

*Well Workplace Award
Executive Summary*

Toray Plastics (America), Inc.

North Kingstown, RI

Gold Award

This document is an executive summary of the entire application submitted by this organization. For more information on the Well Workplace application criteria and the process for submission, please visit <http://www.welcoa.org/wellworkplace>. Complete applications are on file at the Wellness Councils of America.

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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**WELLNESS COUNCILS
OF AMERICA**

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Preface: Narrative

Organizational Background

Having global presence amounts to much more than the acquisition of advanced manufacturing facilities in strategically located points across the globe. It means having both the vision and the follow-through to introduce products with far-reaching applications.

Toray Plastics (America), Inc. (TPA) is an affiliate of Toray Industries, Inc., the world's leading manufacturer of synthetic fibers and textiles. With 200 subsidiaries and affiliated companies in 16 countries and around the world, Toray Industries generates more than \$8.7 billion in sales worldwide. This diversified and truly global company offers a vast array of innovative products and services that enrich lives, improve performance, and save time, money and resources. From textiles to biotechnology, medicine to specialty fibers and office equipment, Toray Industries makes the products that touch so many aspects of your world. It is with this fertile heritage as a foundation that Toray Plastics (America), Inc. has grown into one of the world's leading developers of oriented polypropylene (OPP) and oriented polyester (PET) film products and technology.

Founded in 1985, as an independent business venture, TPA's capacity to bring polypropylene, polyester films and polyolefin foam innovations to market has grown exponentially. To date we have invested more than \$650 million in our U.S. operation --- increasing our production capabilities by 8 times in just 15 years. With the establishment of its Torayfan and Lumirror plants in Quonset, Rhode Island in 1988 and 1991 respectively, TPA grew rapidly and became known as the major American manufacturer of superior OPP and PET products quality film, which are used in everything from food packaging and capacitors to a broad range of magnetic media. Our products have global impact and unlimited potential.

Wellness Program History

The TPA Wellness Committee was formed in 1995 and the 4,500 square foot Education & Wellness Center, which houses the TPA fitness center and gymnasium, as well as the education and training center, was built in 1999. Because our parent organization, Toray, is dedicated to providing its employees with a healthy and safe work environment, the TPA Wellness Committee develops and implements programs that encourage good safety practices, healthy lifestyle habits, and a positive mental attitude. Through these programs, TPA is able to offer its employees a variety of opportunities and activities that assist them in making beneficial lifestyle changes so that they may enjoy healthier and longer lives.

Also, TPA wishes to impress upon employees and their families that preventive health, such as eating nutritiously, exercising, not smoking and being safety conscious, starts in the home and has a substantial impact on the health care costs incurred by employees and their families. Therefore, employee family members are also invited to participate in TPA wellness programming initiatives so that they too can develop positive lifestyle habits, while helping the employee and TPA contain health care costs.

The Human Resources department oversees all of the fitness, wellness and training programs at TPA. The rationale for this administrative location is that the wellness program is considered an employee benefit. The function of TPA's wellness program is to provide activities and programs that improve an employee's overall well-being, reduce and/or eliminate modifiable health risk factors, offer health screenings and tests, and more importantly, create a culture that promotes safety and good health for staff at all times, both at work and throughout the activities of daily living.

Corporate Philosophy Statement:

To contribute to society through the creation of new value by innovative ideas, technologies and products.

Corporate Mission Statement:

For our customers: *To provide new value to our customers through high-quality products and superior services.*

For our employees: *To provide our employees with opportunities for self-development in a challenging environment.*

For our shareholders: *To provide our shareholders with dependable and trustworthy management.*

For the local community: *To act as a responsible corporate citizen to build a long lasting, beneficial partnership with the local communities in which we do business.*

TPA's Wellness Program Vision Statement

To encourage healthy lifestyle habits and improve the quality of life for all TPA employees and their dependent family members through the promotion of fitness and wellness activities and preventative care programs.

TPA's Safety and Wellness Program Mission Statement

To encourage employees and their dependent family members to live healthy and safe lives. The company offers employees and family members the opportunity to participate in wellness programs that educate and encourage participants about healthy lifestyles and safety in the workplace and home.