

2022-2023 In-depth assessments

2022 human rights risk assessments

Based on the 2021 evaluation results, Bridgestone prioritized locations and developed data-driven plans for human rights risk assessments at its operational sites. In 2022, Bridgestone conducted two types of human rights risk assessments in cooperation with BSR. The first type of assessment was a deep-dive online investigation into salient issues at priority locations based on the outcomes of the 2021 evaluation. Three in-depth assessments at representative sites across the Group's geographic footprint were conducted to identify the existence of any actual and potential risks, examine the current risk management system, and clarify gaps between the current management system and international standards laid out in the UNGPs. The three representative sites were 1) a diversified products plant in Saitama, Japan, 2) a tire plant in Indore, India, and 3) a natural rubber farm in Harbel, Liberia. These assessments covered holistic human rights domains from diversified perspectives such as gender, religion, and culture. In order to take into account the potential vulnerable populations among rightsholders in the assessments, the interviews were conducted with a diverse representation of employees including but not limited to female employees, employees belonging to known religious minority groups, and migrant employees.

The second type of assessment was a Human Rights Risk Assessment Survey (HRRAS). This survey was utilized to enable Bridgestone to very broadly assess potential risks and management processes throughout the Group's operations for two highly impactful human rights risk domains: child labor and forced labor. The assessment covered 100% of Bridgestone's operations around the world. The HRRAS was composed of two different surveys: 1) a survey to identify human rights risk, and 2) a survey to evaluate the human rights risk management system against international human rights standards, with the specific focus on child labor and forced labor.

While the 2022 assessments did not identify any apparent human rights violations, opportunities for further improvement to enhance risk management and its processes were identified. Bridgestone also identified the need to support employees on the ground to raise their awareness for embedding Bridgestone's human rights commitment in their daily operations.

With the aim of reinforcing human rights management and its processes, Bridgestone developed an Implementation Guideline for the Global Human Rights Policy. The Guideline helps to ensure its Global Human Rights Policy commitments, stance, and standards, including specific and actionable steps that Bridgestone's operations can implement in day-to-day activities to achieve its goals.

Version 1.0 of the Guideline, which focuses on preventing child labor and forced labor, was developed and distributed covering 100% of Group operations in April 2023.

As a global initiative, Bridgestone also conducted multiple types of training for different target employees including 1) human rights training sessions hosted by BSR for human resources management teams from all regional headquarters, 2) orientation for implementing Guideline Ver. 1.0 for human resources teams on the ground, and 3) Global Human Rights Policy training for general employees. These opportunities led to the development and reinforcement of company rules and regulations to prevent child labor and forced labor in compliance with Guideline Ver. 1.0, based on engagement with human resources and labor practice teams at Group operational sites.

2023 human rights risk assessments and follow-up actions in 2024

In 2023, Bridgestone conducted two types of human rights risk assessments throughout its own operations in cooperation with third-party experts. In 2024, Bridgestone implemented measures to address the improvement opportunities identified in the 2023 assessments.

Deep-dive human rights issue- and site-specific assessments

Based on the holistic risk analysis, including discussions among internal and third-party experts, previous assessment results, and human rights risk data provided by Verisk Maplecroft, Bridgestone chose the following three locations for assessment in 2023: a natural rubber farm in Liberia, a tire plant in Indonesia, and the headquarters and its facilities in Japan.

Targets	Assessment Items and Standards	Type of Assessment	Apparent and/or Potential Risks	Mitigation/ Actions	Evaluation/ Confirmation
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<p>Firestone Liberia (FSLB) Natural Rubber Farm</p>	<p>Holistic social aspect evaluation on human rights and labor practices covered by International Sustainability and Carbon Certification (ISCC) PLUS audit</p>	<ul style="list-style-type: none"> ▪ On-site assessment by internal human rights experts ▪ On-site and virtual audit by third-party auditors,^{*1} including document reviews, site inspections and interviews with employees and community members 	<p>No apparent nor potential risks identified</p>	<p>FSLB obtained ISCC PLUS EUDR add-on certification validating the commitment to sustainable and responsible sourcing, ensuring the production of natural rubber in accordance with the relevant requirements which includes compliance to human rights and safe working conditions [Press Release]</p>	<p>FSLB earned an ISCC EUDR Add-on Certificate for natural rubber</p>
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<p>Bridgestone Indonesia (BSIN) Bekasi Tire Plant</p>	<p>Holistic human rights items, including Bridgestone’s salient issues assessed against Indonesian laws and ILO standards</p>	<ul style="list-style-type: none"> • On-site assessment by internal and third-party² human rights experts, including document reviews, site inspections, and group interviews with employees 	<ul style="list-style-type: none"> •No human rights violations identified •Some gaps against ILO standards related to harassment, discrimination/DE&I, and Grievance Mechanism, were identified 	<ul style="list-style-type: none"> •Harassment: Establishing standard operational procedures and a task force for preventing and addressing sexual harassment by Aug 2024. A program to raise awareness of preventing sexual harassment was conducted by Nov 2024 •Discrimination/DE&I: The following procedures have been implemented <ol style="list-style-type: none"> 1) Monitoring and reflecting market practice regarding evaluation & compensation 2) Conduct regular pay gap analysis 3) Consider holidays for known religious minorities •Grievance Mechanism: <ol style="list-style-type: none"> 1) Conduct 	<p>Following measures were standardized as the result of mitigation actions.</p> <p>Harassment:</p> <ul style="list-style-type: none"> •Sexual harassment policy and procedures •Anti-harassment taskforce •Annual training on anti-harassment <p>Discrimination/DE&I:</p> <ul style="list-style-type: none"> •Annual salary reviews to ensure market competitive wages. •Annual pay equity analysis to ensure fair compensation among employees in similar job grades. •Awareness raising activities, such as International Women’s Day event, healthcare services for male & female employees
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				<p>training for employees that are responsible for responding to reports related to sexual harassment by June 2024</p> <p>2) Communicating with contractors and vendors to ensure their access to a hotline available for all stakeholders by Dec 2023</p>	<p>Grievance Mechanism:</p> <ul style="list-style-type: none"> •Training on handling grievances and harassment for anti-harassment taskforce members •Annual briefing on Global Human Rights Policy, Code of Conduct, and BridgeLine for vendors and contractors
Bridgestone Corporation	Holistic human rights risks management of contractors and dispatched workers	<ul style="list-style-type: none"> •Assessment by third-party human rights experts² •Document reviews and online interviews with 	<ul style="list-style-type: none"> •No human rights violations were identified •Some gaps against the guidelines of the Health, Labour and Welfare 	<ul style="list-style-type: none"> •Issue reminders regarding the corporate policy for working conditions of contractors to ensure wages are set with reasonable explanation and in compliance 	<p>The following measures were standardized as the result of mitigation actions:</p> <ul style="list-style-type: none"> •Regular training on the working conditions and relevant national laws for HR staff, which aims to

		<p>Human Resources management of Bridgestone Corporation and Tochigi Plant</p> <ul style="list-style-type: none"> • Document reviews of partner staffing agencies • Assessment by internal human rights experts • On-site visit and interviews with human resources management team at Tochigi Plant • Dialogue with partner staffing agencies 	<p>Ministry related to working conditions were identified</p>	<p>with national law at operations in Japan in Feb 2024</p> <ul style="list-style-type: none"> • Establish a process to announce job vacancies among dispatched workers in cooperation with partner staffing agencies 	<p>support them to respond effectively to various inquiries that may arise</p> <ul style="list-style-type: none"> • A process of making recruitment information known to temporary staffing agencies, when there are open and appropriate recruitment opportunities that match conditions
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*1. Foxley and SCS

*2. BSR



BSIN Assessment (1)



BSIN Assessment (2)