorse --- social responsibility and high standards.

We hope Toyota Motor Philippines Corporation will recognize their error and reinstate the TMPCWA members immediately. We ask that Toyota Motor Company take a leading role in ensuring that labour rights are respected in their Philippines operations, in accordance with the Toyota Way.

Sincerely,

Anand Thakar
President of the Union.

