

FY2023 initiatives

In fiscal year 2023, to identify potential human rights risks within the supply chain, we held a "Human Rights Due Diligence Workshop" bringing together relevant departments. This workshop resulted in the identification of key human rights themes within our value chain. Following this, we conducted an impact assessment* of these identified human rights themes.

※We conducted a research investigation, including on-site interviews with rightsholders, to identify specific human rights issues and rightsholders (individuals potentially impacted by our business activities). This research aimed to confirm who and which human rights are actually being affected or not affected.

1. Holding a Human Rights Due Diligence Workshop

In May 2023, Yokohama Rubber Group held a "Human Rights Due Diligence Workshop" to discuss potential human rights risks across the global supply chain of its operations. The workshop, which brought together over 30 participants, including department heads from domestic and international locations, was facilitated by Mr. Hiroshi Ishida, Executive Director of the Japan Committee of the Corporate Responsibility Roundtable (CRT), who served as a lecturer and advisor. Through discussions and insights from CRT Japan, the workshop identified key human rights themes relevant to Yokohama Rubber Group.

<Key Human Rights Themes>

1. Working Conditions for Foreign Workers in Japan
2. Labor conditions of workers and environmental impact on nearby residents in rubber raw material sourcing locations (Thailand, Indonesia, etc.)
3. Workplace Environment for Workers at Contracted Companies (Manufacturing, Logistics, Sales, and Waste Disposal)



Lecture by Mr. Ishida of the Japan Committee of the Corporate Responsibility Roundtable (CRT)



Group work in six teams

2. Conducting an Impact Assessment

For the three key human rights themes identified in the 2023 Human Rights Due Diligence Workshop, we will conduct impact assessments to investigate and evaluate the presence and extent of any potential negative impacts on human rights for affected stakeholders. Based on the findings, we will implement necessary remedial and preventative measures.

In fiscal year 2023, we conducted an impact assessment on the first theme, "Working Conditions for Foreign Workers in Japan."

<Survey of Foreign Workers Employed at Domestic Manufacturing Sites>

From September to October 2023, a survey regarding employment and working conditions was conducted among foreign workers (including temporary workers) employed at seven domestic manufacturing facilities: Hiratsuka Manufacturing Plant, Mie Factory, Mishima Factory, Onomichi Factory, Shinjo Factory, Ibaraki Factory, and Nagano Factory. The survey was conducted using a QR code that foreign workers could scan with their smartphones. The questionnaire was available in six languages: Japanese, English, Portuguese, Tagalog, Burmese, and Chinese, and respondents could answer anonymously. Out of 536 targeted individuals, 484 responded to the survey, resulting in a response rate of 90.3%. We analyzed the survey data to assess the overall trends and the level of respect for human rights among foreign workers at each manufacturing site. Based on this analysis, we have selected specific locations for direct interviews with foreign workers.

<Interviews with Foreign Workers>

In December 2023, based on the analysis of the survey results, direct interviews with foreign workers were conducted at two locations. The interviews were conducted in a group format, with 4-5 foreign workers per group, facilitated solely by the CRT Japan Committee. Yokohama Rubber management or personnel did not participate in the interviews. Translation was provided by one of the foreign workers from each location.



Scenes from interviews with foreign workers at a factory

While the interviews did not reveal any significant human rights issues, the CRT Japan Committee offered the following recommendations regarding the working conditions of foreign temporary workers at our facilities:

1. To promote the thorough explanation of worker rights during the contracting process by temporary staffing agencies.
2. To promote the thorough implementation of payment according to the terms of the contract by temporary staffing agencies.
3. To promote the development of practical redress mechanisms.
4. To regularly verify that living wages are being secured.
5. To document consultation content and responses.
6. To provide feedback to workers (reporting and disclosure of initiatives).

Moving forward, we will strengthen our engagement with temporary staffing agencies and foreign workers, taking into account the recommendations from the CRT Japan Committee. We will also regularly monitor the progress of these initiatives.

3. Grievance List (Reports Received Through the Grievance Handling System)

Here are the human rights-related reports received through the grievance handling system and their corresponding responses during fiscal years 2022-2023:

Time of report	Reporter	Domestic/Overseas	Content	Response	Progress
DEC 2022	Subcontractor	Domestic	Discriminatory treatment compared to other companies	Through dialogue, we were able to reach an understanding that there had been no discriminatory acts or acts in violation of the Subcontracting Law, and the matter was resolved.	Closed (no longer accepting applications)
JUL 2023	Group company employee (anonymous)	Domestic	Power harassment	Because the person is anonymous and cannot be contacted after the report is received, corrective and preventive measures such as harassment prevention education are implemented.	Closed (no longer accepting applications)
NOV 2023	Former group company employee (anonymous)	Overseas	Unjustified dismissal, harassment during employment	Investigation of the facts	Investigation ongoing
DEC 2023	Consumer (anonymous)	Domestic	Harassment in group companies	As a result of the investigation, the facts of the report were confirmed, so we took action internally, such as disciplinary measures, and reported back to the whistleblower.	Closed (no longer accepting applications)