

CSR Report of Mishima Plant (SP)

Business activities: Production of tires for passenger cars, race cars and light trucks
Total site area: 112,000 m²
Number of employees: 879 (as of March 2018)
Location: 8-1 Minami-Futsuka-machi, Mishima City, Shizuoka 411-0832, JAPAN
Contact for consultation and complaints:
 Mishima Plant Operation Division
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Message from the General Manager



Tatsuo Takayoshi

The Mishima Plant is located in Mishima City in the North Izu area of Izu Peninsula UNESCO Global Geopark in eastern Shizuoka Prefecture. The World Heritage Site Mt. Fuji can be seen to the north of this location that is blessed with magnificent views and abundant nature. The plant mainly manufactures tires for passenger cars and light trucks. We also produce racing tires for motor sports. The plant is surrounded by clear water that is part of the natural abundance of Mt. Fuji and the Izu Geopark, and thanks to the tree planting of the Yokohama Forever Forest Project that

the Yokohama Group has been engaged in since 2007, it has been possible to see fireflies in the early summer in the tree planting areas in front of the plant in recent years. Meanwhile, residential areas have been developed

in the area surrounding the plant as a result of the convenience of the proximity to the Mishima-Futsukamachi Station on the Izu Hakone Railway, which means that in addition to control and management of exhaust, drainage, and sound, response to sensory issues such as odors is required, and these are being steadily addressed.

While Yokohama Rubber is aiming to contribute as a member of the global community, the plant is aiming to contribute as a member of the local community.

We would like to foster the abundant natural wealth of the region through participation in clean-up activities around the plant and the Rakujuen section of the Izu Geopark that are currently underway as well as environmental conservation and observation through environmental conservation near the Izu Junkan Expressway/Tamazawa IC and biodiversity activities at the Goten River that flows along the west side of the plant. In the future as well, we will work hard to build trusting relationships with all stakeholders in an aim to be a plant that is loved by the region.

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.

Promotion of employment of people with disabilities and workforce diversity

As of April 2018 the Mishima Plant recruited 1 additional disabled employee during the period from April 2017 to March 31, 2018, making a total of 11 disabled persons currently employed at the Plant. As of the end of March 2018, of a total of 879 employees at the Plant, 35 are women, and 44 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

Five employees took childcare leave in 2017, while another 17 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 2017, a total of 67 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 in four municipalities 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, we have conducted tree-planting activities at the Otsuchicho School in Otsuchicho, Iwate Prefecture, Kibo no mori tsukuri activities ('creation of a forest of hope' to protect lives) in Kakegawa City, and tree planting near the Izu-Jukan Expressway/Tamazawa ramp, and plantings in the grounds of the Mishima Plant. In addition, 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 Mukaiyama 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, fireflies have started to inhabit the area since 2012, and firefly viewing activities have been held every May. In the future, we intend to build on these biodiversity protection activities.



Kakegawa City Kibo no mori tsukuri ('Creation of a forest of hope' to protect lives)



Biodiversity conservation activities



Activities at Mukaiyama Elementary School

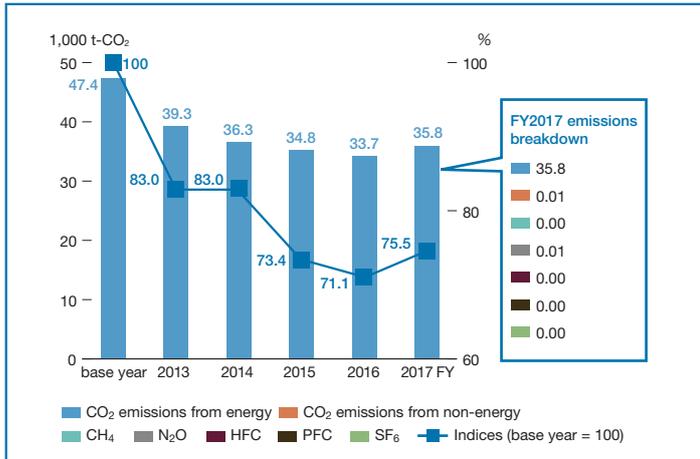


Firefly viewing activities

Environmental data

■ **Reductions in greenhouse gas emissions**

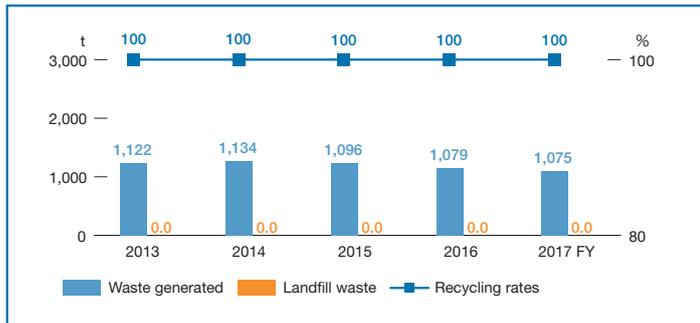
· **Greenhouse gas emissions**



* The base year is deemed as 1990 except for HFC, PFC and SF₆, 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 Coefficients 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.

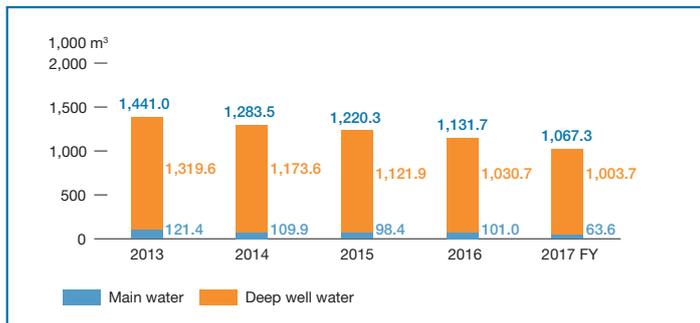
■ **Effective use of resources / Reduction of waste**

· **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	FY2017 results		
			Average	Maximum	Minimum
PH	* 5.8-8.6	6.2-8.2	7.6	7.9	7.2
BOD concentration (mg/l)	15	4 or less	1.1	2.0	0.6
COD concentration (mg/l)	★120	5 or less	1.6	2.5	1.2
SS concentration (mg/l)	20	8 or less	1	2	1.0
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_x, SO_x)**

Substance	NO _x	SO _x
Amount of emission (t/year)	13.6	-

Facility	Substance	Regulatory values	Voluntary standard values	FY2017 results		
				Average	Maximum	Minimum
Mishima Plant Cogeneration	NO _x *1 (ppm)	100	80	36.7	47	32
	Soot and dust (g/m ³ N)	0.05	0.01	Less than 0.01	Less than 0.01	Less than 0.01
Mishima Plant Boiler	NO _x *2 (ppm)	130	65	31.0	32	30
	Soot and dust (g/m ³ N)	0.1	0.02	Less than 0.01	Less than 0.01	Less than 0.01

* 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 Safety Evaluation Table of Domestic Production Bases.](#)

Fair Operating Practices

Relationship with business partners

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

Date/Time: November 29, 2017: 1:00 p.m. to 3:00 p.m.

Location: Meeting Room 1, Mishima Plant

Seminar content:

- Message from the president
- Revision of self-diagnosis sheet
- Trends and initiatives in transaction optimization
- SDGs (Sustainable Development Goals)
- Resource recycling

- Labor management and workplace safety

Instructor for those stated above: Manager Abe of the Material Procurement Division

- Environmental contribution activities at the Mishima Plant

Instructor: Staff Member Miyazaki of the Equipment Procurement Section, Indirect Materials Procurement Dept.

Participants: 38 people from 41 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 2017, the Office conducted 264 interviews (114 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 2017.

Thanks to effective explanations of the Mishima Plant's environmental measures and a willingness to listen to local residents' views, in 2017 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 2017. A total of 101 persons participated in this event.
- The plant's gymnasium facilities were lent out 672 times during fiscal 2017 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 2017, some 138 employees gave blood.
- 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 5 times in fiscal 2017.
- 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 6 clean-up activities were held there in 2017.

Plant tours and workshops

In fiscal 2017, we accepted 74 factory tours with a total of 1,163 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