



GLOBAL HUMAN RIGHTS POLICY

As part of our dedication to be a true global leader in all that we do, the Bridgestone Group is committed to respecting human rights and advancing responsible labor practices throughout our worldwide operations. We believe this commitment is the right thing to do and is consistent with our vision of providing social and customer value as a sustainable solutions company. It is also fundamental to fulfilling [Bridgestone E8 Commitment](#), and to Empowerment in particular, by contributing to a society that ensures accessibility and dignity for all. Bridgestone commits to work collaboratively with stakeholders, including affected and potentially affected groups, to address and remedy adverse impacts by our operations, products and services.

We strive to uphold human rights principles in all the ways that we interact with people as employees, consumers, customers, suppliers, contractors, and community members wherever we conduct business. To ensure that we are living up to our commitments, Bridgestone will regularly implement human rights due diligence to identify, prevent, mitigate, and account for how we address potential and actual impacts on human rights throughout our global operations, drawing on internal and/or external expertise throughout the process. Our due diligence steps will include engaging with affected stakeholders to remedy adverse impacts on individuals, workers and communities caused and contributed to by our operations. We will also incorporate this human rights policy into our relevant operational policies and procedures as well as into engagements with our business partners.

Bridgestone commits to respect and support the UN Guiding Principles for Business and Human Rights, as well as the human rights set out in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. While Bridgestone complies with laws and regulations of the countries where we operate, our principles and approach on human rights issues are based on the aforementioned international standards. Where national laws and regulations conflict with international standards that provide greater human rights protections, we shall, to the extent possible, honor the principles of those more protective standards within the bounds of national law.

Our Global Human Rights Policy applies to all employees and locations of the Bridgestone Group. We also expect our business partners, including our suppliers, contractors, vendors and customers, to uphold the principles set out in this policy. These expectations are aligned with the Group's Code of Conduct and Global Sustainable Procurement Policy.



GLOBAL HUMAN RIGHTS POLICY

Respect for Diversity, Equity and Inclusion

As an organization, we believe that all people have the right to participate in the labor force to the full extent of their individual desire and capability, and we are committed to providing equitable opportunities for all. We further believe that bringing together individuals who have diverse backgrounds, experiences, skills, and perspectives adds value to our business, and even more so when we all integrate into a cohesive team. Accordingly, we value diversity and expect all employees to support an inclusive environment founded on teamwork and respect. We are convinced that doing so will help us to attract, develop, and retain the best talent in the market for the greater good of our company.

Prohibition of Discrimination and Harassment

We affirm the fundamental principle that everyone is entitled to fair treatment and equal opportunity. We do not tolerate any forms of discrimination or harassment on the basis of race, ethnicity, color, nationality, gender, sexual orientation, gender identity and/or expression, age, language, religion, creed, social status, family structure, disability, or any other status. Bridgestone further prohibits any behavior that is discriminatory, harassing, disrespectful, or otherwise degrading to individual dignity. We are committed to protecting the rights of individuals in under-represented groups and expanding their employment opportunities.

Focus on Workplace Safety and Health

At Bridgestone, we live by the principle of "Safety First, Always." Creating a safe workplace for all is one of our core business values and is everyone's shared responsibility. For more information on our occupational safety and health programs, please see: [Safety, Industrial Hygiene](#).



GLOBAL HUMAN RIGHTS POLICY

Commitment to Responsible Labor Practices

As a global leader, Bridgestone is committed to respecting and supporting the fundamental rights at work outlined in the eight International Labor Organization's core conventions as set out in the Declaration on Fundamental Principles and Rights at Work. We believe in doing our part to abolish unacceptable labor practices throughout the world. We prohibit child labor, forced/compulsory labor, human trafficking, and modern slavery in our organization and in our supply chain. Beyond our commitment to compliance, we strive to provide quality job opportunities for residents of our local communities, with reasonable working hours; clean and safe working conditions; and fair, market-competitive wages and benefits.

Protection of Freedom of Association and Collective Bargaining

We believe that all people have the right to have their voices heard by raising their good faith concerns, either openly or anonymously, without any negative consequence. To that end, we respect the right of all employees to choose, voluntarily and free from coercion, whether to bargain collectively and seek representation by third parties, including trade unions, or to refrain from doing so. We also believe that employees should be fully and accurately informed when making the important decision of whether to elect a third party to represent them. In any event, at Bridgestone we are committed to creating a culture of openness and employee involvement in all of the locations in which we operate.

May 13th, 2022

Member of the Board

Global CEO and Representative Executive Officer

Shuichi Ishibashi

A handwritten signature in black ink, appearing to read 'Shuichi Ishibashi'.