

Modern Slavery Statement for financial year 2018

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Bridgestone UK Limited (BSUK) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our organisation's structure and our business

BSUK 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.

Our policies in relation to slavery and human trafficking

Bridgestone has a zero-tolerance approach to any form of modern slavery. BSUK 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.

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

Our Bridgestone Group Global Human Rights 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 and our Business Conduct Guidelines that explain the manner in which we behave as an organisation and how we expect our employees and suppliers to act. In the Fundamental Rights Section of the Guidelines we state that Bridgestone and its employees shall respect fundamental human rights, as set forth in their national law, EU law and applicable international conventions. We promote respect, dignity and diversity. In our Code of Conduct and in our Business Conduct Guidelines we require that Bridgestone and its employees do not discriminate against other employees: differences in opportunities and/or treatment must be based on 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/

Bridgestone Code of Conduct can accessed here:

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

- **Recruitment policy**

We have a robust recruitment policy, including checks for all 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 has also implemented systems and controls to safeguard against any form of modern slavery taking place within our supply chain. We require strategic suppliers to comply with all laws and regulations regarding human rights in their country and/or region of operation, and we encourage suppliers to respect international norms. Bridgestone recognises that addressing human rights issues is crucial to sustainability and ensuring long-term stability and benefit in terms of human and natural capital. As such, Bridgestone has developed a Global Sustainable Procurement Policy affirming our respect for international norms for human rights. We encourage strategic suppliers to continually identify, monitor, and reduce negative human rights impacts, via enhancing transparency within our supply chains. We also encourage strategic suppliers to develop training and promote their employees' learnings on human rights and other issues, and consider implementing international standards and best practices regarding human rights, working conditions or other related issues, while encouraging their upstream supply chain to do the same.

Due diligence processes in relation to supplier management

Strategic suppliers are yearly assessed and scored by an independent third party. Human rights topics are an integral part of this corporate social responsibility assessment.

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 dysfunctional behaviors they consider contrary to applicable laws, rules and regulations.



Christopher Robottom
Director