

BRIDGESTONE GROUP GLOBAL HUMAN RIGHTS POLICY

As part of our commitment to be a true global leader in all that we do, the Bridgestone Group is committed to advancing fundamental human rights and responsible labor practices throughout our worldwide operations. We believe this commitment is not only the right thing to do, but also foundational to enhanced job satisfaction and pride for our employees, which is in turn critical to sustainable success for our business. We strive to uphold fundamental human rights principles in all the ways that we interact with people as employees, consumers, customers, suppliers, contractors, and community members wherever we conduct business. To ensure that we are living up to our commitments, we will conduct appropriate training on this policy and due diligence to identify and remediate any adverse impact that any of our operations may have.

Bridgestone respects international norms for human rights, such as the fundamental principles generally reflected in the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights, various International Labor Organization (ILO) Conventions, and other globally recognized standards. These standards help inform Bridgestone's principles and approach on human rights issues.

Our human rights policy applies to all employees and locations in the companies of the Bridgestone Group. We expect all of our employees to uphold this policy, and we expect our vendors and suppliers to do the same.

Respect for Diversity and Inclusion

As an organization, we believe that all people have the right to participate in the labor force to the full extent of their individual desire and capability. We further believe that bringing together individuals who have diverse backgrounds, experiences, skills, and perspectives adds value to our business, and even more so when we all integrate into a cohesive team. Accordingly, we value diversity and expect all employees to support an inclusive environment founded on teamwork and respect. We are convinced that doing so will help us to attract, develop, and retain the best talent in the market for the greater good of our company.

Prohibition of Discrimination and Harassment

We affirm the fundamental principle that everyone is entitled to fair treatment and equal opportunity without discrimination on the basis of any characteristic such as race, ethnicity, color, nationality, gender, sexual orientation, gender identity, age, language, religion, creed, social status, or disability. We do not tolerate behavior that is discriminatory, harassing, disrespectful, or otherwise degrading to individual dignity. We are committed to protecting the rights of individuals in traditionally under-privileged groups and expanding their employment opportunities.

Focus on Workplace Safety and Health

At Bridgestone, we live by the principle of "Safety First, Always." Creating a safe workplace for all is one of our core business values and is everyone's shared responsibility. For more information on our occupational safety and health programs, please see: https://www.bridgestone.com/responsibilities/safety_health/index.html.

Commitment to Responsible Labor Practices

As a global leader, Bridgestone is committed to ensuring our compliance with all applicable laws, regulations, and other employment standards. We believe in doing our part to abolish the unacceptable practices of child labor and forced or compulsory labor throughout the world. We prohibit child and forced/compulsory labor in our organization, and in our supply chain. Beyond our commitment to compliance, we strive to provide quality job opportunities for residents of our local communities, with reasonable working hours, clean and safe working conditions, and fair, market-competitive pay and benefits.

Protection of Free Speech and Association

We believe that all people have the right to have their voices heard by raising their good faith concerns, either openly or anonymously, without any negative consequence. To that end, we respect the right of all employees to choose, voluntarily and free from coercion, whether to bargain collectively and seek representation by third parties, including trade unions, or to refrain from doing so. We also believe that employees should be fully and accurately informed when making the important decision of whether to elect a third party to represent them. In any event, at Bridgestone we are committed to creating a culture of openness and employee involvement in all of the locations in which we operate.