

People | (Respect for Human Rights, Diversity & Inclusion)

Yokohama Rubber respects human rights both internally and externally and develops employee-friendly environments in which everyone can be safe and secure. We aim to be a company in which people can fully demonstrate their abilities, regardless of gender, nationality, age or other attributes.

Respect for Human Rights

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 are 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 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 taking into consideration the scope of such impact. Accordingly, we have established the Yokohama Rubber Group Action Guidelines to indicate our internal and external efforts to respect human rights and to define the actions to be taken by our employees.

Furthermore, based on the United Nations Guiding Principles on Business and Human Rights*, 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 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 were approved by the United Nations Human Rights Council in 2011 as a framework for respect for human rights applicable to all nations and all companies. The Guiding Principles place "the responsibility of companies to respect human rights" as an important pillar of the Guiding Principles, along with "the obligation of states to protect human rights."

Respect for International Human Rights Norms

The Yokohama Group supports and respects the International Bill of Human Rights, which includes the United Nations Universal Declaration of Human Rights that stipulates the fundamental human rights equally entitled to; the Guiding Principles on Business and Human Rights; the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental labor 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). Note that 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 (Established on April 2022)

1. Positioning of the Human Rights Policy
2. Respect Human Rights
3. Implementation of Human Rights Due Diligence
4. Issues Related to Human Rights
5. Grievance Mechanisms
6. Education
7. Information Disclosure

* Only items listed. See the Yokohama website for details.

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



Major Human Rights Issues

The Yokohama Group has identified the following six issues as major human rights issues related to its business activities and works to take corrective action to prevent or mitigate their adverse impacts.

1. Discrimination

The Yokohama Group does not, under any circumstances, engage in any form of discrimination on the basis of nationality, race, ethnicity, gender, age, disability, social background, gender identity, sexual orientation, political views or otherwise.

2. Harassment

The Yokohama Group does not tolerate conduct that unreasonably harms the dignity of workers or any form of harassment, whether mental or physical.

3. Forced labor and child labor

The Yokohama Group does not tolerate any form of modern slavery in its business activities in any country or region, including child labor below the working age stipulated by the laws of the relevant country, forced labor and human trafficking.

4. Freedom of association and right to collective bargaining

The Yokohama Group respects the rights granted to workers including freedom of association and the right to collective bargaining, and endeavors to build, maintain and improve trust and healthy cooperative relationships through a dialogue between labor and management.

5. Occupational health and safety

We regard health and safety as the basis of everything we do, and make every effort to prevent occupational accidents and create a workplace that is healthy and comfortable both mentally and physically.

6. Impact on local communities

The Yokohama Group acknowledges that there are matters concerning land rights, water management, the rights of indigenous peoples and other issues in the local communities that are affected by its business activities. In the local communities in which we operate, we will fulfill our responsibilities to respect human rights and aim to make sustainable contributions to the community.

Diversity & Inclusion

Basic Approach

Yokohama aims to create an employee-friendly environment where employees can fully demonstrate their abilities, regardless of gender, nationality, age or other factors.

In 2016, we established the Women's Participation and Advancement Taskforce, and in 2019 it was renamed as the Diversity Promotion Taskforce to coincide with an expanded scope of activities. Through activities to raise awareness of diversity and inclusion (D&I), the task force works to create a corporate culture in which a diverse range of human resources can succeed while accepting and respecting one another, and strives to create new value beyond conventional boundaries.

Specifically, we promote the advancement of women, provide support for child and family caregivers, conduct seminars to facilitate the acceptance and understanding of people with disabilities and LGBTQ+*, and promote the development of workplace environment that is comfortable for a diverse range of human resources.

* LGBTQ+: An umbrella term describing sexual minorities including those who identify as lesbian, gay, bisexual, transgender, transsexual or questioning.

D&I Measures

To achieve our vision, we have implemented the following measures.

Recruitment from Many Sources

We recruit new graduates on a stable basis reflecting a long-term perspective. Based on our business needs, we also recruit experienced talent (mid-career hires). In addition, we promote and assign the most appropriate human resources for each job from various perspectives, including older human resources and early internal appointments.

Employment of Persons with Disabilities

In the employment of persons with disabilities, to date we have focused on jobs in which people can succeed regardless of disabilities within our existing operations, and have periodically accepted new graduates at each business site. Going forward, we will continue to develop new business operations as we broaden the scope of employing persons with disabilities.

Employment of Older Human Resources

Yokohama Business Association Co., Ltd., a wholly owned subsidiary of Yokohama Rubber, rehires staff members who have reached mandatory retirement age and dispatches them to Yokohama. This provides an opportunity for employees with a strong willingness to work to continue to flourish utilizing their extensive knowledge and experience until they reach age 70.

Support through Seminars and Other Activities

We conduct various seminars designed to support the successes of a diverse range of human resources, including seminars to strengthen diversity management capabilities, career development support seminars designed to promote female advancement, exchange sessions between employees balancing their careers with child-rearing and health seminars (mental health measures, harassment prevention measures, breast cancer, uterine cancer, menopause, sleep disorders, etc.).

Participation in work with Pride 2021

Yokohama was one of the companies participating in the work with the Pride 2021 Organizing Committee formed by work with Pride, a voluntary group that supports the promotion and instilment of diversity management relating to sexual minorities such as LGBTQ+ at the workplaces of companies, groups and other entities. The committee conducted activities to plan and operate a conference about LGBTQ+ and the workplace.



Future Tasks

• Global Diversity

At the Yokohama Group, where overseas sales account for 60% of all sales, we recognize the need for organizational structures in which local human resources well versed in the local language and culture operate business as regional managers in order to prevail amid global competition. We will also do more to develop workplace environments that enable foreign nationals working at our domestic sites to succeed.

• Improving the Percentage of Managerial Positions Filled by Women

As of December 31, 2021, the percentage of managerial positions filled by women at Yokohama was 1.12% (8.53% Groupwide). However, since fiscal 2007 when the percentage of new graduate hires who were female surpassed 20% for the first time, the employees who have joined Yokohama are increasingly candidates for managerial positions, and going forward, we expect the number of female employees in managerial positions to increase. We also utilize an early promotion system with the aim of further facilitating the success of female management personnel.

TOPIC

Employing People with Disabilities through Yokohama Peer Support Co., Ltd.

Yokohama Peer Support is a special subsidiary of Yokohama Rubber and was established in 2012 to create opportunities to employ persons with disabilities. The services performed by its employees include the cleaning of more than 160 locations in the Hiratsuka Factory such as restrooms, various meeting rooms and break areas, greening work, the sorting and dispatching of postal and internal mail, and the creation of business cards. Recruitment has continued periodically each year since the company's establishment, and as of December 2021, the company employs 43 people, mainly those with intellectual disabilities.

By having instructors who mainly comprise past employees of Yokohama who carefully guide these employees each day, we strive to create a workplace environment in which each person can go about their duties with peace of mind. Additionally, not only offering regular consultations but also individual interviews twice a year, we endeavor to stay abreast of employees' career goals, requests or concerns and improve the employee retention rate.

