

Human Rights, Labor Practices

Mission: Advancing fundamental 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 fundamental human rights.

In early 2018, the Bridgestone Group introduced its [Global Human Rights Policy](#). The policy addresses the standards and behaviors that all the Bridgestone Group employees around the globe can and should expect from the Company, their managers and fellow employees. It outlines respect for diversity and inclusion, prohibition of discrimination and harassment, focus on workplace safety and health, commitment to responsible labor practices, and protection of free speech and association.

Respect for diversity and inclusion (D&I) is an important element of the Bridgestone Group's Global Human Rights Policy. It is especially important "in a global enterprise consisting of diverse talent with varied backgrounds, cultures and experiences," according to the Global CEO Masaaki Tsuya. This commitment comes to life in multiple ways across the Bridgestone Group:

- In the U.S., Employee Resource Groups (ERGs) create support networks for people with shared experiences, including African-Americans, LGBTQ¹⁵ and allies, veterans, women and young professionals.
- Bridgestone Americas formed a D&I Committee in 2018 to advance these important topics and has sponsored the PRIDE Festival in Nashville that supports the LGBTQ rights movement for more than 10 years.

- The Group respects and encourages flexible work styles in numerous locations, including Japan and EMEA, and offers nursery facilities, various forms of paid maternity and paternity leave, as well as family care and volunteer leave in many locations.
- Bridgestone earned the highest rank of gold in Japan's annual PRIDE Index of LGBT-friendly workplaces. And, for the sixth consecutive year, it was named a Nadeshiko Brand in Japan for encouraging women's success in the workplace.
- Bridgestone Spain was recognized as a certified Family Responsible Company (efr certification) by [Fundación Másfamilia](#).

As part of its due diligence, the Bridgestone Group assesses the human rights and labor practices of potential new operations and projects.

Bridgestone regions also conduct regular surveys to understand employees' engagement and satisfaction with the Company.

Bridgestone's human resource-related data is [verified by Lloyd's Register Quality Assurance](#), a third-party institution, to ensure the accuracy and transparency of this information. This information will be available online from the middle of June 2019.

More information on the Bridgestone Group's Human Rights and Labor Practices is available [online](#).



¹⁵ According to the GLAAD Media Guide, LGBTQ is a widely used acronym that stands for lesbian, gay, bi-sexual, transgender and queer.