

# CSR Report of Yokohama Tyre Vietnam Inc. (YTVI)

**Business activities:** Production and sale of tyres for motorcycles (MC), small trucks (LTB), industrial vehicles (ID) as well as spare tires for passenger vehicles (PCB). From FY2016 we commenced import sales of Yokohama's radial tires including passenger car radial tires (PCR).

**Total site area:** 44,400 m<sup>2</sup>

**Number of employees:** 561 (as of January 2016)

**Location:** No.17, Street 10, Vietnam Singapore Industrial Park, Thuan An District, Binh Duong Province, VIETNAM

**Contact for consultation and complaints:**

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## Message from the President



Masaki Nakamura

As a plant engaged in tire production, Yokohama Tyre Vietnam Inc. (YTVI) is the most southerly within the Yokohama Rubber Group (YRC), located in the Vietnam Singapore Industrial Park established in Binh Duong Province and specializing in the production of bias tires. In 2016, we celebrated 10 years since our founding in 2006.

Further, we also combined the production and sales functions, so that we not only export to Japan (LTB/ID/PCB), but also sell MC/LTB in the Vietnamese market, and we started PCR sales in fiscal 2016.

The activities we conduct are based upon the three corporate pillars of "safety, environment and quality."

- ◆ Providing customers with products that can be used safely with peace of mind
- ◆ Creating workplaces where employees can feel safe and secure

◆ We actively engage in measures such as plantings and environmental education conducted at neighborhood elementary schools, etc., all of which are based on the "YOKOHAMA Forever Forest Project" Looking to the future, as we aim to become a business that is even more deeply-rooted in and trusted by local regions, despite a small company within the Yokohama Rubber Group, we hope to work even harder to ensure that our existence is known.



Company's 10th Anniversary — 3 May



## Organizational Governance

Based on the company's policies and standards, employee education regarding legal compliance is regularly conducted, and we continue to work to improve employee awareness of such compliance issues.



Compliance Training



We have also revised how agreements are reached with respect to authorization rights and routes, and we have improved the shape of operations so they fit more easily with the nature of actual business. We are reviewing our meeting structure so that it is possible to share information and make decisions based on rank, while remaining aware of efficient, local-driven operations.

## Human Rights

### Education on respect for human rights

In 2016, events such as cooking contests, eat-out, and giving of commemorative gifts are held in cooperation with the labor union on International Women's Day every March and Vietnamese Women's Day every October.



Women's Day



Cooking contest

### Complaints and requests from employees

Complaints and requests are collected from workers once a quarter, and once the company's stance is explained at the labor and management council, these complaints and requests are responded to individuals. Furthermore, in fiscal 2016 the representatives of labor union and the company exchanged views on Green Day once a month to strengthen the mutual relationship and respond promptly to specific requests and complaints.

### Communication with employees

We planned various activities such as an end-of-year party, sports day, family day, and company tours, etc., to strengthen communication with the employees.



End-of-year party



Sports day



Family day



Company tour

### Education and training for employees

We have designated the first day of every month as Green Day and are improving environmental awareness through cleaning both inside and outside of the factories and teaching everyone to separate their garbage. Also, in fiscal 2016, we collected environmental slogans during Environment Month and worked to reduce plastic through distribution of portable reusable cups, as well as started environmental and safety study meetings using a quiz format, and worked to improve environmental and safety awareness among employees.



Environmental and safety study meetings

### Responses in case of disaster

We implement carefully-planned response drills to fires and disasters, and participation at least once a year is mandatory for all employees. In addition, drills on food poisoning are conducted to respond to the characteristics of the region.



Fire drills



Disaster response drills

### Gender equality

We are promoting women's management positions (at the rank of General Manager, etc.). Of the eight such positions within the company, four are occupied by women.

Monthly local follow-ups on environmental/energy saving activities and regular audits of industrial waste processing companies are conducted. Green Day events are conducted on the first day of every month with the aim of improving environmental awareness through clean-up activities at plants and education regarding waste-collection and separation practices. Also in fiscal 2016 we registered our Green Wave activities, and maintained the trees within the grounds of the plant as well as cleaning activities.



Green Wave activities

In addition, we are actively rolling out energy-saving improvement activities and are contributing greatly to reducing the amount of energy used.

### Environmental data

Category	FY2012	FY2013	FY2014	FY2015	FY2016	
Waste generated (t)	440	486	425	440	360	
Proportion sent to landfill (%)	0.0	0.0	0.0	0.0	0.0	
Landfill waste (t)	0.0	0.0	0.0	0.0	0.0	
Energy use (oil equivalent: kl)	Electric power	1,934	2,337	2,071	2,361	2,224
	Fuel	1,420	1,703	1,435	1,575	1,426
	Total	3,354	4,040	3,506	3,936	3,650
Greenhouse gas emissions (1,000 t-CO <sub>2</sub> )	8.1	9.7	7.6	8.2	5.8	
Water usage (1,000 m <sup>3</sup> )	42	58	53	48	44	

\* FY: January to December

\* Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Calculation of emissions from overseas business locations in FY2015 was based on the Greenhouse Gas Protocol Initiative.



## Fair Operating Practices

Suppliers are audited, plant tours conducted and opinions exchanged, etc. We also conduct internal compliance education.



## Consumer Issues

### Communication with customers

As making information open to public, especially tire consumers in the Vietnamese market, we operate the Yokohama Tyre Vietnam website in order to release product information and news related to our company (in Vietnamese). We actively promote participation in various events and

exhibitions.

In fiscal 2016, we started safety awareness activities for truck and bus drivers using the slogan "Get home safe".

Further, we also actively participated in the charity caravan organized by the motorbike fan club and soccer schools for children.



Charity caravan



Soccer school for children



## Community Involvement and Development

### Relationship with local societies

In recent years, we have developed tree-planting activities and education at local elementary schools in the Forever Forest Project, and implemented these activities at two schools in fiscal 2016.

In addition, in fiscal 2016 we participated in a charity walk organized by the industrial park, and provided support for people living in flooded areas of the central region as a part of disaster relief.

These activities have been significantly recognized, and we have been winning the Best Business Award of Binh Duong Province every year.



Tree-planting at local elementary schools



Participation in the charity walk