


Respect for Human Rights

Related material issue	Initiatives
 People	<ul style="list-style-type: none"> • Respect for human rights (dissemination of the Human Rights Policy, implementation of human rights due diligence, and development of grievance mechanisms)

Basic Approach

Human rights are fundamental rights afforded to all people, and since the Yokohama Rubber Group's business involves a very large number of people through its supply chain, there is a wide range of human rights that must be respected. With the globalization of our business activities, our interactions with various people have increased, and the possibility of having a direct or indirect impact on human rights violations has also increased.

For this reason, we believe it is important to fulfill our responsibility to respect human rights while considering the area of impact. Accordingly, we have established the Yokohama Rubber Group Action Guidelines, which stipulate that human rights should be respected both inside and outside the company and define actions to be taken by employees.

Furthermore, based on the United Nations Guiding Principles on Business and Human Rights (UNGP)*, we have formulated the Yokohama Rubber Group Human Rights Policy and are promoting initiatives aimed at respecting the human rights of all people involved in our business activities. The Yokohama Rubber Group recognizes the importance of implementing Group-wide efforts to respect human rights as the basis of our business activities in order to contribute to the realization of a sustainable society as a company that is widely trusted by society.

* The Guiding Principles on Business and Human Rights (UNGP) were approved by the United Nations Human Rights Council in 2011 as a framework for respecting human rights applicable to all nations and all companies. The Guiding Principles position "the responsibility of companies to respect human rights" and "the obligation of states to protect human rights" as important pillars of this effort.

Respect for International Human Rights Norms

The Yokohama Rubber Group supports and respects the International Bill of Human Rights, including the United Nations Universal Declaration of Human Rights, the UNGP, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental work rights (freedom of association, the right to collective bargaining, prohibition on forced labor, effective abolition of child labor and the elimination of

discrimination in employment and occupations), and the ILO MNE Declaration (Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy).

Further, the Yokohama Rubber Group Human Rights Policy has been formulated based on the United Nations Guiding Principles on Business and Human Rights.

The Yokohama Rubber Group Human Rights Policy

Formulated in April 2022, the Yokohama Rubber Group Human Rights Policy is the foundation of all Group business activities, positioned as the preeminent policy on human rights based on the Corporate Philosophy and the Yokohama Rubber Group Action Guidelines.

The Human Rights Policy applies to all officers and employees of the Yokohama Rubber Group companies (directors, corporate officers, and others involved in the execution of management-related duties, as well as those who have employment contracts with Yokohama Rubber Group companies, employees accepted on secondment and temporary employees).

Yokohama Rubber Group Human Rights Policy (Summary)	1. Positioning of the Human Rights Policy
	2. Respect Human Rights
	3. Implementation of Human Rights Due Diligence
	4. Issues Related to Human Rights
	<ul style="list-style-type: none"> • Discrimination • Harassment • Forced labor and child labor • Freedom of association and right to collective bargaining • Occupational health and safety • Impact on local communities
	5. Grievance Mechanisms
	6. Education
7. Information Disclosure	

Yokohama Rubber Group Human Rights Policy
https://www.y-yokohama.com/global/sustainability/people/human_rights/policy/

Human Rights Due Diligence Initiatives

Based on the Yokohama Rubber Group Human Rights Policy, the Yokohama Rubber Group develops and strengthens its human rights due diligence system and conducts human rights due diligence on a regular basis to confirm that it is meeting its responsibilities to respect human rights and that business operations are being executed properly.

Fiscal 2022 initiatives

In fiscal 2022, we conducted the following self-assessments based on the human rights issues identified through inspections at Yokohama Rubber Group business sites and discussions with experts during the Human Rights Policy formulation process.

Assessments Related to Employees Working at the Shimbashi Head Office

Targets Yokohama Rubber Group employees working at the Shimbashi head office

Main human rights issues Discrimination, harassment, and occupational health and safety

Given the wide range of attributes possessed by employees working for the Group and the diversity of the work in which they are engaged, we recognize the above human rights issues as potential and important risks, and have taken measures to address them. The following issues were identified during the fiscal 2022 inspection.

- Human rights education: Insufficient awareness of the Human Rights Policy
- Occupational health and safety: Insufficient efforts to collect feedback from employees through workplace environment surveys, and other means
- Grievance mechanisms: Although complaints received by consultation services are handled appropriately, the efficacy of these services has not been sufficiently verified
We will rectify and respond to these issues going forward in order to resolve them.

Assessments Related to Workers at a Natural Rubber Plantation in Thailand

Targets People working at a Surat Thani province natural rubber plantation in southern Thailand

Main human rights issues Forced labor and child labor, impact on local community

Smallholders plantations engaged in natural rubber production pose the greatest human rights risks in the Yokohama Rubber Group supply chain. By the end of December 2022, the Yokohama Rubber Group had visited and conducted interviews at 437 farms in Surat Thani, a province in southern Thailand where natural rubber processing subsidiary Y.T. Rubber Co., Ltd. (YTRC) is located. Although we did not identify any farms with problems related to work environment, illegal development, or deforestation, we will consider improving survey methods and expanding the survey scope in the future.

Development of a Grievance Mechanisms Related to Human Rights

Grievance mechanism for Yokohama Rubber Group employees in Japan

As human resources and workstyles become more diverse, we recognize the importance of having a point of contact for direct consultations on a wide range of human rights issues.

In Japan, the Corporate Compliance Dept. established two consultation services, the Corporate Compliance Hotline and the General Counseling Room, to directly receive complaints and consultations. In addition, Compliance Promotion Managers are assigned to all divisions and affiliated subsidiaries, establishing a network connecting human rights-related complaints and consultations of members* to the Corporate Compliance Dept. The Corporate Compliance Dept. and HR Dept. work together to resolve human rights-related complaints.

Grievance mechanism for all stakeholders worldwide

The Yokohama Rubber Group is a member of the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which provides a non-judicial grievance settlement platform in accordance with the UNGP.

Through JaCER's Engagement and Remedy Platform, which commenced operations in October 2022, we have developed a system facilitating the receipt and appropriate response to complaints from all domestic and overseas Yokohama Rubber Group stakeholders. Verification of grievance mechanism system efficacy is reported to the Corporate Compliance Committee, which conducts evaluations, implements countermeasures, and monitors progress.

* All personnel working for the Yokohama Rubber Group, including full-time employees, contract employees, temporary workers, and contractors.

Japan Center for Engagement and Remedy on Business and Human Rights (JaCER) complaint reporting platform <https://jacer-bhr.org/en/application/index.html>

Future Issues and Measures

In fiscal 2022, we formulated the Yokohama Rubber Group Human Rights Policy, and implemented additional initiatives including the development of a grievance mechanism for complaints from all domestic and overseas stakeholders of the Yokohama Rubber Group. Further, as part of our human rights due diligence efforts, we conducted self-assessments with respect to two rights holders.

In fiscal 2023, we will conduct human rights risk assessments,

incorporating advice from external experts, to identify and evaluate negative impacts occurring in the Yokohama Rubber Group supply chain, as well as expand and accelerate efforts to prevent and reduce human rights infractions at Yokohama Rubber Group business sites and in the supply chain in accordance with the UNGP and Japanese government "Guidelines on Respecting Human Rights in Responsible Supply Chains."