

CSR Report of Yokohama Rubber (Thailand) Co., Ltd. (YRTC)

Business activities: 1. Assembly and sale of oil pressure hoses for construction machinery, and power steering hoses for automobiles
2. The production and sale of automobile windscreen sealant materials

Total site area: 25,000 m²

Number of employees: 132 (as of April 2016)

Location: Eastern Seaboard Industrial Estate, (Rayong) 64 Moo 4 Tambol Pluakdaeng, Amphur Pluakdaeng Rayong 21140, THAILAND

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Message from the President



Atsushi Yamada

Yokohama Rubber (Thailand) Co., Ltd. was established in 1996 in the Eastern Seaboard Industrial Estate, located 100 km southeast of Suvarnabhumi International Airport, a metropolitan airport in Thailand that has been in operation for 21 years. Around the Industrial Estate, pineapple, mango and durian fields are scattered, indigenous products of Thailand, and it is a place of a beautiful natural environment. Now, Yokohama Rubber (Thailand) Co., Ltd. manufactures high pressure hoses for construction machines, hydraulic hose

pipes and Teflon hose pipes for automobiles, wind sealant materials for automobiles and sells to mainly ASEAN countries and India. In particular, in Thailand, we maintain a large share of high pressure hoses for construction machines and wind sealant materials for automobiles. As the surroundings of the Industrial Estate comprise an agricultural area, the Industrial Estate is required to have stricter standards for air and water quality than national standards and the Plant meets these standards. For maintaining safety, environment and quality, Yokohama Rubber (Thailand) Co., Ltd. holds OHSAS 18001, ISO 14001, ISO 9001, ISO/TS 16949 and JISQ 50001 certifications and continues to acquire them.

Organizational Governance

We held meetings to explain employee regulations. We also enhance an awareness of compliance that is in line with the Yokohama Rubber Code of Conduct, and we also work hard to maintain and improve such awareness.

Human Rights

Our company regulations set out the age at which recruitment of labor and work are possible. We use these provisions within the company regulations to educate our employees. As of April, 2017, we have a workforce of 136 people (comprising 4 Japanese expatriate staff, 2 Thai directors, and 130 Thai employees).

By gender, there are 101 males and 35 females. In total, we have 20 management class staff. By gender, there are 14 males (3 Japanese, 11 Thais) and 6 females (6 Thais). One of these employees (female) has a handicap.

Labour Practices

There is a mechanism that enables workers to place complaints and suggestions in the "President's suggestion box". Only the president can browse this, and so enables employees to make proposals to the president directly.

The Environment

Environmental management

We have made efforts to achieve three goals.

1. Reducing the volume of paper used
2. Waste reduction
3. Reducing waste in the production of sealant materials

The Environment



Environmental data

Category	FY2012	FY2013	FY2014	FY2015	FY2016	
Waste generated (t)	362	432	368	348	413	
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	415	407	377	421	406
	Fuel	144	133	124	117	114
	Total	559	540	501	539	520
Greenhouse gas emissions (1,000 t-CO ₂)	1.3	1.2	1.1	1.1	1.1	
Water usage (1,000 m ³)	7.9	7.0	10.5	11.5	7.3	

* 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 FY2016 was based on the Greenhouse Gas Protocol Initiative.

Fair Operating Practices

To maintain Fair Operating Practices, the Yokohama Rubber Code of Conduct was translated into Thai and distributed to all employees. Additionally, its purpose was explained to enhance employee awareness of appropriate behaviors.

We follow labor laws related to safety regulations. We are also participating in an anti-drug project.

Consumer Issues

We hold in-house quality improvement meetings once a month. Further, we share problems at the monthly management meeting, and discuss and determine methods for improvement.

Community Involvement and Development

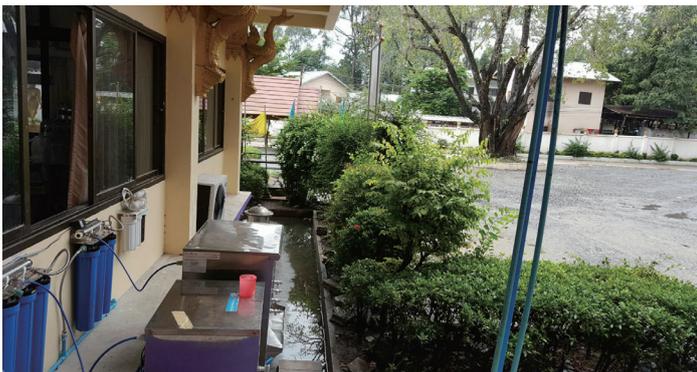
We contribute locally (money and goods) every year. In 2016, the water fountains at Wat Thung Heang monastic school was outdoors, making them difficult to use on rainy days. From October 10 to 31, we manufactured a roof at our factory and assembled it on-site.



Appearance of the monastic school



Commemorative photo upon completion of the roof



The water fountains