

Addressing Sustainability Issues

As stakeholders and society increasingly hold businesses accountable, Bridgestone proactively integrates sustainability initiatives into our business models, value chains, management policies, and business strategies. By executing these initiatives, we strive to generate both social and customer value, building trust with stakeholders.

Respect for Human Rights

Bridgestone fosters an inclusive culture in which all our entities and locations adopt and applies ethical labor practices, builds trust with employees, and strives to respect diversity and human rights.

As part of its dedication to being a true global leader in all that it does, Bridgestone is committed to respecting human rights and advancing responsible labor practices throughout our worldwide operations.

In 2023, we conducted the following two different types of human rights risk assessments across our own operations: 1) Deep-dive human rights issue-specific and site-specific assessments and 2) Human Rights Risk Assessment Survey (HRRAS) targeting regional headquarters and subsidiaries across the globe. As for the Deep-dive assessments, we chose the three locations for our 2023 assessment sites; a natural rubber farm in Liberia, tire plant in Indonesia, and headquarter in Japan based on the holistic risk analysis, previous assessment results, and human rights risk data

from third party experts. Although no human rights violations were identified in any of the risk assessments, we strive to improve and adhere to human rights standards to ensure their proper implementation throughout our operations

Based on the Bridgestone's [Global Human Rights Policy](#), we implement human rights due diligence across our operations while continuously improving and reinforcing our risk management process. Our commitment to human rights is realized through the leadership of our top management team and the collaborative efforts by the Human Rights & Labor Practices Working Group and teammates around the world. The essence of our commitment is the "glocal" approach respecting and engaging with internal and external stakeholders, including our rights holders and third-party human rights experts, as well as our passion for advancing human rights and responsible labor practices across our operations.



Nicolas Van Den Steen
President of Human Rights and Labor Practices Working Group

Human Rights Commitment

- Development of the Bridgestone's Global Human Rights Policy
- Embedding commitment with the Implementation Guideline for the Global Human Rights Policy throughout Bridgestone's own operations
- Raising awareness through education and learning

Human Rights Risk Assessment

- Identification of salient issues and the locations that are exposed to high risk*
- Deep-dive human rights issue- and site-specific assessments
- Risk monitoring with Human Rights Risk Assessment Survey (HRRAS) targeting our regional headquarters, and subsidiaries



Accountability

- Disclosure of human rights due diligence process and actions in the Integrated Report and on website
- Communication and partnership with internal and external stakeholders

Actions and Mitigation

- Implementation of the site/issue specific mitigation and prevention measures
- Development and execution of the Implementation Guideline for the Global Human Rights Policy
- Monitoring and evaluating mitigation and prevention measures

*Sites that could be exposed to higher human rights risks due to geographic, political, social, industrial and operational factors.

Based on "Guiding Principles on Business and Human Rights" that UN has outlined, Bridgestone is building a process of human rights due diligence and promoting its initiatives.

Liberia's ISCC Certification

Bridgestone is also implementing a portfolio of digital tools in its natural rubber farm in Liberia to enable data integrity and visibility of the natural rubber farm profile together with other environmental and social parameters for both our own farm as well as smallholder operations.

This evolution is not only a reflection of our dedication to sustainability and transparency but also aligns seamlessly with our journey towards compliance with the EUDR.

[Global Human Rights Policy](#)

www.bridgestone.com/responsibilities/social/human_rights/pdf/global_human_rights_policy.pdf



Firestone Liberia (FSLB), the largest single natural rubber plantation in West Africa, commits to contributing towards a sustainable society through continual improvement together with employees, communities, smallholder farmers, and customers. An integral part of our due diligence process is to have regular dialogues with stakeholders, including internal and external communities, to effect solutions in a timely manner based on on-site feedback. Recognizing opportunities on a national scale regarding access to quality education and to safe drinking water, FSLB strives to meet necessities in terms of basic living conditions and primary education and to further support improving living standards through providing farming skill trainings for smallholders, of our surrounding communities.

Rhea Cinco
Head of Compliance and Sustainability at Firestone Liberia, LLC

Natural Rubber Value Chain

Enhancement of Sustainability through Due Diligence of Natural Rubber Suppliers

Bridgestone has been enhancing its ESG due diligence in the supply chain and addressing environmental and social risks. Third-party assessments by [Verisk Maplecroft](#) and [EcoVadis](#) help identify and assess these risks.

95% or more of our spend-basis Tier 1 tire material suppliers will have completed an EcoVadis enhanced ESG risk assessment by the end of 2024. (As of March 31, 2024, 97% had done so.) All of natural rubber Tier 1 suppliers will have completed an EcoVadis enhanced ESG risk assessment by the end of 2024. (As of March 31, 2024, 94% had done so.)

In addition, we have prioritized targeted suppliers based on Verisk Maplecroft and EcoVadis scores and conducted on-site ESG audits of those suppliers using a self-assessment questionnaire developed in collaboration with WWF Japan. From 2022 to 2023, we completed a total of 54 on-site ESG audits of our Tier 1 natural rubber processing facilities. In the audits in 2023, no human rights as well as significant environmental impacts were identified. However, there is room for improvement such as in ways to

collect information on the supply chain and endangered species. Therefore, we will continuously offer support and develop a plan to engage with suppliers to reduce risks and monitor their implementation status throughout its natural rubber supply chain.

Grievance Mechanism for Natural Rubber Supply Chain

Bridgestone believes it is fundamental to work with our trusted partners as a team throughout our value chain and co-create value towards society. Especially in the natural rubber industry, which tends to be exposed to the risks of deforestation and child & forced labor, a grievance mechanism is an effective tool. It allows us to collect voices of stakeholders around our operations, help us to engage with our suppliers, and enable us to understand where our potential risks and opportunities are, to improve sustainability practices across our value-chain. We therefore set up a grievance mechanism for the natural rubber supply chain and publicly disclose and update grievance list quarterly.



Since 2022, Bridgestone has been addressing grievances within its natural rubber supply chain by implementing a robust grievance mechanism. With the support of [Earthworm Foundation](#), Bridgestone leverages local insights, tools and technical expertise to identify and address environmental & social issues. Engaging directly with suppliers represents a significant step towards more transparency, enabling the natural rubber value chains to contribute positively to the prosperity of communities and ecosystems. The approach also favors dialogue and collaboration with local stakeholders so as to prevent future grievances. Bridgestone is now in the process of spreading awareness of the grievance mechanism among the grievance mechanism with key supply chain partners and expanding its scope to encompass other raw materials of which Bridgestone's tires are composed.

Jeanne Delor
Member Manager at Earthworm Foundation,
Project Leader for Bridgestone