

Management Fundamentals for Value Creation

Human Rights, Labor Practices

Mission

Advancing human rights and responsible labor practices

We will foster an inclusive culture in which all Bridgestone entities and locations adopt and apply ethical labor practices, build trust with our teammates, and model our respect for diversity and human rights.

As part of its dedication to be a true global leader in all that it does, the Bridgestone 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," and to "Empowerment" in particular, by contributing to a society that ensures accessibility and dignity for all. To achieve this aim, the Group commits to work collaboratively with stakeholders, including affected and potentially affected groups, to address and remedy adverse impacts from its operations, products or services.

The Bridgestone Group's [Global Human Rights Policy](#) guides the organization as it strives to uphold human rights principles through interactions with employees, consumers, customers, suppliers, contractors and community members wherever it conducts business. As reflected in its policy, the Group 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. As the Group strives to meet and exceed international standards for business and human rights, its Global CEO approved revisions to the Global Human Rights Policy in May 2022 to clarify and strengthen its commitment to respect internationally recognized human rights principles laid out in the aforementioned international standards.



Global Human Rights Policy

This mission is important to the Bridgestone 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 Bridgestone Group is creating social and customer value and building trust with stakeholders.

Management system

The Bridgestone Group's commitment to respect human rights is upheld and led by the Global Executive Committee (Global EXCO), the highest-level committee overseeing its business strategy and execution, which is chaired by the Global CEO. Under the direction of the Global EXCO, the Global Sustainability Committee (GSC) organizes the holistic Sustainability Framework, and designs and implements sustainability initiatives, including initiatives related to human rights and labor practices. The Joint Global COO Masahiro Higashi, who serves as the chair of the GSC, directs the Group's sustainability strategy, provides regular updates and proposals to the Global EXCO on significant sustainability initiatives.

As a part of the GSC, the Global Human Rights and Labor Practices Working Group (HRLP WG) is responsible for putting the Group's commitment to uphold the above

internationally recognized human rights principles into practice in each SBU and regional office. The HRLP WG is composed of senior Human Resources leaders from each SBU, supported by dedicated human rights functional resources based in the Group's Tokyo headquarters. The HRLP WG plans and manages human rights initiatives, such as the human rights due diligence process, implementing the Global Human Rights Policy, and assessing, preventing, mitigating and reporting human rights risks related to business conduct. The HRLP WG also collaborates with the Sustainable Procurement Working Group and Environment Working Group to holistically address human rights issues across the value chain. The HRLP WG reports on its progress and plans to the GSC at least quarterly to ensure senior management is consistently informed of all significant human rights developments and initiatives.

Goals and KPIs

To achieve its human rights and labor practices mission, the Bridgestone Group has established goals and KPIs, including:

- Conducting human rights risk assessment surveys in 80% of its operational sites by the end of 2022. Based on the outcome of the assessments, the Group will ensure mitigation plans are in place for 100% of any identified risks by 2023.
- Strengthening its human rights due diligence system and processes throughout its operations. The Group anticipates this commitment to be reflected in improvements in evaluations by several external indices.

Initiatives

2021 accomplishments

As the Bridgestone Group strengthens its human rights due diligence system, it identified salient human rights risks across its global operations through two different risk assessments by independent third-party organizations. These assessments incorporated external industry and geographic human-rights risk data, along with evaluations of 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 outcome of these assessments, the Group prioritized locations and developed data-driven plans for human rights risk assessments in its operational sites, which

will be conducted in 2022.

Details of the two third-party assessments follow:

1. Identification of human rights risk exposure through a holistic, risk-scoping project with third-party risk analytics provider [Verisk Maplecroft](#)

A desktop assessment of the human rights risk exposure across a subset of the Group's owned operational sites was conducted by third-party risk analytics provider Verisk Maplecroft. The list of risk indices assessed in the project included: child labor, decent wages, decent working time, discrimination in the workplace, freedom of association and collective bargaining, indigenous

peoples' rights, migrant workers, modern slavery, occupational health and safety, and right to privacy. Additionally, geographic, political, social, industrial and our operational factors were considered in identifying the operational sites that could be exposed to higher human rights risks. This assessment was utilized to prioritize the Group's due diligence activities based on independently validated risk exposure at its locations across the globe.

2. Evaluation of its human rights risks and management system through a risk assessment project with third-party Business for Social Responsibility (BSR), a leading global organization on sustainability

Internal document reviews and interviews with internal stakeholders were conducted by BSR to evaluate the Bridgestone Group's global human rights risk management system. The methodology of this assessment was aligned with the UNGPs and entailed: 1) desktop review of internal documents and external sources to

clarify potential impacts of its operations; human rights context in relevant geographies; relevant industry standards; and key rights-holders and stakeholders, 2) interviews with relevant company staff across functions and systematic review against the list of human rights risks based on the international standards, 3) assessment of severity and likelihood of impacts, and 4) overall assessment of the management system.

Based on the outcome of these two human rights risk assessments, the Group has identified its salient human rights risks: working hours, non-discrimination 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, have the highest priority across its operations and will be the primary focus in its human rights due diligence process for its own operational sites.

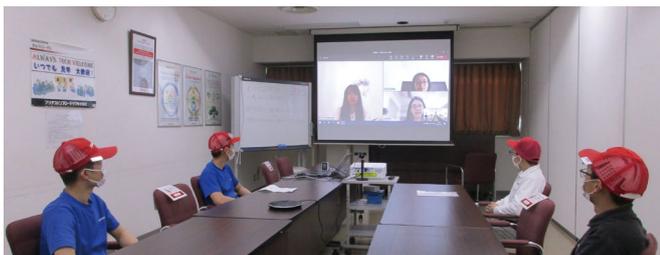
2022 Plan

In 2022, the Bridgestone Group is significantly accelerating its human rights due diligence activities. In cooperation with BSR, the Group will conduct human rights assessments to assess its facilities and to improve overall assessment process and methodology. This work will begin with three in-depth assessments in representative sites across our geographic footprint to identify any actual and potential risks that exist, examine the current risk-management system, and clarify gaps between the current management system and international standards laid out in the UNGPs.

The first in-depth assessment was conducted in March 2022 in the Group's diversified products

plant in Saitama, Japan. The assessment, which did not identify any human rights violations, provided in-depth information about the efficacy of Bridgestone's human rights management system and generated ideas for further refinement of its due diligence process. Additional in-depth human rights assessments, incorporating the knowledge gained from the assessment in Saitama, will be conducted at the Group's tire plant in Indore, India, and its natural rubber plant in Harbel, Liberia.

During the detailed assessments mentioned above, the Bridgestone Group will also test and validate assessment methodologies that can be broadly utilized across its operations. These evaluation methods will be utilized to more broadly assess human rights risks across the Group's global operational sites, with a target for 80% of its operations to complete the survey in 2022. Based on the findings from these assessments, the Group will develop mitigation plans for identified risks as well as improvement measures for its risk management process.



More information on the Bridgestone Group's human rights and labor practices is available [online](#).