



Respect for Human Rights

Relevant materiality	What we aim to do
 Development of human capital capabilities for sustainable corporate value enhancement	<ul style="list-style-type: none"> • Foster diversity and inclusion • Develop safe and healthy work environments • Respect the human rights of employees
 Establishment of a sustainable supply chain	<ul style="list-style-type: none"> • Procure sustainable natural rubber • Respect for human rights in the supply chain

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.

Yokohama Rubber Group Action Guidelines

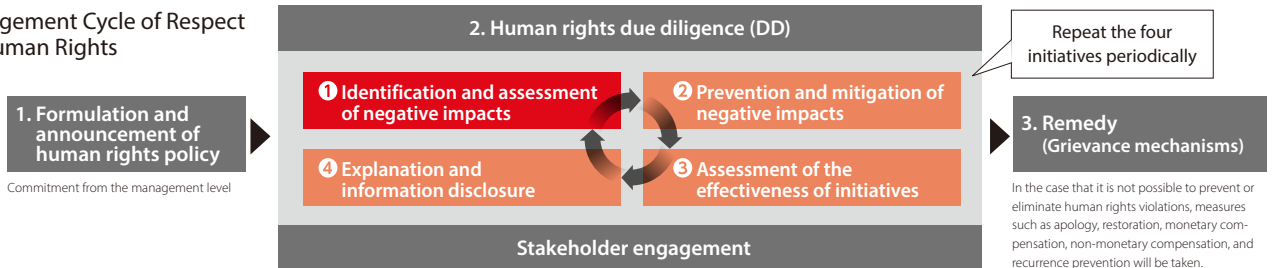
<https://www.y-yokohama.com/global/sustainability/feature/>

Yokohama Rubber Group Human Rights Policy

https://www.y-yokohama.com/global/sustainability/people/human_rights/policy/

Management Cycle of Respect for Human Rights

Management Cycle of Respect for Human Rights



Human Rights Due Diligence Initiatives

Based on the Yokohama Rubber Group Human Rights Policy formulated in April 2022, the Yokohama Rubber Group will develop and strengthen its human rights due diligence (human rights DD) system and conduct human rights due diligence on a regular basis to make sure that responsibilities to respect human rights are carried out, and that related duties are executed properly.

Fiscal 2023 initiatives

In fiscal 2023, in order to identify important human rights themes that can bring potential risks from the perspective of human rights in the supply chain, we held a Human Rights Due Diligence Workshop

and conducted an impact assessment*¹ based on the identified three material human rights themes.

<Material human rights themes>

1. Working environment of foreign workers in Japan
2. Impact on the working environments of workers and the environment of nearby residents at small holdings (Thailand, Indonesia, etc.) from which rubber raw materials are procured
3. Workplace environment for workers at contractors (manufacturing, distribution, sales, and disposal)

*1 A survey in which on-site interviews are conducted regarding specific human right issues and stakeholders to find out whose and what human rights are actually affected or not.

Conducting an impact assessment

In fiscal 2023, we conducted an impact assessment about the first theme, "working environment of foreign workers in Japan."

<Questionnaire surveys of foreign workers working at manufacturing sites in Japan>

From September to October in 2023, we conducted questionnaire surveys on the employment status and working environment of foreign workers, including dispatched workers, engaging in services at seven manufacturing sites in Japan (Hiratsuka Factory, Mie Plant, Mishima Plant, Onomichi Plant, Shinshiro Plant, Ibaraki Plant, and Nagano Plant).

The questionnaire surveys were conducted in such a way that respondents read a QR code with their smartphone and answered questions (available in six languages of Japanese, English, Portuguese, Tagalog, Burmese, and Chinese) anonymously. Of 536 subjects, 484 people responded to the questions (response rate: 90.3%).

After analyzing the contents of questionnaire replies, we measured an overall trend and the level of respect for human rights of foreign workers at each manufacturing site, and selected sites to interview with foreign workers in person.

<Interviews with foreign workers>

Based on an analysis of the results of the questionnaire, we conducted first-person interviews with foreign workers at two sites in December, 2023. The interviews were conducted by CRT*2 Japan on

a group of four or five foreign workers without the presence of Yokohama Rubber's managers or representatives. One of the foreign workers interviewed acted as interpreter at each site.

As the result of the interviews, even though it was found that there were no serious problems that would have negative impact on human rights, we received the following recommendations from CRT Japan regarding the working environment of the foreign dispatched workers working at our sites.

1. Encourage staffing companies to provide thorough explanations on workers' rights at the time of contract.
2. Encourage staffing companies to pay salaries as contracted faithfully.
3. Promote the development of substantial bailout measures.
4. Confirm whether living wages are guaranteed on a regular basis.
5. Record the contents of consultations and responses to such consultations.
6. Give feedback to workers (reports and disclosures about the way the contents of their consultations have been handled).

Going forward, we will more actively exert our influence on the staffing companies and enforce engagement with foreign workers in light of the recommendations from CRT Japan, and evaluate and improve the status of such efforts on a regular basis.

*2 CRT: Caux Round Table

Human Rights-related Grievance Mechanism

For Yokohama Rubber Group employees

For Yokohama Rubber Group employees working in Japan, we have established the Corporate Compliance Hotline and the General Counseling Room, where we directly receive complaints and consultations via phone and e-mail. We ensure that the privacy of whistle blowers and consulters is protected, and that the fact that we have received reports or consultations and their details are kept confidential. We also make sure that such whistleblowers and consulters will not suffer detrimental treatment on the ground of blowing the whistle or consulting unless they have done so for a malicious and fraudulent intention.

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), and has developed a system facilitating the receipt and appropriate response to grievances from all domestic and overseas Yokohama Rubber Group stakeholders through JaCER's grievance reporting platform. This grievance reporting platform is accessible to anyone through the Contact Us page on the Yokohama Rubber's website or the JaCER's website. When a grievance is filed, JaCER confirms its details and takes necessary measures.

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

Practical Example of Exploitation × Exploration

Holding of Human Rights Due Diligence Workshop

In May 2023, we held a Human Rights Due Diligence Workshop to discuss matters that can bring potential risks on a Group-wide level from the perspective of human rights in the supply chain developed by the Yokohama Rubber Group. Inviting Hiroshi Ishida, Executive Director of the Caux Round Table (CRT) Japan, as an instructor and advisor from a third-party institution, we held the workshop featuring 32 employees (20 in the meeting room, 12 online) at the department or section manager level from domestic and overseas sites of the Group. They carried out the discussion while drawing advice from CRT, and identified important human rights themes of the Yokohama Rubber Group.



Lecture presented by Mr. Ishida from CRT Japan