

Related Information on CSR Report

Message From The President	Response to Third-Party Opinion	Third-Party Opinion	Reference Table for GRI Guidelines	
Yokohama Rubber’s Important Issues				
Business and CSR Integration	Editorial Policy for CSR Website	PDF Downloads/Previous Reports		
Fiscal Year 2015 Activity Report				
Site Data				
Related Information on CSR Report				
Response to Third-Party Opinion				
Third-Party Opinion				
Reference Table for GRI Guidelines				
Editorial Policy for CSR Website				
PDF Downloads/Previous Reports				
Company Overview / CSR Management				
What's New				

## Response to Third-Party Opinion

Message From The President
Yokohama Rubber's Important Issues
Business and CSR Integration
Fiscal Year 2015 Activity Report
Site Data
Related Information on CSR Report
Response to Third-Party Opinion
Third-Party Opinion
Reference Table for GRI Guidelines
Editorial Policy for CSR Website
PDF Downloads/Previous Reports
Company Overview / CSR Management
What's New

Yokohama Rubber took the following actions in response to the opinions expressed by outside experts Ms. Mariko Kawaguchi and Mr. Hideto Kawakita in discussions regarding CSR\* 1 Report 2015. A selection of these actions is presented below.

Views and suggestions put forward by Ms. Kawaguchi and Mr. Kawakita	Yokohama Rubber's Response
Organizational Governance	
It is vitally important that, besides encouraging subordinates to take a responsible approach towards the specified materiality (important issues), senior management must also commit to these objectives, and the various measures must be linked together organically. In particular, because senior managers' commitment is seen as being especially important, attention must be paid to this point when undertaking disclosure.	The CSR Council and Environmental Council, both of which are chaired by the President, are held twice a year, and a framework has been put in place for relevant departments to formulate and review measures relating to the important issues that the Yokohama Rubber Group needs to tackle. In addition, matters that could have an impact on the Group's operations are reported to the Executive Committee, and then implemented once the Executive Committee's approval has been obtained. Furthermore, the Yokohama Rubber Group's commitments have been announced in the Chairman's Message and in the top-level interview.
It would be good to see Yokohama Rubber clarify "what," "when" and "how" it is doing in regard to achieving thorough visualization of the measures being implemented with respect to environmental, social and corporate governance (ESG). The key issue here is the extent to which transparency has been enhanced.	Yokohama Rubber Group is working towards the realization of building "a trusted identity as a contributing member of the global community." Information on the ESG-related positive and negative impacts of measures implemented by relevant departments are reviewed by the department head, the responsible director, the CSR department (compliance etc.), and by senior management, thereby ensuring accurate transmission of information.
Regarding materiality, clarification is needed as to precisely who particular issues are material to; this will require more precise, more concrete definitions of the targets of particular issues. With regard to the concept of being an enterprise that continues to be valued by society over the long term, there is a need to determine a priority order as to precisely who the company is important to.	Yokohama Rubber positions the global environment, local communities, customers, shareholders and investors, suppliers, and employees as our important stakeholders. In accordance with the principles and goals of the U.N. Global Compact, and in line with the framework prescribed by ISO 26000, we implement measures with regard to the important issues (materiality) that the company should be addressing, and strive to contribute to the resolution of social issues. We have established a priority order for the activities we see to implement; for example, with respect to customers we prioritize customer health and safety, with respect to suppliers we prioritize supplier human rights assessment, and with respect to employees we prioritize occupational health and safety, diversity and equal opportunities, etc.
The Environment	

Views and suggestions put forward by Ms. Kawaguchi and Mr. Kawakita	Yokohama Rubber's Response
As a tire manufacturer, ensuring a stable supply of natural rubber and synthetic rubber is a key issue for you. One would hope that you could find a way to explain to consumers, in an easy-to-understand way, the significance of your efforts to ensure efficient utilization of resources.	We are currently working to reduce the weight of our products, and to manufacture them using the smallest possible quantity of resources and with the greatest possible potential for recycling and reuse. In this way, we can help to improve vehicles' fuel economy while also contributing to the prevention of global warming through the reduction in carbon dioxide emissions. In addition, because countries and regions in different parts of the world have different road surfaces and different climatic conditions, we are working to raise awareness of the need to check one's tire pressure on a regular basis. Also, as part of our efforts to ensure that used tires are properly disposed of, we monitor the status of illegal tire dumping, and we try to ensure the implementation of recycling systems that reduce the amount of waste generated by ensuring effective utilization of resources. We also endeavor to spread awareness of these products and services in an easy-to-understand way.
Fair Operating Practices	
As a continuation of its ambitious overseas expansion strategy, Yokohama Rubber is now attaching considerable importance to M&A activity. It would seem to be important to evaluate the firms with which Yokohama Rubber forges tie-ups from an ESG perspective, and to identify the potential risks that linking up with these firms may bring.	In line with our goal of being an enterprise that plays a valued and irreplaceable role in society, we and the companies that we join up with do implement mutual appraisal from an ESG perspective, and work to build mutual trust, so as to facilitate the sustainable development of the Yokohama Rubber Group.
Consumer Issues	
Rather than merely viewing CSR as a means of safeguarding oneself against risk, it would seem to be advisable for Yokohama Rubber to aim at creating value through the adoption of a more proactive approach towards reducing the burden on the environment and enhancing safety.	The single biggest impact that tires have on the environment is the carbon dioxide emissions generated when the vehicle to which the tires are attached is in motion. With this in mind, we are endeavoring to spread awareness of the importance of having all vehicles fitted with low-energy-consumption tires, which not only help to save energy but also make for safer driving in rainy weather.
It would seem to be important for Yokohama Rubber to spread awareness of the positive benefits to society from the company's contribution towards safer and more energy-efficient "driving, turning and braking."	Regarding tire performance, we inform customers of the level of performance that our tires provide with respect to rolling resistance and wet-grip performance; we are continuing to implement measures to spread awareness among consumers of the need to fit the most appropriate type of tire for each particular vehicle, and of the need to ensure that the tire pressure is correct.

Views and suggestions put forward by Ms. Kawaguchi and Mr. Kawakita	Yokohama Rubber's Response
Would it not be a good idea for Yokohama Rubber to prioritize helping elderly drivers in Japan's Tohoku Region to cope with the need to drive in snowy conditions, so as to ensure that senior citizens in this region can maintain their mobility safely?	We view helping senior citizens and people living in under-populated, remote areas to drive safely as an important social issue. We share information with local government authorities and related organizations, and we are examining ways to help arrange tire checks and tire replacement service for senior citizens; although our contribution so far has been less than we could have hoped, we have also been providing winter tires for the use of senior citizens.

<sup>\*1</sup>CSR:

An acronym for corporate social responsibility. At Yokohama Rubber, we view CSR ---- as the trust placed in a company by society. Toward that end, we are working to build a trusted identity as a contributing member of the global community.

## Third-Party Opinion

Message From The President

Yokohama Rubber's  
Important Issues

Business and CSR  
Integration

Fiscal Year 2015 Activity  
Report

Site Data

Related Information on CSR  
Report

Response to Third-Party Opinion

Third-Party Opinion

Reference Table for GRI  
Guidelines

Editorial Policy for CSR Website

PDF Downloads/Previous Reports

Company Overview / CSR  
Management

What's New

The description herein refers to the opinions based on this report, a related website, and also interviews held with persons in charge from the planning, quality assurance and materials functions of Yokohama Rubber's Tire and MB divisions, as well as from the Corporate Quality, Human Resources and Health and Safety, General Affairs, Compliance and CSR departments, along with on-site observation of activities aimed at helping to safeguard biodiversity at the Hangzhou Plant of Yokohama Rubber Group member company Yokohama Rubber Industrial Products Shanghai Co., Ltd.

Suffice to say, Yokohama Rubber's various approaches to CSR are steadily progressing under the PDCA\*<sup>1</sup> management cycle, especially with regard to its mitigation of environmental impacts.

\*<sup>1</sup>PDCA :

A method for continually improving operations through the repeated cycle of plan, do, check and act.




### IIHOE

Hideto Kawakita  
CEO and Editor /Publisher of Socio Management  
International Institution for Human,  
Organization and the Earth (IIHOE)

IIHOE: The International Institute for Human, Organization and the Earth is a non-profit organization established in 1994 for the democratic and balanced development of all the lives on the earth. Although it mainly provides management support for citizens' groups and welfare workers, the group is also heavily involved in providing CSR support to large corporations.

<http://blog.canpan.info/iihoe/> (available only in Japanese)

## Truly Commendable Areas

- Regarding [conservation of biological diversity](#), I commend the Company for carrying out initiatives to foster a correct understanding of ecosystems and the positive and negative impacts that the Company's operations have on them, including by hosting employee-led workshops and briefings for the local community as well as conducting activities aimed at conserving biological and ecosystem diversity autonomously across a wide area, at seven factories in Japan, including the Mie Plant, based on the preliminary studies implemented at 15 of the Company's business locations both in Japan and overseas in fiscal 2010. In particular, I highly praise the fact that members comprising managerial employees taking part in activities at the Mie Plant have taken the lead in the monitoring efforts, which are ongoing. The Company has also begun to implement continuing efforts to monitor the state of ecosystems in the vicinity of its overseas production facilities, such as the Hangzhou factory. I hope that the Company will continue with these efforts, which use surveys of the current situation to provide a foundation for safeguarding and revitalizing ecosystems, at both its Japanese and overseas facilities in the future.
- Regarding [the Yokohama Forever Forest](#)  Project, in the eight years since the project was launched Yokohama Rubber's domestic and overseas sites have planted more than 410,000 trees with sufficient consideration towards the conservation and improvement of biodiversity. They nurtured the seedlings on their own, and not only were 83% supplied within the Yokohama Rubber Group in fiscal 2015 in Japan, but also they have provided a cumulative total of more than 270,000 seedlings so far to municipal governments and other companies. I also commend the Company for playing a leading role in the "Green Coastal Levee that Protects Lives" project planned for those areas affected by the Great East Japan Earthquake. I also truly commend this world-leading initiative for contributing to society to preserve and improve forest ecosystems and greenery. Going forward, I hope that the Yokohama Forever Forest Project website will evolve into a portal that also introduces (in a multilingual format) many examples of similar initiatives taking place at other companies.

## While Approving of Progress, Areas that May Require Further Improvement

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- Regarding [corporate governance and CSR promotion system](#), while I commend Yokohama Rubber for establishing interim targets up to 2017, when it celebrates its centennial anniversary, and promoting initiatives using key performance indicators (KPI) based on the core issues addressed by ISO26000\*<sup>2</sup>, going forward I sincerely hope the Company will develop a system that, led by the managers responsible for planning in each division, focuses on the Company's position in world markets and the evolution of its business model in the 2020s, and in particular, that it will continue to use targets and measures created using a bottom-up approach at its domestic and overseas sites in order to incorporate many different values globally in its management decisions and practices, and to promote the appointment of a diverse range of human talent to managerial positions. In terms of its reporting and communication, I would like to commend the Company for providing more detailed introductions of [the initiatives being carried out by major Yokohama Group business locations in Japan and abroad](#); I hope that the Company will continue to provide this information in more detail, and also that the Company will promote stakeholder\*<sup>3</sup> engagement further as required by ISO26000, setting up opportunities for continuous dialogue with NPOs in important operating regions.
- Regarding [its quality assurance promotion system](#), in regard to the discovery in February 2016 that the Yokohama Rubber had shipped tires with incorrect product labels attached, I commend Yokohama Rubber for implementing measures to prevent reoccurrence and for launching a "Company-wide Key Essentials Management System"; in the future, I continue to look forward to seeing the Company incorporate the minimization of impacts on customers as part of its management indicators and further advance quantitative and effective measures.
- Regarding [the reduction of environmental impacts](#), I would like to commend the Company for its development of technology that helps to make tires lighter, with better aerodynamic performance, and for its improvement (compared to the previous year) and achievement of interim targets in regard to total waste generated (on a per unit of production output basis) and greenhouse gas emissions (total emissions). Going forward, I strongly encourage the Company to try to meet the target that the Japanese government has recently set of reducing greenhouse gas emissions by 26% by 2030 (compared to 2013) as soon as possible, and to thoroughly shed light on its challenges and methods, such as transitioning to the non-fixation of energy usage adjustable to the fluctuation of production volume (Just-In-Time for Energy), and also to expand the use of powdered recycled rubber.
- As for [CSR at suppliers](#), I commend the Company for encouraging natural rubber suppliers in Thailand to adopt "Agro-Forestry" techniques, for continuing to hold CSR workshops for suppliers in key countries, and for establishing a commendation system based on feedback from suppliers in regard to the results of supplier self-checks and field surveys. In order to more effectively improve initiatives being undertaken by suppliers, I strongly encourage the Company to implement more detailed evaluation of individual items and measures taken, and to establish a support system with suppliers for sharing and problem solving actual cases and further understanding initiatives in greater detail.
- As regards [employee safety](#), I commend Yokohama Rubber for responding to the serious accident that occurred in fiscal 2013 by investigating and rectifying the situation company-wide, and expanding the scope of the rectification efforts to include temporary and agency staff; the Hangzhou factory is also now implementing experiential training on an annual basis, with all employees from the plant manager on down required to participate. Moving forward, I continue to urge the Company to incorporate safety improvements and remedies for facility specifications without fail and to issue a report about the progress of evaluations and improvements to ensure the greater effectiveness of safety measures.
- Regarding [improvement of workplaces' ability](#) to retain employees, I commend the fact that 3.91% of Yokohama Rubber employees took advantage of the systems for paid vacation, leave of absence or shorter work hours in order to care for a child or family member in need, and that Yokohama Rubber is working in collaboration with the labor union to arrange the holding of nursing care leave seminars. I continue to strongly urge the Company to establish an environment where employees can continue to work, while also taking leave. In terms of mental health care, I commend the Company for establishing hotlines where employees can discuss any problems they may be experiencing, including non-work-related matters; I hope that the Company will promote more effective measures of this kind in the future. I also praise the Company for making progress with the reemployment of retired workers and I expect the

Company to encourage the participation and involvement of reemployed workers in their local communities.

- As regards the enhancement of the human resource portfolio required as a global corporation over the midterm, I think it is good that the Company is continuing to strengthen personnel development efforts across the Group (including overseas business locations) for managerial level employees; for example, at the Hangzhou plant, employees who were working at section chief level when the plant was first established have since been promoted to department manager. Meanwhile, going forward, I strongly encourage the Company to accelerate its development of the next generation of executives at both its head office and overseas sites based on a long-term goal and strategy that reflects how the Company sees itself being positioned in global markets in the 2020s, and the business models that it expects to have adopted.
- As regards [employment of persons with disabilities](#), I commend the Company for achieving the statutory employment rate of persons with disabilities and expanding job opportunities. I ask that the company to continue to work proactively toward implementing measures to ensure that employees with disabilities are retained over the long term.

\*<sup>2</sup> ISO26000:

A set of guidelines created by the International Standards Organization (ISO) on the social responsibilities of companies and other organizations.

\*<sup>3</sup> Stakeholder:

The individuals, groups and concerned interests with a stake in the activities of a company or any other organization.

#### Response to Third-Party Opinion



While we have received positive feedback regarding the progress made in our CSR initiatives, we take suggestions and recommendations very seriously, as something to be improved upon in continuing to meet the expectations of our stakeholders. Safe workplaces, and the physical and mental wellbeing of employees, represent the very foundation of our corporate management, and we view it as being very important that employees of the Yokohama Rubber Group be able to carry out their duties safely. To this end, we are working, on a global basis, to build a working environment in which employees can maximize their potential and continue to work, by establishing a labor system that meets employee needs with respect to childcare, nursing care, etc., through mental health provisions, and by expanding the recruitment of a diverse range of human talent.

In addition, in order to ensure that our business operations can continue in a sustainable, stable manner, in the future we will continue to strive to make a positive contribution to local communities in the countries where we operate by providing products and services that help to address environmental and social issues, and through the implementation of activities to safeguard biodiversity, etc., in the vicinity of our business locations.

We will also be collaborating with social welfare organizations to develop new ways for persons with disabilities to work.

Shuichi Tsukada  
Officer  
Head of Corporate Social Responsibility Division  
Yokohama Rubber Co., Ltd.

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Message From The President
Yokohama Rubber's Important Issues
Business and CSR Integration
Fiscal Year 2015 Activity Report
Site Data
Related Information on CSR Report
Response to Third-Party Opinion
Third-Party Opinion
Reference Table for GRI Guidelines
Editorial Policy for CSR Website
PDF Downloads/Previous Reports
Company Overview / CSR Management
What's New

This report is in accordance with the core of the GRI Sustainability Reporting Guidelines Version 4 (G4).

### GENERAL STANDARD DISCLOSURES

Index		Page to refer
Strategy and Analysis		
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	<a href="#">Message from the President</a>
Organizational Profile		
G4-3	a. Report the name of the organization.	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-4	a. Report the primary brands, products, and services.	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-5	Report the location of the organization's headquarters.	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-7	Report the nature of ownership and legal form.	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-9	Report the scale of the organization. <ul style="list-style-type: none"> <li>■ Total number of employees</li> <li>■ Total number of operations</li> <li>■ Net sales (for private sector organizations) or net revenues (for public sector organizations)</li> <li>■ Total capitalization broken down in terms of debt and equity (for private sector organizations)</li> <li>■ Quantity of products or services provided</li> </ul>	<a href="#">Yokohama Rubber Group at a Glance</a>
G4-10	<ul style="list-style-type: none"> <li>a. Report the total number of employees by employment contract and gender.</li> <li>b. Report the total number of permanent employees by employment type and gender.</li> <li>c. Report the total workforce by employees and supervised workers and by gender.</li> <li>d. Report the total workforce by region and gender.</li> <li>e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</li> <li>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</li> </ul>	<a href="#">Breakdown of Operations by Region</a>  <a href="#">Female employee ratio</a>



Index		Page to refer
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Other initiatives (percentage of employee union members)
G4-12	Describe the organization's supply chain.	<a href="#">Fair Operating Practices</a>
G4-13	<p>Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.</p> <ul style="list-style-type: none"> <li>■ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>■ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)</li> <li>■ Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	<a href="#">Yokohama Rubber Group at a Glance</a>
Commitments to External Initiatives		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	<a href="#">Risk Management</a>
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	<a href="#">Corporate Philosophy and CSR management</a>
G4-16	<p>List memberships of associations (such as industry associations) and national or international advocacy organizations.</p> <ul style="list-style-type: none"> <li>■ Holds a position on the governance body</li> <li>■ Participates in projects or committees</li> <li>■ Provides substantive funding beyond routine membership dues</li> <li>■ Views membership as strategic</li> </ul> <p>Mainly aim for membership qualifications maintained on an organization level.</p>	<a href="#">Corporate Philosophy and CSR management</a>
Identified Material Aspects and Boundaries		
G4-17	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	<a href="#">Yokohama Rubber Group at a Glance</a> 
G4-18	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	<a href="#">Editorial Policy for CSR Website</a>
G4-19	a. List all the material Aspects identified in the process for defining report content.	<a href="#">Determining Important Issues</a>

Index		Page to refer
G4-20	<p>a. For each material Aspect, report the Aspect Boundary within the organization.</p> <ul style="list-style-type: none"> <li>■ Report whether the Aspect is material within the organization</li> <li>■ If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> <li>• The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</li> <li>• The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> </ul> </li> <li>■ Report any specific limitation regarding the Aspect Boundary within the organization</li> </ul>	<a href="#">Determining Important Issues</a>
G4-21	<p>a. For each material Aspect, report the Aspect Boundary outside the organization.</p> <ul style="list-style-type: none"> <li>■ Report whether the Aspect is material outside of the organization</li> <li>■ If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>■ Report any specific limitation regarding the Aspect Boundary outside the organization</li> </ul>	<a href="#">ISO26000 Compliance Activity Report</a>
G4-22	<p>a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.</p>	<a href="#">Editorial Policy for CSR Website</a>
G4-23	<p>a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.</p>	<a href="#">Editorial Policy for CSR Website</a>
Stakeholder Engagement		
G4-24	<p>a. Provide a list of stakeholder groups engaged by the organization.</p>	<a href="#">Yokohama Rubber's Value Creation Story</a>
G4-25	<p>a. Report the basis for identification and selection of stakeholders with whom to engage.</p>	<a href="#">ISO26000 Compliance Activity Report</a>
G4-26	<p>a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.</p>	<a href="#">Determining Important Issues</a> <a href="#">ISO26000 Compliance Activity Report</a>
G4-27	<p>a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.</p>	<a href="#">Yokohama Rubber's Value Creation Story</a> <a href="#">ISO26000 Compliance Activity Report</a>
Report Profile		
G4-28	<p>a. Reporting period (such as fiscal or calendar year) for information provided.</p>	<a href="#">Editorial Policy for CSR Website</a>





Index		Page to refer
G4-29	a. Date of most recent previous report (if any).	<a href="#">Editorial Policy for CSR Website</a>
G4-30	a. Reporting cycle (such as annual, biennial).	<a href="#">Editorial Policy for CSR Website</a>
G4-31	a. Provide the contact point for questions regarding the report or its contents.	<a href="#">Editorial Policy for CSR Website</a>
GRI Content Index		
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured.	<a href="#">Reference Table for GRI Guidelines</a>
Assurance		
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	<a href="#">Third-Party Opinion</a>  <a href="#">Emissions</a>
Governance		
Governance Structure and Composition		
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body.	<a href="#">Corporate Governance</a>  <a href="#">CSR and Environmental Management</a>
Ethics and Integrity		
G4-56	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	<a href="#">Yokohama Rubber Group's Value Creation Story</a>  <a href="#">Corporate Philosophy and CSR management</a>



## SPECIFIC STANDARD DISCLOSURES

Index		Page to refer
Disclosures on Management Approach		
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>■ The mechanisms for evaluating the effectiveness of the management approach</li> <li>■ The results of the evaluation of the management approach</li> <li>■ Any related adjustments to the management approach</li> </ul>	<p>Management is conducted through the PCDA cycle for each of the activity areas in accordance with the core issues of ISO26000.</p> <p><a href="#">Human Rights</a></p> <p><a href="#">Labor Practices</a></p> <p><a href="#">The Environment</a></p> <p><a href="#">Fair Operating Practices</a></p> <p><a href="#">Consumer Issues</a></p> <p><a href="#">Community Involvement and Development</a></p>
Category: Economic		
Aspect: Economic Performance		
G4-EC1	<p>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p>a. Report the direct economic value generated and distributed (EV G&amp;D) on an accruals basis including the basic components for the organization's global operations as listed below . If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> <li>■ Direct economic value generated: <ul style="list-style-type: none"> <li>• Revenues</li> </ul> </li> <li>■ Economic value distributed: <ul style="list-style-type: none"> <li>• Operating costs</li> <li>• Employee wages and benefits</li> <li>• Payments to providers of capital</li> <li>• Payments to government (by country)</li> <li>• Community investments</li> </ul> </li> <li>■ Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed')</li> </ul> <p>b. To better assess local economic impacts, report EVG&amp;D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	<p><a href="#">Economic Performance</a></p>

	Index	Page to refer
G4-EC2	<p>FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE</p> <p>a. Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"> <li>■ A description of the risk or opportunity and its classification as either physical, regulatory, or other</li> <li>■ A description of the impact associated with the risk or opportunity</li> <li>■ The financial implications of the risk or opportunity before action is taken</li> <li>■ The methods used to manage the risk or opportunity</li> <li>■ The costs of actions taken to manage the risk or opportunity</li> </ul>	<p><a href="#">Data summary (financial impact of climate change) (477KB)</a> PDF</p>
G4-EC3	<p>COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS</p> <p>a. Where the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities.</p> <p>b. Where a separate fund exists to pay the plan's pension liabilities, report:</p> <ul style="list-style-type: none"> <li>■ The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them</li> <li>■ The basis on which that estimate has been arrived at</li> <li>■ When that estimate was made</li> </ul> <p>c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Report the percentage of salary contributed by employee or employer.</p> <p>e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).</p>	<p><a href="#">Data summary(Range of organizational burden of defined benefit pension plans)(477KB)</a> PDF</p>
G4-EC4	<p>FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT</p> <p>a. Report the total monetary value of financial assistance received by the organization from governments during the reporting period, including, as a minimum:</p> <ul style="list-style-type: none"> <li>■ Tax relief and tax credits</li> <li>■ Subsidies</li> <li>■ Investment grants, research and development grants, and other relevant types of grants</li> <li>■ Awards</li> <li>■ Royalty holidays</li> <li>■ Financial assistance from Export Credit Agencies (ECAs)</li> <li>■ Financial incentives</li> <li>■ Other financial benefits received or receivable from any government for any operation</li> </ul> <p>b. Report the information above by country.</p> <p>c. Report whether, and the extent to which, the government is present in the shareholding structure.</p>	<p><a href="#">Economic Performance</a></p>

Aspect: Market Presence		
Index		Page to refer
G4-EC5	<p>RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION</p> <ol style="list-style-type: none"> <li>When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</li> <li>Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used.</li> <li>Report the definition used for 'significant locations of operation'.</li> </ol>	<a href="#">Market Presence</a>
G4-EC6	<p>PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION</p> <ol style="list-style-type: none"> <li>Report the percentage of senior management at significant locations of operation that are hired from the local community.</li> <li>Report the definition of 'senior management' used.</li> <li>Report the organization's geographical definition of 'local'.</li> <li>Report the definition used for 'significant locations of operation'.</li> </ol>	<a href="#">Market Presence</a> <a href="#">Data summary (Market Presence) (477KB)</a> PDF
Category: Environmental		
Aspect: Materials		
G4-EN1	<p>MATERIALS USED BY WEIGHT OR VOLUME</p> <ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:               <ul style="list-style-type: none"> <li>Non-renewable materials used</li> <li>Renewable materials used</li> </ul> </li> </ol> </li> </ol>	<a href="#">Materials</a>
G4-EN2	<p>PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <ol style="list-style-type: none"> <li>Report the percentage of recycled input materials used to manufacture the organization's primary products and services.</li> </ol>	<a href="#">Materials</a> <a href="#">Data summary (Materials)(477KB)</a> PDF

Aspect: Energy		
Index		Page to refer
G4-EN3	<p>ENERGY CONSUMPTION WITHIN THE ORGANIZATION</p> <ol style="list-style-type: none"> <li>Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.</li> <li>Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</li> <li>Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> <li>Electricity consumption</li> <li>Heating consumption</li> <li>Cooling consumption</li> <li>Steam consumption</li> </ul> </li> <li>Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> <li>Electricity sold</li> <li>Heating sold</li> <li>Cooling sold</li> <li>Steam sold</li> </ul> </li> <li>Report total energy consumption in joules or multiples.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the conversion factors used.</li> </ol>	<a href="#">Energy</a>
G4-EN4	<p>ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION</p> <ol style="list-style-type: none"> <li>Report energy consumed outside of the organization, in joules or multiples.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the conversion factors used.</li> </ol>	<a href="#">Data summary (Energy) (477KB)</a> 
G4-EN5	<p>ENERGY INTENSITY</p> <ol style="list-style-type: none"> <li>Report the energy intensity ratio.</li> <li>Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</li> <li>Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all.</li> <li>Report whether the ratio uses energy consumed within the organization, outside of it or both.</li> </ol>	<a href="#">Data summary (Energy) (477KB)</a> 
G4-EN6	<p>REDUCTION OF ENERGY CONSUMPTION</p> <ol style="list-style-type: none"> <li>Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</li> <li>Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam.</li> <li>Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</li> <li>Report standards, methodologies, and assumptions used.</li> </ol>	<a href="#">Data summary (Energy) (477KB)</a> 
G4-EN7	<p>REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</p> <ol style="list-style-type: none"> <li>Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</li> <li>Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</li> <li>Report standards, methodologies, and assumptions used.</li> </ol>	<a href="#">Data summary (Energy) (477KB)</a> 

Aspect: Water		
Index		Page to refer
G4-EN8	<p>TOTAL WATER WITHDRAWAL BY SOURCE</p> <p>a. Report the total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> <li>■ Surface water, including water from wetlands, rivers, lakes, and oceans</li> <li>■ Ground water</li> <li>■ Rainwater collected directly and stored by the organization</li> <li>■ Waste water from another organization</li> <li>■ Municipal water supplies or other water utilities</li> </ul> <p>b. Report standards, methodologies, and assumptions used.</p>	<a href="#">Water</a>
G4-EN9	<p>WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER</p> <p>a. Report the total number of water sources significantly affected by withdrawal by type:</p> <ul style="list-style-type: none"> <li>■ Size of water source</li> <li>■ Whether or not the source is designated as a protected area (nationally or internationally)</li> <li>■ Biodiversity value (such as species diversity and endemism, total number of protected species)</li> <li>■ Value or importance of water source to local communities and indigenous peoples</li> </ul> <p>b. Report standards, methodologies, and assumptions used.</p>	<a href="#">Data summary (Water) (477KB)</a> 
G4-EN10	<p>PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED</p> <p>a. Report the total volume of water recycled and reused by the organization.</p> <p>b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.</p> <p>c. Report standards, methodologies, and assumptions used.</p>	<a href="#">Data summary (Water) (477KB)</a> 



Index		Page to refer
G4-EN11	<p>OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:</p> <ul style="list-style-type: none"> <li>■ Geographic location</li> <li>■ Subsurface and underground land that may be owned, leased, or managed by the organization</li> <li>■ Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas</li> <li>■ Type of operation (office, manufacturing or production, or extractive)</li> <li>■ Size of operational site in km<sup>2</sup></li> <li>■ Biodiversity value characterized by: <ul style="list-style-type: none"> <li>• The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem)</li> <li>• Listing of protected status (such as IUCN Protected Area Management Categories<sup>67</sup>, Ramsar Convention<sup>78</sup>, national legislation)</li> </ul> </li> </ul>	<a href="#">Data summary (Biodiversity) (477KB)</a> PDF
G4-EN12	<p>DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> <li>■ Construction or use of manufacturing plants, mines, and transport infrastructure</li> <li>■ Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)</li> <li>■ Introduction of invasive species, pests, and pathogens</li> <li>■ Reduction of species</li> <li>■ Habitat conversion</li> <li>■ Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)</li> </ul> <p>b. Report significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> <li>■ Species affected</li> <li>■ Extent of areas impacted</li> <li>■ Duration of impacts</li> <li>■ Reversibility or irreversibility of the impacts</li> </ul>	<a href="#">Data summary (Biodiversity) (477KB)</a> PDF

Index		Page to refer
G4-EN13	<p>HABITATS PROTECTED OR RESTORED</p> <ol style="list-style-type: none"> <li>Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals.</li> <li>Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</li> <li>Report on the status of each area based on its condition at the close of the reporting period.</li> <li>Report standards, methodologies, and assumptions used.</li> </ol>	<a href="#">Biodiversity</a>
G4-EN14	<p>TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK</p> <ol style="list-style-type: none"> <li>Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: <ul style="list-style-type: none"> <li>Critically endangered</li> <li>Endangered</li> <li>Vulnerable</li> <li>Near threatened</li> <li>Least concern</li> </ul> </li> </ol>	<a href="#">Data summary (Biodiversity) (477KB)</a> PDF
Aspect: Emissions		
G4-EN15	<p>DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)</p> <ol style="list-style-type: none"> <li>Report gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>Report gases included in the calculation (whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all).</li> <li>Report biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent separately from the gross direct (Scope 1) GHG emissions.</li> <li>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</li> <li>Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</li> </ol>	<a href="#">Emissions</a>

Index		Page to refer
G4-EN16	<p>ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)</p> <ol style="list-style-type: none"> <li>Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>Report gases included in the calculation, if available.</li> <li>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</li> <li>Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</li> </ol>	<p><a href="#">Emissions</a></p> <p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>
G4-EN17	<p>OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3)</p> <ol style="list-style-type: none"> <li>Report gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>Report gases included in the calculation, if available.</li> <li>Report biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent separately from the gross other indirect (Scope 3) GHG emissions.</li> <li>Report other indirect (Scope 3) emissions categories and activities included in the calculation.</li> <li>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</li> </ol>	<p><a href="#">Emissions</a></p> <p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>
G4-EN18	<p>GREENHOUSE GAS (GHG) EMISSIONS INTENSITY</p> <ol style="list-style-type: none"> <li>Report the GHG emissions intensity ratio.</li> <li>Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</li> <li>Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</li> <li>Report gases included in the calculation.</li> </ol>	<p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>

Index		Page to refer
G4-EN19	<p>REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS</p> <ol style="list-style-type: none"> <li>Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO<sub>2</sub> equivalent.</li> <li>Report gases included in the calculation (whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all).</li> <li>Report the chosen base year or baseline and the rationale for choosing it.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</li> </ol>	<p><a href="#">Emissions</a></p> <p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>
G4-EN20	<p>EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)</p> <ol style="list-style-type: none"> <li>Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent.</li> <li>Report substances included in the calculation.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used.</li> </ol>	<p><a href="#">Emissions</a></p> <p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>
G4-EN21	<p>NO<sub>x</sub>, SO<sub>x</sub>, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <ol style="list-style-type: none"> <li>Report the amount of significant air emissions, in kilograms or multiples for each of the following: <ul style="list-style-type: none"> <li>NO<sub>x</sub></li> <li>SO<sub>x</sub></li> <li>Persistent organic pollutants (POP)</li> <li>Volatile organic compounds (VOC)</li> <li>Hazardous air pollutants (HAP)</li> <li>Particulate matter (PM)</li> <li>Other standard categories of air emissions identified in relevant regulations</li> </ul> </li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used.</li> </ol>	<p><a href="#">Emissions</a></p> <p><a href="#">Data summary (Emissions) (477KB)</a> PDF</p>
Aspect: Products and Services		
G4-EN27	<p>EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES</p> <ol style="list-style-type: none"> <li>Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.</li> <li>If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalization factors.</li> </ol>	<p><a href="#">Products and Services</a></p>
G4-EN28	<p>PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY</p> <ol style="list-style-type: none"> <li>Report the percentage of reclaimed products and their packaging materials for each product category.</li> <li>Report how the data for this Indicator has been collected.</li> </ol>	<p><a href="#">Data summary (Products and Services) (477KB)</a> PDF</p>
Aspect: Supplier Environmental Assessment		
G4-EN32	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA</p> <ol style="list-style-type: none"> <li>Report the percentage of new suppliers that were screened using environmental criteria.</li> </ol>	<p><a href="#">Supplier Environmental Assessment</a></p>

Index		Page to refer
G4-EN33	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <ol style="list-style-type: none"> <li>Report the number of suppliers subject to environmental impact assessments.</li> <li>Report the number of suppliers identified as having significant actual and potential negative environmental impacts.</li> <li>Report the significant actual and potential negative environmental impacts identified in the supply chain.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</li> </ol>	<a href="#">Data summary (Supplier Environmental Assessment) (477KB)</a> PDF
Aspect: Environmental Grievance Mechanisms		
G4-EN34	<p>NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <ol style="list-style-type: none"> <li>Report the total number of grievances about environmental impacts filed through formal grievance mechanisms during the reporting period.</li> <li>Of the identified grievances, report how many were: <ul style="list-style-type: none"> <li>Addressed during the reporting period</li> <li>Resolved during the reporting period</li> </ul> </li> <li>Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.</li> </ol>	<a href="#">Environmental Grievance Mechanisms</a>
Category: Social		
Sub-Category: Labor Practices and Decent Work		
Aspect: Occupational Health and Safety		
G4-LA5	<p>PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS</p> <ol style="list-style-type: none"> <li>Report the level at which each formal joint management-worker health and safety committee typically operates within the organization.</li> <li>Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.</li> </ol>	<a href="#">Data summary (Occupational Health and Safety) (477KB)</a> PDF

Index		Page to refer
G4-LA6	<p>TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER</p> <p>a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by:</p> <ul style="list-style-type: none"> <li>■ Region</li> <li>■ Gender</li> </ul> <p>b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:</p> <ul style="list-style-type: none"> <li>■ Region</li> <li>■ Gender</li> </ul> <p>c. Report the system of rules applied in recording and reporting accident statistics.</p>	<a href="#">Occupational Health and Safety</a>
G4-LA7	<p>WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION</p> <p>a. Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	<a href="#">Data summary (Occupational Health and Safety ) (477KB)</a> PDF
G4-LA8	<p>HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS</p> <p>a. Report whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	<a href="#">Data summary (Occupational Health and Safety ) (477KB)</a> PDF
Aspect: Training and Education		
G4-LA9	<p>AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY</p> <p>a. Report the average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> <li>■ Gender</li> <li>■ Employee category</li> </ul>	<a href="#">Training and Education</a>  <a href="#">Data summary (Training and Education) (477KB)</a> PDF
G4-LA10	<p>PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS</p> <p>a. Report on the type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<a href="#">Training and Education</a>  <a href="#">Data summary (Training and Education) (477KB)</a> PDF

Index		Page to refer
G4-LA11	<p>PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS , BY GENDER AND BY EMPLOYEE CATEGORY</p> <p>a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<a href="#">Data summary (Training and Education) (477KB)</a> PDF
Aspect: Diversity and Equal Opportunity		
G4-LA12	<p>COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP , AND OTHER INDICATORS OF DIVERSITY</p> <p>a. Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>■ Gender</li> <li>■ Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>■ Minority groups</li> <li>■ Other indicators of diversity where relevant</li> </ul> <p>b. Report the percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>■ Gender</li> <li>■ Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>■ Minority groups</li> <li>■ Other indicators of diversity where relevant</li> </ul>	
Aspect: Supplier Assessment for Labor Practices		
G4-LA14	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING LABOR PRACTICES CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using labor practices criteria.</p>	<a href="#">Supplier Assessment for Labor Practices</a>
G4-LA15	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS FOR LABOR PRACTICES IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to impact assessments for labor practices.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.</p> <p>c. Report the significant actual and potential negative impacts for labor practices identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment, and why.</p>	<a href="#">Supplier Assessment for Labor Practices</a>  <a href="#">Data summary (Supplier Assessment for Labor Practices) (477KB)</a> PDF

Category: Social  
Sub-Category: Human Rights

Aspect: Child Labor

Index		Page to refer
G4-HR5	<p>OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, AND MEASURES TAKEN TO CONTRIBUTE TO THE EFFECTIVE ABOLITION OF CHILD LABOR</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"><li>■ Child labor</li><li>■ Young workers exposed to hazardous work</li></ul> <p>b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"><li>■ Type of operation (such as manufacturing plant) and supplier</li><li>■ Countries or geographical areas with operations and suppliers considered at risk</li></ul> <p>c. Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<a href="#">Child Labor</a>

Aspect: Forced or Compulsory Labor

G4-HR6	<p>OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"><li>■ Type of operation (such as manufacturing plant) and supplier</li><li>■ Countries or geographical areas with operations and suppliers considered at risk</li></ul> <p>b. Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<a href="#">Forced or Compulsory Labor</a>
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Aspect: Supplier Human Rights Assessment

G4-HR10	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using human rights criteria.</p>	<a href="#">Supplier Human Rights Assessment</a>
G4-HR11	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to human rights impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.</p> <p>c. Report the significant actual and potential negative human rights impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.</p>	<a href="#">Supplier Human Rights Assessment</a>  <a href="#">Data summary (Supplier Human Rights Assessment) (477KB)</a> PDF



Aspect: Human Rights Grievance Mechanisms

Index		Page to refer
G4-HR12	<p>NUMBER OF GRIEVANCES ABOUT HUMAN RIGHTS IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <ol style="list-style-type: none"> <li>Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</li> <li>Of the identified grievances, report how many were: <ul style="list-style-type: none"> <li>■ Addressed during the reporting period</li> <li>■ Resolved during the reporting period</li> </ul> </li> <li>Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</li> </ol>	<a href="#">Human Rights Grievance Mechanisms</a>

Category: Social

Sub-Category: Society

Aspect: Local Communities

G4-SO1	<p>PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</p> <ol style="list-style-type: none"> <li>Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of: <ul style="list-style-type: none"> <li>■ Social impact assessments, including gender impact assessments, based on participatory processes</li> <li>■ Environmental impact assessments and ongoing monitoring</li> <li>■ Public disclosure of results of environmental and social impact assessments</li> <li>■ Local community development programs based on local communities' needs</li> <li>■ Stakeholder engagement plans based on stakeholder mapping</li> <li>■ Broad based local community consultation committees and processes that include vulnerable groups</li> <li>■ Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts</li> <li>■ Formal local community grievance processes</li> </ul> </li> </ol>	<a href="#">Local communities</a>
G4-SO2	<p>OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES</p> <ol style="list-style-type: none"> <li>Report operations with significant actual and potential negative impacts on local communities, including: <ul style="list-style-type: none"> <li>■ The location of the operations</li> <li>■ The significant actual and potential negative impacts of operations</li> </ul> </li> </ol>	<a href="#">Data summary (Local communities) (477KB)</a> PDF

Aspect: Supplier Assessment for Impacts on Society

G4-SO9	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING CRITERIA FOR IMPACTS ON SOCIETY</p> <ol style="list-style-type: none"> <li>Report the percentage of new suppliers that were screened using criteria for impacts on society.</li> </ol>	<a href="#">Supplier Assessment for Impacts on Society</a>
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Index		Page to refer
G4-SO10	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <ol style="list-style-type: none"> <li>Report the number of suppliers subject to assessments for impacts on society.</li> <li>Report the number of suppliers identified as having significant actual and potential negative impacts on society.</li> <li>Report the significant actual and potential negative impacts on society identified in the supply chain.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.</li> </ol>	<p><a href="#">Supplier Assessment for Impacts on Society</a></p> <p><a href="#">Data summary (Supplier Assessment for Impacts on Society) (477KB)</a> PDF</p>
Aspect: Grievance Mechanisms for Impacts on Society		
G4-SO11	<p>NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <ol style="list-style-type: none"> <li>Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period.</li> <li>Of the identified grievances, report how many were: <ul style="list-style-type: none"> <li>Addressed during the reporting period</li> <li>Resolved during the reporting period</li> </ul> </li> <li>Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.</li> </ol>	<p><a href="#">Grievance Mechanisms for Impacts on Society</a></p>
Category: Social		
Sub-Category: Product Responsibility		
Aspect: Customer Health and Safety		
G4-PR1	<p>PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT</p> <ol style="list-style-type: none"> <li>Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</li> </ol>	<p><a href="#">Customer Health and Safety</a></p> <p><a href="#">Data summary (Customer Health and Safety) (477KB)</a> PDF</p>
G4-PR2	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES</p> <ol style="list-style-type: none"> <li>Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: <ul style="list-style-type: none"> <li>Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>Incidents of non-compliance with regulations resulting in a warning</li> <li>Incidents of non-compliance with voluntary codes</li> </ul> </li> <li>If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</li> </ol>	<p><a href="#">Customer Health and Safety</a></p>

Aspect: Product and Service Labeling		
Index		Page to refer
G4-PR3	<p>TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS</p> <p>a. Report whether the following product and service information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> <li>■ The sourcing of components of the product or service</li> <li>■ Content, particularly with regard to substances that might produce an environmental or social impact</li> <li>■ Safe use of the product or service</li> <li>■ Disposal of the product and environmental/social impacts</li> <li>■ Other (explain)</li> </ul> <p>b. Report the percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<a href="#">Data summary (Product and Service Labeling) (477KB) PDF</a>
G4-PR4	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> <li>■ Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>■ Incidents of non-compliance with regulations resulting in a warning</li> <li>■ Incidents of non-compliance with voluntary codes</li> </ul> <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	<a href="#">Product and Service Labeling</a>
G4-PR5	<p>RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION</p> <p>a. Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about:</p> <ul style="list-style-type: none"> <li>■ The organization as a whole</li> <li>■ A major product or service category</li> <li>■ Significant locations of operation</li> </ul>	<a href="#">Data summary (Product and Service Labeling) (477KB) PDF</a>
Aspect: Marketing Communications		
G4-PR6	<p>SALE OF BANNED OR DISPUTED PRODUCTS</p> <p>a. Report whether the organization sells products that are:</p> <ul style="list-style-type: none"> <li>■ Banned in certain markets</li> <li>■ The subject of stakeholder questions or public debate</li> </ul> <p>b. Report how the organization has responded to questions or concerns regarding these products.</p>	<a href="#">Marketing Communications</a>  <a href="#">Data summary (Marketing Communications) (477KB) PDF</a>

Index		Page to refer
G4-PR7	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION, AND SPONSORSHIP, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> <li>■ Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>■ Incidents of non-compliance with regulations resulting in a warning</li> <li>■ Incidents of non-compliance with voluntary codes</li> </ul> <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	<a href="#">Marketing Communications</a>
Aspect: Compliance		
G4-PR9	<p>MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES</p> <p>a. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	<a href="#">Compliance (Product Liability)</a>

## Editorial Policy for CSR Website

Message From The President
Yokohama Rubber's Important Issues
Business and CSR Integration
Fiscal Year 2015 Activity Report
Site Data
Related Information on CSR Report
Response to Third-Party Opinion
Third-Party Opinion
Reference Table for GRI Guidelines
Editorial Policy for CSR Website
PDF Downloads/Previous Reports
Company Overview / CSR Management
What's New

### Editorial Policy

#### Information disclosure both through booklet and CSR website

We are disclosing our information by separating into booklets and website considering the nature of the mediums used.

Booklets: Introduces representative initiatives summarized as the critical issues of the Yokohama Rubber Group to be achieved by the Company for each group of stakeholders, consisting of the global environment, local communities, customers, shareholders and investors, business partners, and employees.

Website: Identified priority initiatives in accordance with ISO26000 and discloses information in reference to the GRI guidelines. It has been created while giving consideration to factors such as the ease of understanding our stance as a company and the progress of PDCA while improving searchability by leveraging the strengths of the web.

#### Period of information disclosure

Basically, it contains the fiscal year of 2015 (from January 2015 to December 2015).

\* It contains the status until July 2016 should there be any major progress.

#### The range of this report

It covers the Yokohama Rubber and its Group Companies both domestically and overseas. (We report information on both upstream and downstream affiliates to the extent possible.)

Economic Aspects	Yokohama Rubber and their Subsidiaries under consolidated account.
Environmental Aspect	It contains the data from 27 of our operation sites both domestically and overseas, and all of our domestic sales companies. (Includes information on both upstream and downstream affiliates to the extent possible.)
Social Aspect	It contains a part of our various activities at Yokohama Rubber Headquarters, our seven domestic operation sites, and our Group Companies both domestically and overseas.

#### Guidelines for reference

"Environmental Reporting Guidelines 2012" by the Ministry of the Environment in Japan

GRI "Sustainability Reporting Guidelines Version 4"

\*GRI=Global Reporting Initiative

ISO26000 (guidelines concerning social responsibility)

#### Yearly upgrading history of our CSR online edition

August, 2016 (once a year)

\*The previous time was in September, 2015.

\*The next time is scheduled for August, 2017.

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CCSR Report Editorial Group

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#### Notes Concerning Forward-Looking Statements

This report contains projections, statements regarding plans and objectives, and other forward-looking statements. All such statements are made based on the assumptions and judgments derived from information available at the time of printing (July 2016), and are subject to risks and uncertainties that could cause actual performance to differ, including not only the business activities of the Yokohama Rubber Group but also global and economic trends and changes in the global environment. We hope all our readers understanding in advance the preceding description.