BRIDGESTONE
Solutions for your journey

BRIDGESTONE EUROPE NV/SA

MODERN SLAVERY STATEMENT 2020

1. Introduction

As a global organisation, the Modern Slavery Act 2015 (Act) applies to the following UK entities within the Bridgestone family:

- **Bridgestone Europe NV/SA, UK Branch.**
- **Bulldog Remoulds Limited.**
- **ETB Tyres Limited and Exhaust Tyres and Batteries (Worcester) Limited.**
- **Webfleet Solutions sales B.V., UK Branch.**
- **Bridgestone Industrial Limited.**
- **Bridgestone Aircraft UK Tyres.**

2. Bridgestone's Mission Statement & Global CSR commitment

Bridgestone's mission statement is "*Serving Society with Superior Quality,*" supported by our global corporate social responsibility commitment, "*Our Way to Serve.*"

Our Way to Serve, advances Bridgestone's mission by helping improve how people move, live, work and play. Our Way to Serve focuses on three Priority Areas: Mobility, People and Environment.

Through this mission, we strive to be a company trusted by you, our customers and suppliers across the world. Within our commitments it includes our focus on anti-slavery and human trafficking.

3. This Statement

This statement is made pursuant to section 54 of the Act and relates to the financial year ending December 2020.

This statement sets out the steps that we at Bridgestone Europe NV/SA, Belgium and the following UK based subsidiaries, (**Bridgestone UK Branch, Bulldog Remoulds Limited, ETB Tyres Limited and Exhaust Tyres and Batteries (Worcester) Limited**) have taken and continue to take to ensure that modern slavery and human trafficking is prevented within our organisation and supply chains.

4. Bridgestone Europe NV/SA business structure

Bridgestone Europe NV/SA is a subsidiary within the Bridgestone Corporation and its UK subsidiaries listed here remain subject to the Act. The Bridgestone global corporation remains one of the largest manufacturers of tyres and rubber products worldwide and is a global leader in sustainable mobility and advanced solutions.

- **Bridgestone UK Branch**, is a sales branch entity of Bridgestone Europe NV/SA, engaged in the wholesale of tyres produced by Bridgestone to a range of customers for both consumer

and commercial vehicles. The UK branch imports tyres from factories in the EU and elsewhere across the world as well as sourcing from the UK based re-tread plants, for sales in the United Kingdom. The UK branch also provides mobility solutions, primarily to fleet customers.

- **Bulldog Remoulds Limited** is engaged in the business of producing retread tyres, a process which extends the life of tyres by applying new tread to worn tyres. The worn tyres are procured from a variety of sources and new tread materials are supplied by Bandag, the Bridgestone's fully owned retread business.

- **ETB Tyres Limited and Exhaust Tyres and Batteries (Worcester) Limited** are our prominent tyre dealer and service provider across the United Kingdom, servicing our retail customers and sourcing Bridgestone tyres from the Bridgestone Corporation and elsewhere.

5. Our approach to human trafficking and modern slavery

Bridgestone has a zero-tolerance approach to any form of modern slavery and is committed to acting ethically, with integrity and transparency in all business dealings. Our employees operate under a number of policies to ensure a high standard of social, governance and ethical compliance. These include:

- **Group Global Human Rights Policy**

  Our Bridgestone Group Global Human Rights Policy prohibits forced/compulsory labour in our organisation and in our supply chain. The Bridgestone Group Global Human Rights Policy can be accessed here:

  https://www.bridgestone.com/responsibilities/human_rights/

- **Code of Conduct**

  The Bridgestone Group Global Human Rights Policy is reflected in our Global Code of Conduct that sets the standards for our employees' and supplier's behavior.

  The Code of Conduct forms part of our mandatory online-learning for new employees and we require all of our employees to certify compliance with its provisions. The Bridgestone Code of Conduct can be accessed here:

  https://www.bridgestone.com/responsibilities/code/index.html

- **Respect, dignity and diversity.**

  We promote respect, dignity and diversity. In our Code of Conduct we require that Bridgestone and its employees do not discriminate against other employees. Differences in opportunities and/or treatment must be based only on elements relating to an employee's ability, competence, and achievement. We do not allow any discrimination on the basis of race, ethnicity, nationality, birthplace, colour, age, gender, sexual orientation, disability, religion, political affiliation, union membership, marital status or any other characteristic that may be protected by law.

- **Recruitment policy**

We have a robust recruitment policy, including checks of all prospective employees on their eligibility to work in the UK, to safeguard against human trafficking or individuals being forced to work against their will.

6. Our Suppliers

Bridgestone recognises that addressing human rights issues is crucial to sustainability and ensuring long-term stability in terms of human and natural capital.

Bridgestone has developed a Global Sustainable Procurement Policy affirming our respect for international norms for human rights. Suppliers are required to meet at least the Minimum Requirements defined in this sustainable procurement policy in order to do business with Bridgestone. In addition, suppliers are required to meet certain Preferred Practices.

The Global Sustainable Procurement Policy can be accessed here:

https://www.bridgestone.com/responsibilities/procurement/pdf/Policy_English.pdf

We require suppliers to comply with all laws and regulations regarding human rights in their country and/or region of operation and to use their best efforts to have full knowledge of the source of the products and services they supply to enhance the traceability of products and services, and to identify potential human rights impacts.

Furthermore, we encourage our suppliers to:

- Develop training and enhance their employees' knowledge on human rights and other social issues.
- Work towards complying with international standards and best practices regarding human rights, working conditions, or other related issues.
- Support their upstream supply chain to learn about and comply with international standards and best practices regarding human rights, working conditions, or other related issues.
- Verify that they and their upstream supply chain operate in compliance with international standards and best practices relative to human rights, working conditions, or other related issues.

7. Due Diligence processes in relation to Supplier management

Bridgestone has a very large and complex supply chain. Bridgestone's Europe, Middle East, India and Africa region alone has approximately 18,000 suppliers. While all those suppliers must comply with our Global Sustainable Procurement Policy, we carry out additional due diligence on those suppliers operating in areas of higher risk, such as suppliers of raw materials. Such suppliers are assessed annually and scored by Ecovadis, an independent third party specialised in monitoring sustainability in global supply chains.

The Ecovadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labour and human rights, ethics and sustainable procurement. Their team of international sustainability experts analyse and crosscheck companies'

data in order to create reliable ratings, taking into account each company's industry, size and geographic location.

To date, 79% of our suppliers in scope have undertaken a sustainability assessment.

8. Whistleblowing

We operate whistleblowing hotlines through which employees may raise concerns about legal or policy violations or concerns, such as how colleagues are being treated, or suspected practices within our business or supply chain, without fear of retaliation.

To date we have received no reports of human trafficking or slavery from our employees. A link to our whistleblowing hotline, Bridgeline, can be found here:

https://www.bridgestone-integrityline.org

9. Continuous Improvement

With Bridgestone's dogged determination to continuously improve on its commitments, we have outlined below the steps identified at financial year end 2020, approved by the Supervisory Board, to further our risk mitigation endeavours within our organisation and supply chain.

We are keen to make our future improvements measurable and subject to our periodic assessment. The findings will be reported to our Supervisory Board and where improvements are needed, we will act.

Our improvements will see the following steps being taken:

1. Improved measurable key performance indicators to better monitor our compliance levels.
2. A broader alignment driving further collaboration amongst all of the UK entities within the Bridgestone Corporation that remain subject to the Act.
3. Continued focus of staff and supplier awareness throughout the year of the importance of whistleblowing and how to identify human trafficking and slavery.
4. Furthering cross functional collaboration between legal, procurement, CSR and HR.

This Statement is approved by the Supervisory Board of Bridgestone Europe NV/SA

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T.J. Higgins

Chairman

DATE: 30th June 2021