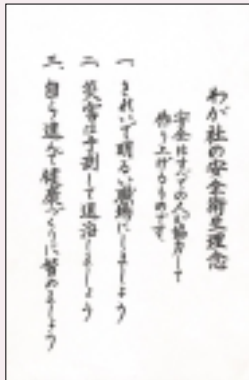


Community and Social Relations

Workplace Safety and Health

Basic Policy: Creating Safe and Pleasant Workplaces

Isuzu aims to make its workplaces accident-free, safe and pleasant. Our philosophy is that "Safety Depends on Everyone's Cooperation." Our focus is accident-prevention, and our main messages to personnel are "Prevent Industrial Accidents, Traffic Accidents and Fires," "Improve the Work Environment" and "Promote Health." To prevent industrial accidents we pay particular attention to learning from case study of similar incidents, and promoting thorough safety awareness.



Isuzu's safety and health philosophy

Key Issues and Actual Efforts

Key Issues	Actual efforts
Prevention of industrial accidents	<ul style="list-style-type: none"> Observing safety rules and follow-up by management Raising awareness about non-routine operations Ensuring safety during long consecutive holidays Providing safety instructions for operation of in-plant vehicles Reporting manufacturing equipment accident cases to all employees, and sharing information on preventive measures
Prevention of fires	<ul style="list-style-type: none"> Strengthening of painting plant management system and "buddy" patrols Making company-wide improvements based on lessons from past fire incidents Review warning signs posted at facilities where dangerous substances are stored
Improving the workplace environment	<ul style="list-style-type: none"> Implementing environmental assessments and improvements when starting operation of newly installed or moved production lines Systematic implementation of suggestions from workplaces
Prevention of traffic accidents	<ul style="list-style-type: none"> Reporting of traffic accidents to all employees, and sharing information on preventive measures Providing a variety of traffic safety education Conducting seatbelt checks and patrolling employee parking lots
Promotion of employee health	<ul style="list-style-type: none"> Promoting physical and mental health programs, medical check-ups, and health guidance programs Ongoing implementation of the "Total Health Promotion Plan 35" for 35-year olds

Preventing Traffic Accidents

Isuzu's efforts to promote traffic safety include showing traffic safety films, which 10,820 employees have already participated in total, and providing traffic safety education for new employees. Other awareness-raising activities conducted throughout the year include seatbelt checks, patrols of employees parking lots, providing safe route maps for commuters, offering drills for bicycle and motorcyclers, and distribution of traffic safety pamphlets.

Promoting Total Health

We have not only developed health management programs to ensure fulfilling lives for our own employees, and but also have offered a seminar entitled "Caregiving Techniques From Morning to Bedtime" for employees and their families. The objective of the seminar is to provide guidance and drills for family members who provide or may someday need to provide home care, so that the care recipient can avoid becoming bedridden. Lectures include basic knowledge about home care, followed by actual practice, including meals, dressing, hygienic care, and bed sore prevention. Finally, guidance on health management for the caregiver is provided. This seminar was highly appreciated by the participants, all of whom wanted to have the program continued.

Activities of the Health Promotion Center

Total health promotion		Particulars and implementation
Prevention of lifestyle-related diseases	Seminars	Diabetes, hypertension, osteoporosis, obesity prevention, hyperlipemia, dental health, cooking seminar, THP35, lecture meetings (11 events during the year)
Lifestyle improvement	"Challenge courses"	No-smoking, exercise, dietary life, and no alcohol days (each event once each year)
Life plan	Seminars	May, July, October, December 2001, February 2002 (5 events during the year)
Mental health	Counseling, etc.	Counseling and telephone advise available throughout the year
Caregiving classes	Seminars	March 2002
Recreational activities	Hiking	Nearly every month (10 times during the year)



"From Morning to Bedtime" Caregiving Seminar



Hiking at Hakone in September 2001

Employees' Voluntary Activities: USE21

Workers of the product development department have organized the USE21 voluntary working group and are actively working in different subgroups. The Fire Prevention Subgroup holds first-aid lectures and drills at the Disaster Prevention Center. The Traffic Safety Subgroup holds safe-driving lectures. The Industrial Accident Prevention Subgroup offers a variety of educational programs with lectures and drills, including vehicle crash tests and trainings for risk-prediction. These activities are making significant contributions to the prevention of industrial accidents and also to help newly recruited employees adapt to the workplace.



USE21 first-aid class

Employee Awareness-Raising /Personnel Management

Employee Awareness-Raising

Environmental Education Programs for Employees

Isuzu is actively providing its employees basic training on environmental issues and Isuzu's environmental efforts in order to increase their awareness and motivation for action. The training is provided on many occasions, including when employees join the company and later are promoted, and at various levels in the organization. In addition, all employees receive special training on environmental management systems, and in-house courses are available to selected employees of the 44 companies that have their workers at Isuzu plants. Our company newsletter, the "Isuzu Shimbun," carries a special report on the year's environmental activities, in the environment month edition each June. In fiscal 2001, the newsletter began a series of articles entitled "A Look at World of Diesel Engines," in order to promote the proper understanding of diesel engines among employees let them know about how diesel engines are at work overseas, including Antarctica. In fiscal 2002, we launched the "Spirit-Up Campaign" to encourage the active involvement of all employees in environmental activities. To boost employee awareness, we created "Why We Make Diesel Engines" posters that explain the advantages of diesel engines, the core of Isuzu's business, from the viewpoint of the global environment.



"Why We Make Diesel Engines"



"Firing Up the Pioneer Spirit"

Events surrounding Environment Month

Event	Description	Audience
Company newsletter (monthly)	Activity reporting in "Isuzu Shimbun"	All employees
First-aid drills	Lectures and drills for cardio-pulmonary resuscitation, stopping bleeding, etc.	Factory workers
18th "Asunaro" (For a Better Future) Seminar	Discussion on life planning, self-education, health, etc.	Middle- and advanced-age employees and their families in the Hokkaido area
In-house awards	In response to an idea competition, awards were presented for 20 excellent environmental suggestions out of 400 received.	Kawasaki Plant
	Award to the plant manager making the top environmental contribution	Hokkaido Plant
Issuance of environmental booklet	Environmental booklet entitled "Diesel Seminar" is published to raise employee awareness and promote communications with customers	Customers, all employees and their families
Plant newsletters	"Environmental News" is distributed to workplaces to share environmental awareness at all plants.	All employees
Environmental education for new employees	Environmental education by the Global Environment Committee and the ISO compliance offices of all plants	New employees
Clean-up and beautification campaigns	Cleaning around plants, "Full-with-Flower" campaign, participation in tree-planting festival, aluminum can collection and donation to welfare center for people with disabilities	Volunteers at each plant
Energy and resource conservation at plants	Power saving activities and energy conservation patrols	Company headquarters and all plants

Efforts to Promote Sorted Waste Collection and Achieve Zero Emissions

Of all the activities conducted to help us toward our goal of zero emissions, efforts to promote sorted waste collection have contributed the most to raising the environmental awareness of our employees. New rules for waste collection were established to increase recycling at each plant, with the number of waste categories increased from just over 10 to a total of 22. Each employee was given a full explanation to ensure his or her understanding of the new rules. Periodic checks and feedback on implementation of the rules helped to boost their awareness and cooperation.

Personnel Management

Our Approach to Personnel Management

A company is really its people. We cannot contribute to society by providing products and services that satisfy our customers unless the workers who make them are top-notch. Aware that human resources are our most important asset, Isuzu has worked to develop a company-wide employee education system that complies with ISO/OS9000* standards. Technical education and language training are provided for newly recruited employees and for personnel at all levels, with an emphasis on each employee's motivation and personal development. We are also working to nurture the skills needed to meet the demands of manufacturing at production sites. Leaders have been appointed to be in charge of basic and higher skills training in the Manufacturing as well as Engineering Divisions. They work to help employees acquire and improve basic skills with a skills testing system, and to organize programs for transferring skills from highly-skilled employees to others.

Gender Equity

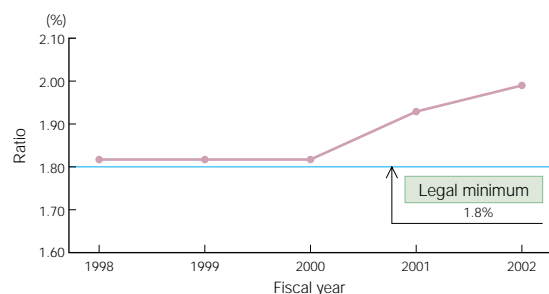
Isuzu has no gender inequity in recruiting, training and treatment of employees. As of May 2002, Isuzu has 513 female employees, including those in managerial positions and posts overseas. Isuzu will continue to actively recruit women to help us meet the demands of a globalizing society.

Creating an Accessible Workplace for Seniors and Persons with Disabilities

The Isuzu Charter on the Global Environment encourages active participation in society and in environmental preservation as a citizen of this planet. This philosophy also includes the concept of "normalization," or providing support so that elderly and persons with disabilities are able to participate actively in society. Isuzu employs disabled persons on a regular basis, and during the past five years their proportion of employees has exceeded the legally-required level of 1.8%. Isuzu also supports an internship system by a school for the deaf by accepting one or two students for workplace experience, for about one week every August. Isuzu is working to help disabled employees work in the company on a long-term basis, mainly by on-the-job training programs. In 2001, one Isuzu employee received the Tokyo Governor's Award for workers who have disabilities and work in long-term employment, and two received the Excellent Worker's Award in 2001. We will continue our efforts to ensure that our workplace environment is friendly for employees physically and mentally.

* OS9000: Quality control system requirements for suppliers of vehicle components and materials

Employment Ratio of Persons with Disabilities



Environmental Communication

Information Disclosure

Providing Information through Environmental Reporting

Isuzu started publishing environmental reports in 1999 to help people to understand our initiatives to address environmental issues. We were Japan's first commercial vehicle manufacturer to publish such reports, and the fiscal 2001 edition was our third such report. We distribute copies at seminars, lectures, and environmental events organized by Isuzu as well as other occasions, in order to provide this information to as many people as possible.

Fiscal 1999 4,500 copies in Japanese

Fiscal 2000 6,300 copies in Japanese, 750 copies in English

Fiscal 2001 5,250 copies in Japanese, 950 copies in English

Isuzu Corporate Website

Our website provides past issues of our environmental reports as well as other information.

Isuzu Environmental Report

www.isuzu.co.jp/company/eco/2002_en

Environmental information on each vehicle line

www.isuzu.co.jp/cv/env_info/car (in Japanese)

Listing and actual shipments of vehicles complying with Japan's Green Purchasing Law

www.isuzu.co.jp/cv/env_info/green (in Japanese)

"Diesel Seminar," which provides information about diesel engines

www.isuzu.co.jp/semi (in Japanese)

Educational Booklets

We have revised and published a series of "Diesel Seminar" booklets, which aim to promote a better understanding of diesel engines among the general public. In response to good reviews, an additional 10,000 copies were printed. In fiscal 2001, we also published "ISUZU Clean Diesel Engines" in English, based on the Japanese version of "For the Better Understanding of Diesel," to promote awareness about diesel engines as they become more popular worldwide. We also update and publish "What's CNG?" in Japanese every year to answer questions about CNG-powered vehicles.



Diesel Seminar

What's CNG?

ISUZU Clean Diesel Engines

Providing Speakers, Participating in Events

Isuzu sponsors various environmental seminars and lectures, and provides speakers, for our customers, suppliers, media, the public and students of elementary, middle and high schools. We also welcome interviewers and others seeking information, and participate in a range of events and exhibitions. In March 2002, the thirty-third assembly of the Natural Gas Vehicle Forum, sponsored by the Japan Natural Gas Association, was held at the Isuzu Headquarters with the participation of 200 people.



Natural Gas Vehicle Forum



Eco-Car World exhibit



ENEX2002



Environmental Fair of Fujisawa City

Networking for Local Environmental Conservation

In September 2001, the Tomakomai Zero Emissions Network was established by Isuzu and seven other environmentally conscious companies in the Tomakomai area in order to exchange information and technology concerning zero emissions activities. Isuzu is actively working as one of the core members to help the community become a recycling-oriented one.

Transportation Flow Experiment

Isuzu participated in a transportation flow experiment, proposed by the government of Fujisawa City to help find ways to reduce traffic congestion and conserve energy. Its objectives were to lessen traffic jams by smoothing flows and motivating vehicle users to take public transportation. It included three experiments: park-and-ride, car-sharing, and ride-sharing. Isuzu provided five passenger cars at no charge for ride-sharing, and installed parking and charging equipment for three electric vehicles. Some employees also participated in the testing.



Electric vehicle parking and charging equipment

Contributions to Society

Clean-Ups Around Factories

Isuzu conducts voluntary clean-up activities around our corporate headquarters and factories. The Hokkaido and Tochigi plants have large-scale clean-ups once or twice every year. The corporate headquarters, Kawasaki Plant and Fujisawa Plant have small-scale clean-ups between one and three times every month. In the October 2001 clean-up at the Hokkaido Plant, 29 bags of litter were collected, as well as large waste items such as cooler boxes. In May, a total of 1,870 Fujisawa Plant employees and their family members gathered for an annual volunteer clean-up at Shonan Beach, with a dragnet fishing and beach cleaning event.



Isuzu headquarters



Tochigi Plant



Shonan Beach

Major Clean-up Activities

Plant	Activities
Hokkaido Plant	Surrounding area (April and October)
Fujisawa Plant	Surrounding area (twice every month) Area surrounding nearby railway station (bimonthly) Volunteer beach clean-up (May), joined by 1,870 employees or their families
Corporate headquarters	Nearby park (monthly), joined by retired employees
Tochigi Plant	Clean-up of surrounding area (July), joined by 120 employees
Kawasaki Plant	Surrounding area and commuter roads (once or twice every month)

Cooperating with Tree-Planting

Isuzu is cooperating with local tree-planting programs, to promote its involvement in local communities. In May 2001, the Hokkai Plant participated in the Tomakomai City Tree Planting Festival and planted 60 tall 15-year-old cherry trees in Nishiki Onuma Park. In the same year, 50,000 trees and shrubs were planted on 400,000 square meters at the Hokkaido Plant, to absorb carbon dioxide and promote local greenery.



Tomakomai City Tree Planting Festival

Support for National South Pole Expeditions

Isuzu has provided its engineers to support national observational expeditions at the South Pole, since the first expedition by Japan in 1956 until the forty-third expedition this year. Through this, Isuzu has supported or cooperated in observations of the global environment, including the ozone hole and global warming. This year, our engineers are devoted themselves to starting a cogeneration system powered by an Isuzu diesel engine, in order to restore activities at Dome Station, which had been out of operation for five years.

Overseas Contributions

Isuzu also works overseas to make contributions to society.

- In support of the restoration activities after the September 11, 2001 terrorist attacks in the United States, Isuzu's North American subsidiary made a donation to the American Red Cross, and provided vehicles at no charge.
- At the February 2002 Winter Olympic Games in Salt Lake City, Isuzu provided vehicles on the request of the Canadian national team. They were used to provide transportation for the skating team, which turned in excellent results as the world's fastest skaters.
- Isuzu donated a pickup truck to the Sisters of Saint Mary in the Democratic Republic of Congo (formerly Zaire) in April 2001 via the Lectures in Support of Overseas Japanese Missionaries' Activities,* a non-governmental organization represented by novelist Ayako Sono. This truck will help in the transport of food and medicine, as well as people needing medical care.

* A non-governmental organization operating in African and South American villages to provide various programs such as literacy education, treatment of endemic diseases, and provision of meals for children suffering from malnutrition.

Afterword

Improvements in Response to Readers' Comments in Last Year's Report

We toiled to finish our editorial work on this environmental report amid the sweltering heat of the summer of 2002, weather that forces us to wonder if global warming is indeed accelerating.

Here is some of the progress on points raised in the readers' comments in last year's report. Regarding waste reduction efforts, we accomplished our target on the way to zero emissions. The specific activities of each plant are shown on page 23. With regard to rationalizing our logistics operations, please see the description of the Isuzu "Milk Run" system for parts procurement on page 25, as an example of our activities. Now three years after introducing our environmental accounting system, we increased our budget for environmental research and development in order to improve the environ-

mental performance of our vehicles, despite a reduction of annual sales by more than 8% compared to the previous year. As a result, we were able to successfully launch light duty trucks equipped with clean diesel engines, making these the first vehicles in Japan that meet tough new exhaust emission regulations becoming effective in 2005. This achievement gives us great pleasure, as a company and as individuals working for the protection of the environment

It is our corporate commitment to make further efforts toward a sustainable society, by seeking to further reduce the environmental impacts of diesel engines, which we believe have the potential to achieve even greater environmental performance. We value your comments and suggestions, and will use them to help us continue evolving as a company.



Eco Planning Group,
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