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Labor Practices

Stance

Labor practices are practices that affect employee hiring and promotion, remuneration, disciplinary action, complaint response system, transfers and reassignment, termination of employment, human resources development, occupational safety and health, and working conditions (working hours and remuneration).

Bearing in mind that all corporate activities are made possible through the labor of employees, protecting the basic rights of workers is something that is very important for both companies and society.

As a manufacturer with rubber manufacturing plants, Yokohama Rubber has established the [Human Resource Policy](#) and [Basic Policy Towards Health and Safety](#), while the [Yokohama Rubber Group Action Guidelines](#) stipulate the company's basic policy towards creating safe and healthy workplaces and the actions that should be taken by employees.

Policy

Human Resource Policy of Yokohama Rubber

We will create an environment in accordance with our management policy of creating a workplace to value, improve, and energize people, where each of our ever-diversifying personnel can equip themselves with the necessary skills and perform by utilizing their capabilities to the fullest. Also, we aim to create a workplace where our employees can realize a satisfactory work-life balance. Furthermore, we will address the development of personnel able to perform on the global stage as a pressing issue in order to achieve the goals of our GD2020 business strategies and technology strategies.

Basic Philosophy towards Health and Safety

Following the Management Policy “Create a workplace that values, improves and energizes people,” Yokohama Rubber shall consider the safety and health to be the basis for everything, and focus on preventing occupational accidents and creating workplaces comfortable and healthy both physically and mentally.

Yokohama Rubber Group Health and Safety Policy

1. Giving top priority to the safety and health, participating by all members and developing globally, whole Yokohama Rubber group will improve the safety and health activities.
2. Yokohama Rubber will comply with all laws and regulations related to the safety and health, and take continuous improvement for the safety and health.
3. Yokohama Rubber will communicate with stake holders and cooperate with value chains to contribute to the local communities and the society.
4. Yokohama Rubber will strengthen the use of the Occupational Safety and Health Management System and repeat the PDCA cycle for continuous improvement.
5. Yokohama Rubber will carry out Risk Assessments for the “safety of the equipment” and “establishment of the Standard Operating Procedure” to promote reduction of the risk.
6. Being a part of the automotive industry, Yokohama Rubber will take preventive measures against traffic accidents.
7. Yokohama Rubber will create the safe and comfortable workplace, and take measures to promote physical and mental health positively.
8. Yokohama Rubber will make employees recognize the importance of the safety and the health, and provide education and training for them as required.
9. Yokohama Rubber shall publish this policy and make it known to all.

Yokohama Rubber Group Action Guidelines

We shall create workplaces that are safe and healthy

<Basic stance of the Yokohama Rubber Group>

1. We shall not tolerate child labor or compulsory labor at any of our member companies or suppliers.

2. We shall respect the rules governing working hours, days off, leave/vacations, minimum wage, and other factors as defined by laws and regulations in host countries and regions (i.e., those where we do business).
3. We shall place top priority on the assurance of safety and health in the workplace, and strive to prevent accidents and disasters.
4. We shall aim for the growth of all members of the Yokohama Rubber Group through their work, and proactively support their career and capacity development.
5. We shall confer with worker representatives in good faith in order to build and maintain sound labor-management relations.

<To put our basic stance into practice – our action>

1. We shall be on guard against the supply of labor by children who have not yet reached the employable age prescribed in the laws and regulations of the host countries, not only at member companies of the Yokohama Rubber Group but also at our suppliers.
2. Recognizing that all labor must be supplied voluntarily and that all workers should be able to freely quit their jobs, we shall be on guard against the compulsory or forced supply of any labor.
3. In order to build workplaces in which safety and health are assured, we shall proactively participate in activities aimed at the improvement and penetration of rules and systems for safety and health.
4. We shall obey rules governing safety and health in the workplace and show concern for a good work-life balance.
5. In the event of disasters, we shall respond properly, in accordance with the prescribed rules.
6. We shall help employees with problems on the job to deal with them in cooperation with concerned personnel instead of treating them as personal worries or difficulties to be handled by those employees alone.
7. People who are under the influence of alcohol or drugs shall not be permitted to enter the workplace.

Message from a manager

We believe that the foundations that enable diverse human resources to play active roles can be realized through a fair evaluation system and frameworks that make it possible to continue working through various life events.

In addition, the sharing of human resources exchanges, development, and personnel management are also essential for Group employees to share the same values and aim to achieve the same targets on a global level. We addressed these issues in fiscal 2018, and we intend to speed up such efforts going forward as well.

Shingo Ishimitsu

General Manager, Head of Global HR Department

As we expand the production of tires and other rubber products including hoses and conveyor belts, as well as adhesives and sealants, in regions around the world, it is important to ingrain the culture of creating "a safe and comfortable working environment and good health" that Yokohama Rubber has fostered. Through measures that include cooperation between labor and management to establish safety and health management systems at each business location, preventing the recurrence of disasters and identification and eradication of latent causes of disasters through safety patrols, safety diagnosis, and follow-ups, and also the elimination of unanticipated risks through risk assessments, we will work to make the transition from workplaces with zero accidents to workplaces with zero risks.

In addition, we will share information and activities with the relevant safety and health organizations overseas and in Japan as we aim to further improve safety levels.

Yoshiaki Mori

General Manager, Head of Safety & Health Management Department, Corporate Social Responsibility Division

Vision for FY 2020

- Become an organization where diverse human resources can perform to the fullest regardless of age, gender, nationality, etc.
- We will establish a safety culture aiming for zero risks by promoting both physical and mental health.

Main action items to be addressed first

The following items have been established as the main action items that the Yokohama Rubber Group will address first in consideration of the level of impact of business activities and the level of social interest.

Occupational Health
and Safety >

Training and
Education >

Diversity and Equal
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Basic Policy

Message from a manager

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YOKOHAMA The Forever Forest Project

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The Forever Forest How far has it spread?

Messages of Support for the Forever Forest

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