

## Human Rights and Labor Practices

The Group will foster an inclusive culture in which all Bridgestone entities and locations adopt and apply ethical labor practices, build trust with employees, and fulfill our responsibility to respect diversity and human rights. As part of its dedication to being a true global leader in all that it does, the Group is committed to respecting human rights and advancing responsible labor practices throughout its worldwide operations.

This commitment is the right thing to do and consistent with the Group's vision of providing social and customer value as a sustainable solutions company. It is also fundamental to fulfilling the "Bridgestone E8 Commitment" (one of the values of which is "Empowerment"), by contributing to a society that ensures accessibility and dignity for all. To achieve this aim, the Group is committed to working collaboratively with stakeholders, including affected and potentially affected groups, to address and remedy adverse impacts from its operations, products or services.

The Global Human Rights Policy is endorsed by the Global Executive Committee (Global EXCO) and signed by the Global CEO as it demonstrates the Group's universal and consistent commitment to respecting the internationally recognized human rights principles laid out in the aforementioned international standards.

This mission is important to the Group as stakeholders and society increasingly hold businesses, and especially large global organizations, accountable for their specific human rights commitments and actions. The Group proactively incorporates human rights initiatives into its business models and across its value chains, priorities, management policies, and business strategies. With these actions, the Group is creating social and customer value and building trust with stakeholders.

[Global Human Rights Policy](#)

[www.bridgestone.com/responsibilities/social/human\\_rights/pdf/global\\_human\\_rights\\_policy.pdf](http://www.bridgestone.com/responsibilities/social/human_rights/pdf/global_human_rights_policy.pdf)



The Group's [Global Human Rights Policy](#) guides the organization as it commits to respect and support the UN Guiding Principles for Business and Human Rights (UNGPs) as well as the human rights set out in the International Bill of Human Rights (IBHR) and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work through interactions with employees, consumers, customers, suppliers, contractors and community members wherever it conducts business.



**Jason Fisher**  
Chief Human Resources Officer  
Bridgestone Americas, Inc.

The Human Rights & Labor Practices Working Group is an exceptionally dedicated and collaborative global team of internal professionals with significant experience in human rights, labor relations, compensation and benefits, and human resources compliance, supplemented by external experts from partner organizations. Our human rights and labor practices processes also engage local employees and leaders through "genba" with on-site and virtual assessments, facilitating a balanced "glocal" approach for advancing human rights and responsible labor practices that we believe is most effective for delivering on our commitments to our employees and other stakeholders. It is a true honor to work with this team to help ensure a safe, supportive, and inclusive workplace in all Bridgestone locations and to move Bridgestone forward on its sustainability journey.

## 2022 Risk Assessment

In 2022, the Group conducted the following two types of human rights risk assessment in cooperation with a third-party expert, Business for Social Responsibility™ (BSR), a leading global organization on sustainability.

### » A Deep-dive Investigation into the Salient Issues Identified at the Prioritized Locations Based on the 2021 Evaluation Results

In the process of strengthening its human rights due diligence system, the Group identified salient human rights risks across its global operations through two different risk evaluations conducted by independent third-party organizations in 2021. These evaluations incorporated external industry and geographic human-rights risk data, along with the Group's management systems, policies and practices, to give a holistic picture of key industrial, geographical, and operational risks to which its business should pay particular attention based on the location and nature of operations conducted at its facilities.

Based on the results of these two external evaluations, the Group has identified salient human rights risks: working hours, nondiscrimination and equal opportunity, workplace harassment, forced labor, child labor, and occupational health and safety. These are the human rights domains that the Group believes, based on a combination of geographical, regulatory, industrial and operational factors, require the highest priority across its operations and are the primary focus of the human rights due diligence process at its own operational sites. In addition, the results of these evaluations led the Group to prioritize locations and develop data-driven plans for human rights risk assessments in its operational sites, which were completed in 2022.

### » A Human Rights Risk Assessment Survey (HRRAS), Covering Its Own Operations across the Globe

The Group's goals established for 2022 were to conduct Human Rights Risk Assessment Surveys (HRRAS) for 80% of the Group's operational sites by the end of 2022 and, based on the outcome of the assessments, ensure mitigation plans are in place for 100% of any identified risks by 2023.

The Group surpassed its 2022 goal by conducting HRRAS covering 100% of its operational sites, and there were no material risks identified from this process.

From the two types of human rights risk assessment which were Risk Assessment Survey and In-depth Risk Assessment, the Group was able to 1) verify that there were no human rights violations at the three representative sites

assessed in-depth, 2) confirm there were no incidents of child labor or forced labor among its own operations, and 3) identify key areas to improve and reinforce in its management system to minimize human rights risks across its operations.

The assessment process also significantly strengthened the global human rights management system and enabled the Group to foster significant stakeholder engagement on the topic of human rights, including developing partnerships with external third-party partners (BSR), facilitating strategic conversations and actions among the Group's global teams, and directly engaging with frontline employees to include the voice of local employees in the due diligence process. Based on the progress and improvements of its human rights due diligence processes, the Group received recognition with significantly enhanced evaluations by external indices. Based on the results of the 2022 assessments and the existing global network for its human rights due diligence process, the Group will establish and implement mitigation measures targeting its own operations in 2023.



Assessment in Liberia

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### » 2023 Plan

In 2023, the Group will further improve and reinforce the human rights risk management system, while at the same time continuing to assess and monitor human rights risks through its human rights due diligence process.

Based on the 2022 assessment results, the Group will plan and implement mitigation measures across its own global operations to further minimize human rights risk and impacts in its operations. As the 2022 assessments did not identify any human rights violations, the Group will focus on the areas for improvement to further strengthen its prevention measures for the most broadly assessed human rights risk domains (child labor and forced labor) in 2023. Specifically, the Group developed an Implementation Guideline for the Global Human Rights Policy to ensure its Global Human Rights Policy commitments, stance, and standards include specific and actionable steps the Group's operations can implement in day-to-day activities to achieve its goals.

The Guideline (version 1.0) was developed and will be distributed covering 100% of its operational sites in 2023. It will focus on prevention of child labor and forced labor, and will evolve in tandem with the Group's human rights due diligence processes and advancement of the internationally recognized human rights principles.

In addition, as part of the Group's continued implementation of human rights due diligence processes,

the Group will conduct further in-depth human rights risk assessments at representative sites and launch an expanded Human Rights Risk Assessment Survey (HRRAS) across its global operational sites in 2023.

As described above, the Group will take a multi-point and step-by-step approach to enhance the human rights risk management level, striving to meet international human rights standards while simultaneously taking a data-driven and risk-based approach to identify and address its priorities based on the global landscape and the nature of its operations.

