

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.

The Bridgestone Group continues to embed the [Global Human Rights Policy](#) it launched in 2018 across the company. In 2019, the Group conducted regular global e-learnings on the Policy and its [Code of Conduct](#), reaching nearly 49,000 employees, or 89.5% of its target audience.

The Global Human Rights Policy respects international norms such as those reflected in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, various International Labor Organization Conventions and other globally recognized standards.

The Policy addresses the standards and behaviors that all Bridgestone Group employees around the globe can and should expect from the Group, their managers and fellow employees. It outlines respect for diversity and inclusion, prohibits discrimination and harassment, focus on workplace safety and health, commitment to responsible labor practices, and protection of free speech and association. These expectations are closely aligned with the Group's Code

of Conduct and [Global Sustainable Procurement Policy](#) and are embedded into the Group's day-to-day operations, including its due diligence assessments of potential new operations and projects.

To help ensure compliance with the Global Human Rights Policy, the BridgeLine whistle-blowing web-based reporting system and phone hotlines are available worldwide to encourage employees and its stakeholders, which include contractors, suppliers, customers and anyone else, to "speak-up" when they have concerns.

The Human Rights, Labor Practices Working Group will partner with the Global Sustainability Function to develop human rights-specific due diligence content as part of the Bridgestone Group's holistic global due diligence process. The Working Group intends to help build awareness of specific contexts and causes of human rights concerns, the relationship between business activities and human rights, and to forge a deeper understanding of the importance of human rights across the value chain.

In 2019, Bridgestone Japan conducted an initial assessment that will serve as its regional approach when the Group addresses emerging human rights issues globally.

Bridgestone has engaged Lloyd's Register Quality Assurance, an independent third-party institution, to provide gap analysis of its global Human Resource data collection and calculation. The resulting data is anticipated to be available online beginning in the third quarter of 2020.

To realize its Mid-Long Term Business Strategy, the Bridgestone Group will transform to a truly global Human Resources system with consistent, global standards. This approach will include a job-type assignment system and job-matching system. The Group also will further advance its global leadership development program. In light of COVID-19, the Group intends to embrace diverse work styles to accommodate each employee's needs. By doing so, it will more fully engage employees, resulting in even greater productivity and added value from each employee.

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

