

# **Bridgestone Europe NV/SA**

## **Modern Slavery Statement for 2018**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Bridgestone Europe NV/SA's UK based subsidiaries, Bridgestone UK Limited, Bulldog Remoulds Limited, ETB Tyres Limited and Exhaust Tyres and Batteries (Worcester) Limited have taken and are continuing to take to ensure that modern slavery and human trafficking are not taking place within their businesses or supply chains. It relates to the financial year ending on 31 December 2018.

### **Our organisation's structure and our business**

Bridgestone Europe NV/SA is a subsidiary within the Bridgestone Corporation group of companies ("Bridgestone"), the largest manufacturer of tyres and rubber products worldwide. Bridgestone is focused on its mission of "Serving Society with Superior Quality" and the Bridgestone global corporate social responsibility commitment "Our Way to Serve". Through our Mission, we strive to be a company trusted by the world.

Bridgestone UK Limited is engaged in the wholesale trade in tyres produced by Bridgestone. Those tyres are imported from factories in the EU and elsewhere across the world, or produced in UK based re-tread plants, and sold in the United Kingdom to a range of customers in consumer and commercial markets. Bridgestone UK Limited 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, part of the Bridgestone group.

ETB Tyres Limited and Exhaust Tyres and Batteries (Worcester) Limited were acquired by Bridgestone in September 2018. They are engaged in the sale of tyres from a range of manufacturers and other vehicle related services.

### **Our policies in relation to slavery and human trafficking**

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

- **The Bridgestone Group Statement on Human Rights**

This statement guides us on all matters affecting human rights and labour practices. It expressly prohibits any child labor or forced labour.

- **Code of Conduct / Group Human Rights Policy**

Our Bridgestone Group Global Human Rights Policy prohibits forced/compulsory labour in our organisation and in our supply chain and is applicable to all employees and locations in the companies of the Bridgestone Group. It is reflected in our Code of Conduct that explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

We promote respect, dignity and diversity. In our Code of Conduct Guidelines 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.

Bridgestone Group Global Human Rights Policy can be accessed here:

[https://www.bridgestone.com/responsibilities/human\\_rights/](https://www.bridgestone.com/responsibilities/human_rights/)

The Bridgestone Code of Conduct can be accessed here:

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

We require all of our employees to undertake annual training on the Bridgestone Code of Conduct.

- **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.

### **Our Suppliers**

Bridgestone recognizes 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 policy in order to do business with Bridgestone. In addition, suppliers are required to meet certain Preferred Practices.

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 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; and
- 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.

### **Due diligence processes in relation to supplier management**

Bridgestone has a very large and complex supply chain; Bridgestone's Europe, Middle East 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 an independent third party specialised in monitoring sustainability in global supply chains. Their 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.

## **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. In order to ensure our procurement is conducted according to our philosophy and ethics, we also operate a Supplier's Whistleblowing Channel. Supplier's whistleblowing is a channel at the disposal of our suppliers to encourage them to inform any improper behaviors they consider contrary to applicable laws, rules and regulations.

This statement has been approved by the board of Bridgestone Europe NV/SA.

A handwritten signature in black ink, appearing to read 'Paolo Ferrari', is positioned above the printed name and title.

Paolo Ferrari  
CEO Bridgestone EMEA  
Director of Bridgestone Europe NV/SA

Date: