



I. Forced Labor

The Bridgestone Group's Human Rights Standards

The Group prohibits the following actions:

- (a) Forcing any workers to work or provide services by threatening or use of physical violence, psychological coercion, restrictions on the freedom of a worker, such as preventing them from moving freely outside the work site, including:
 - Restricting or denying workers' access to their original personal identification documents, such as passports, work permits, identity, or travel papers, by keeping, destroying, concealing, or confiscating the documents
 - Restricting workers from voluntary employment termination, including imposing unlawful penalty for resignation
 - Restricting reasonable movement of workers by threatening or use of confinement

II. Child Labor and Young Workers

The Bridgestone Group's Human Rights Standards

The Group prohibits the following actions:

- (a) Child labor that harms children's well-being, physical and mental health; deprives them of their childhood, their potential and dignity; and hinders their education, including:
 - Employment of workers under a minimum working age that is in compliance with national and regional laws but never below 15 years of age
 - The sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict
 - The use, procuring, or offering of a child for prostitution or pornographic performances
 - The use, procuring, or offering of a child for illicit activities
- (b) Hazardous work performed by young workers over the legal minimum working age but under 18 years, including:
 - Work that exposes children to physical, psychological, or sexual abuse
 - Work underground, underwater, at dangerous heights or in confined spaces
 - Work with dangerous machinery, equipment, and tools, or which involves the manual handling or transport of heavy loads
 - Work in an unhealthy environment which may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health
 - Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer

III. Non-Discrimination and Diversity, Equity & Inclusion (DE&I)

The Bridgestone Group's Human Rights Standards

The Group prohibits the following actions:

- (a) Discrimination based on race, color, national origin, mental or physical disability, religion, ancestry, age,

sexual orientation, gender/sex, gender identity and/or expression, pregnancy, childbirth, or related medical conditions, marital status, family care status, creed, citizenship status, genetic information, or any other characteristics protected by national and regional laws in all stages of employment including:

- Hiring, promotions, demotions, or transfers, layoffs, recalls, terminations, rates of pay or other forms of compensation, selection for training, including apprenticeship, and recruitment or recruitment advertising
- (b) Unlawful medical testing for physical exam, pregnancy, virginity, and HIV/AIDs and use of contraception as a condition of employment
- (c) Termination of a worker’s employment based on the worker’s pregnancy, virginity, or parental status
- (d) Refusing to provide reasonable accommodations for disability and religious practices required by the national and regional laws
- (e) Neglect and/or no actions against any reported and/or observed case of discriminatory actions

IV. Violence and Harassment at Work

The Bridgestone Group’s Human Rights Standards

The Group prohibits the following actions:

- (a) All forms of violence and harassment, regardless of the intent and source, whether a single occurrence or repeated, including:
 - Harsh or inhumane treatment
 - Gender-based violence, sexual harassment, and sexual abuse
 - Corporal punishment
 - Mental or physical coercion
 - Bullying
 - Public shaming
 - Verbal abuse
 - Economic harm, including loss of income or property damages, restrictions in accessing financial resources, education, or the labor market, including restricting a person’s ability to remain in or advance in the labor market
 - Discriminatory, inhumane, and harassing disciplinary actions
- (b) Neglect and/or inactions against any reported and/or observed case of violence or harassment

V. Working Hours

The Bridgestone Group’s Human Rights Standards

The Group prohibits the following actions:

- (a) Requiring or allowing workers to do unlawful excessive working hours or overtime
- (b) Failing to record, monitor, and manage working hours of workers*

**NOTE: Unless specified otherwise by legal requirements, this provision does not apply to exempt workers, including those in executive, managerial, or professional positions*

- (c) Forcing* workers to work overtime

**NOTE: Overtime should be within the limits required by national and regional laws or collective bargaining agreements. Forcing means imposing overtime by exploiting the worker’s vulnerability, such as keeping workers under the menace of a*

penalty, dismissal or poor working conditions, including pay less than minimum wages

- (d) Denying workers to have rest days and leave as defined in national and regional laws

VI. Wages and Benefits

The Bridgestone Group’s Human Rights Standards

The Group prohibits the following actions:

- (a) Violations of the rights of workers and their families to a decent living including:
 - Delaying payments to workers for more than 1 month beyond the regular payment cycle
 - Failing to pay legally required minimum wages, overtime premium, and benefits or as defined by collective bargaining agreement if higher
 - Discrimination with respect to wages and benefits based on the personal characteristics of workers such as 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

VII. Freedom of Association and Collective Bargaining

The Bridgestone Group’s Human Rights Standards

The Group prohibits the following actions:

- (a) Violations of the legal right of workers to form or enroll in a worker representation body, or to refrain from doing so, including:
 - Interference, restrain, or coercion of workers in exercise of their right to individually or collectively to express, promote, pursue, and defend their concerns or ideas or to refrain from doing so
 - Inflicting fear of discrimination, reprisal, intimidation, or harassment on workers and/or their representatives to prevent them from openly communicating and sharing ideas and concerns with management regarding terms and conditions of employment and management practices

VIII. Grievance Mechanism and Addressing Policy Violations

The Bridgestone Group’s Human Rights Standards

The Group prohibits the following actions:

- (a) Restricting any workers’ access to BridgeLine
- (b) Failing to notify the availability of and how to access BridgeLine to all workers
- (c) Failing to initiate an investigation*
- (d) Failing to initiate taking actions after a responsible organization(s) or function(s) concluded an investigation and officially confirmed the reported case as a violation of your company’s policy

**Note: This standard does not apply to the cases where (i) a responsible organization(s) or function(s) officially determines that an investigation is not necessary, or (ii) the complainant or whistleblower does not provide sufficient information to determine the necessity of an investigation*