

## CSR Report of Mishima Plant (SP)

**Business activities:** Production of tires for passenger cars, race cars and light trucks  
**Total site area:** 112,000 m<sup>2</sup>  
**Number of employees:** 908 (as of April 2016)  
**Location:** 8-1 Minami-Futsuka-machi, Mishima City, Shizuoka 411-0832, JAPAN  
**Contact for consultation and complaints:**  
 Mishima Plant Operation Division  
 Tel : +81-55-975-0800  
 Fax : +81-55-976-4322



### Message from the General Manager



Kiyoshi Tomioka

The Mishima Plant is located in Mishima City, at the base of the Izu Peninsula in the eastern part of Shizuoka Prefecture. The area that surrounds us is one that is endowed with abundant water and greenery. The plant mainly manufactures tires for passenger cars and light trucks. We also produce racing tires for motor sports. CSR activities represent the basis of corporate activity, and within this plant as well, since 2007 we have created a YOKOHAMA Forever Forest, undertaken planting activities, and aimed to reduce our CO<sub>2</sub> emissions. Furthermore, as the

Goten River (a Class A River) runs adjacent to the west side of the plant, throughout the year we conduct biodiversity surveys along its length. As to plant policies, our major operating issues are “safety and disaster prevention,” “environment,” “quality,” “delivery and flows,” “costs” and “human asset development.” In an important move in 2014, there were discussions between the Plant General Manager and individual employees. In the future as well, we will work hard to ensure the building of relationships of trust with all stakeholders.



## Organizational Governance

### Corporate Governance and Compliance

Adhering to the vision of “deal fairly with society and value harmony with the environment” outlined in the Yokohama Rubber management philosophy, the Mishima Plant has adopted an environmental strategy that aims to make the Plant a core factory of a company having world-class strengths in technologies for protecting the environment, and has implemented various activities to realize this goal. The Mishima Plant has made the deepening of communication with stakeholders and efforts to make a positive contribution to the local community and to society as a whole an important part of its strategy.

In the future, the Mishima Plant will continue to implement environmental improvements through proactive management, by strengthening environmental management systems, taking effective steps to prevent environmental pollution and sensory discomfort, and implementing regular retrospective examination of past environmental problems and “near-misses.”

### Corruption prevention

In working to give employees a thorough understanding of our compliance policies, education in compliance issues has been conducted for the entire workforce.



## Human Rights

### Education on respect for human rights

We distributed “compliance cards” to all employees so as to enlighten and educate them about human rights.

We offer employment irrespective of gender, age or disability.

We have 39 female employees, 38 elderly employees (aged 60 or over) and seven disabled employees.

### Promotion of employment of people with disabilities and workforce diversity

In April 2017 the Mishima Plant recruited 1 additional disabled employee, making a total of nine disabled persons currently employed at the Plant. Of a total of 908 employees at the Plant, 39 are women, and 51 are elderly employees (aged 60 or over).



## Labour Practices

### Occupational safety and health

Recognizing that securing the safety and health of our employees and employees of partner companies are the foundations of corporate activities, the plant acquired OSHMS (Occupational Safety and Health Management System) certification in November 2010 as a means to realize a safe, healthy and comfortable workplace. We will strive toward reducing risks, by sorting risks through risk assessment activities and countermeasures for and improvement of sorted risks, based on 3S activities in which all employees participate.

### Employee diversity

Three employees took childcare leave in 2016, while another nine utilized the system of maternity-childcare leave.

### Work-life balance

The second and fourth Fridays of even month are designated as “Happy Family Life Days,” and employees are encouraged not to work overtime on these days.

### Human resources cultivation and training in the workplace

To enhance the know-how and skills that employees need to do their jobs effectively, the Mishima Plant implements employee education and training at different levels depending on how many years' work experience each individual employee has and what position he or she holds. Planning is undertaken to ensure that we implement the right training at the right time;

in 2016, a total of 83 employees received training. In addition, a separate training program was established for newly-appointed foremen, focusing on the basic knowledge and skills needed in order to function as a supervisor, what the role of supervisor involves, and how to fill the role properly.

### Environmental management

In line with our principle of "Deal fairly with society and value harmony with the environment", we declared an environmental policy, adopting the environmental management system of ISO 14001. In order to reduce the environmental burden, we established reducing industrial waste and reducing greenhouse gas emissions as major tasks and actively strive to improve our production process and eliminate energy waste. As regards other measures, we established autonomous management targets to respond to legal regulations and operate within the autonomous management targets. Regarding efforts to combat sensory discomfort such as noise, vibration and odor, we have asked some people living near the plant to participate as environmental monitors, and we conduct a report of the status and a hearing from the residents at the time of visits once a month as part of an effort to lead improvements.

Among the efforts we make to contribute to the regional environment, we conduct cleanup activities around the plant once a week (the area involved runs from the main gate to the vicinity of Mishima-Futsukamachi Station, and from the main gate to the vicinity of the employee parking lots). We have also participated long-term in cleaning activities at "Rakujuen," a Mishima City public park. This latter activity is run by the Mishima District Environmental Preservation Promotion Council. Furthermore, with respect to the "YOKOHAMA Forever Forest" project which is a company-wide activity, in addition to plantings in the grounds of the Mishima Plant, in October every year since 2015 seedlings have been donated for use in kami-shibai traditional storytelling and tree

planting environmental education classes for third-grade students at the nearby Mukoyama Elementary School, while others were donated to the summer festivals held by local communities.

With regard to biodiversity protection, we conducted team surveys of the upper, middle and lower reaches of the Goten River (in our neighborhood). Thanks to our efforts in cleaning up the agricultural irrigation channel in front of the factory's main gate, since 2012 we have been able to hold firefly viewing activities. In the future, we intend to build on these biodiversity protection activities.



Tree-planting activity at Mukoyama Elementary School



Providing tree-planting guidance in Oyama-cho district

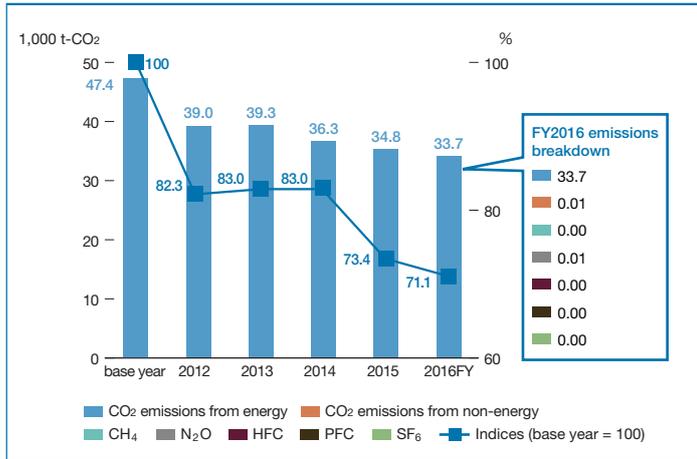


Biodiversity activities

Environmental data

■ Reductions in greenhouse gas emissions

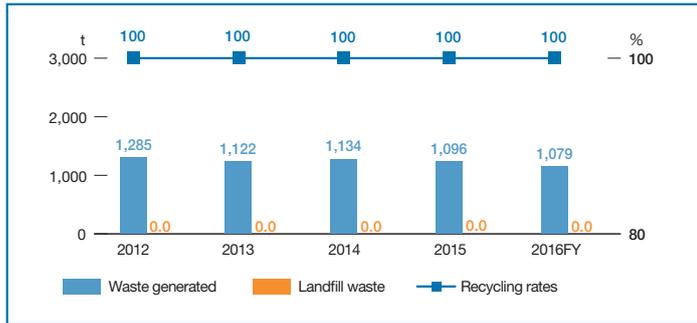
• Greenhouse gas emissions



\* The base year is de-fined as 1990 except for HFC, PFC and SF<sub>6</sub>, where the base year is 1995 as per the Kyoto Protocol.  
 \* Method of calculation of greenhouse gases (GHG): this is in compliance with the "Calculation and Reporting Manual for Greenhouse Gas Emissions" issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry. Note that GHG emissions associated with purchased electric power in FY2009 were calculated using the Table of Emission Coef-ficients by Power Company (Ministry of the Environment).  
 \* As the FY2011 accounting period was April to December in FY2011, data for the calendar year of January to December were calculated by the duplication of data for the period January to March.

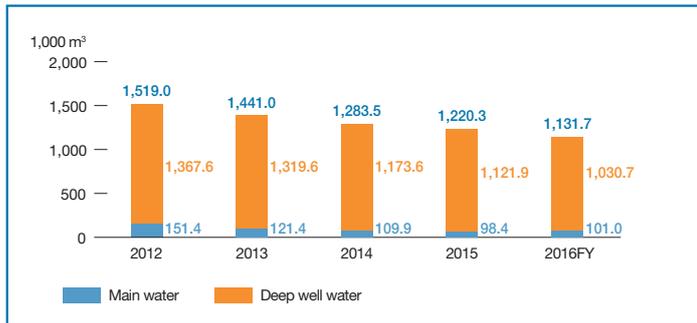
■ Effective use of resources / Reduction of waste

• Waste output



• Water usage

The plant derives 90% of its total water usage from underground water. The remainder is from city waterworks.



■ Measures for discharge into water, air and soil

• Data related to water contamination

The water used at the plant is discharged into the Goten River after being treated in the plant's treatment facilities.

Item	Regulatory values	Voluntary standard values	FY2016 results		
			Average	Maximum	Minimum
PH	*5.8-8.6	6.2-8.2	7.7	7.9	7.2
BOD concentration (mg/l)	15	4 or less	1.1	2.1	Less than 0.5
COD concentration (mg/l)	★120	5 or less	1.7	2.0	1.3
SS concentration (mg/l)	20	8 or less	1	2	Less than 1
Oil concentration (mg/l)	2	1 or less	Less than 1	Less than 1	Less than 1

\* Agreement on Environmental Protection with Mishima City; Star marks are according to the Water Pollution Prevention Law. (regulatory value of BOD is the max. concentration)  
 \* Discharge point: Goten River

• Air pollutants (NO<sub>x</sub>, SO<sub>x</sub>)

Substance	NO <sub>x</sub>	SO <sub>x</sub>
Amount of emission (t/year)	20	-

Facility	Substance	Regulatory values	Voluntary standard values	FY2016 results		
				Average	Maximum	Minimum
Mishima Plant Cogeneration	Nox*1 (ppm)	70	35	18.3	22	12
	Soot and dust (g/m <sup>3</sup> N)	0.05	0.01	Less than 0.001	Less than 0.001	Less than 0.001
Mishima Plant Boiler	Nox*2 (ppm)	130	65	28.5	29	28
	Soot and dust (g/m <sup>3</sup> N)	0.05	0.01	Less than 0.001	Less than 0.001	Less than 0.001

\* According to the Air Pollution Prevention Law and recommended values set by Mishima City.  
 \*1 Data are expressed based on a 16% oxygen content conversion value.  
 \*2 Data are expressed based on a 5% oxygen content conversion value.

Reporting on chemical substance management status (Pollutant Release and Transfer Register (PRTR) Law compliance)

The Mishima Plant verifies whether secondary materials and auxiliary materials contain chemical substances subject to Safety Data Sheet (SDS) requirements, and in the case of substances where the amounts handled exceed the thresholds specified by the PRTR Law, annual reports are submitted to the national (or prefectural) authorities and safety impact assessment is performed.

Regarding the handling of substances pursuant to the PRTR Law, please refer to [the plant's 2017 Safety Impact Assessment](#).

Fair Operating Practices

Relationship with business partners

A CSR study seminar was held for the benefit of suppliers:

Date/Time: October 26, 2016: 1:00 p.m. to 3:00 p.m.

Location: Meeting Room 1, Mishima Plant

Seminar content:

"Overview of Our Company's CSR Measures" (Instructor: General Manager Hirogawa of the Indirect Materials Procurement Dept.); "Our Procurement Guidelines (Regarding Forced Labor and Child Labor)" (Instructor: Manager Iwasaki of the Equipment Procurement Section, Indirect

Materials Procurement Dept.); "What Harmonious Coexistence with Nature Involves" (Instructor: Staff Member Asahi Section of the Corporate Social Responsibility Planning Dept.); "Our Compliance Measures" (Instructor: Manager Iwasaki of the Equipment Procurement Section, Indirect Materials Procurement Dept.); "Overview of CSR Measures at the Mishima Plant" (Instructor: Staff Member Nakamura of the Equipment Procurement Section, Indirect Materials Procurement Dept.).

Participants: 32 people from 30 business partners

### Communication with customers

To customers who tour the plant, we introduce our acquisition of the Automotive Industry Quality Management System Standard ISO/TS 16949. Furthermore, in response to inquiries received from customers to whom we have delivered products, we make reports to them based on our quick investigation of the relevant matters.

### Community Involvement and Development

#### Responses to comments and complaints received

We have held plant visits for both ordinary residents and environmental monitors living in the vicinity of the plant. At these events, the visitors received presentations regarding our environmental measures, etc. At the Mishima Plant, the Environmental Affairs Office (which serves as the contact window for communication with the local community) engages in the exchange of views with the local residents serving as environmental monitors; in 2016, the Office conducted 266 interviews (106 of which were telephone interviews). Most of the points raised related to vibration, noise and odors. In addition, two Resident Consultation Meetings (Factory Tour Meetings) for local residents living in the vicinity of the Mishima Plant were held, in June and November 2016. Thanks to effective explanations of the Mishima Plant's environmental measures and a willingness to listen to local residents' views, in 2016 there were no complaints from local residents.



Informal discussions with local residents

#### Relationship with local societies

- A cleanup event sponsored by the Mishima District Environmental Preservation Promotion Council was held in fiscal 2016. A total of 66 persons participated in this event.
- The plant's gymnasium facilities were lent out 842 times during fiscal 2016 to be used by people throughout the region.
- Clean-up activities are implemented in the vicinity of the plant once a week (the area involved extends from the plant's main gate to the vicinity of Mishima-Futsukamachi Station, and from the main gate to the vicinity of the employee parking lots).
- Blood drives are held at the plant twice a year. In fiscal 2016, some 108 employees gave blood.
- The Mishima Plant participated in tree-planting activities in Kakegawa City and in Otsuchi-cho, Iwate Prefecture; in fiscal 2016, we also donated a total of 30 tree seedlings for activities organized by local community associations such as the Noryo (Summer Night) festival.
- As a business that cooperates with the fire brigade, eight of our employees are registered with the Mishima City Fire Brigade as special function members. These employees were called out to assist the Fire Brigade four times in fiscal 2016.

- As part of the activities undertaken by the Mishima Plant to safeguard biodiversity, water quality surveys and biodiversity surveys were implemented in the Midono River (which flows past the west side of the Plant), and six clean-up activities were held there in 2016.

#### Plant tours and workshops

In fiscal 2016, we accepted 117 factory tours with a total of 1,616 persons visiting the Mishima Plant. In support of regional education, we gave factory tours to elementary school students. We also offered workplace experience activities for junior high school students, and accepted high school students for internships, etc.

#### Plant Tour Information

- When : Plant tours are offered on days on which the plant is in operation (Mondays to Fridays). Excludes year-end and New Year holidays and the consecutive holiday periods in May and August.
- Hours : 8:00 a.m. to 4:00 p.m.
- Contact: Mishima Plant, Operation Section Tel: +81-55-975-0800