

BRIDGESTONE EUROPE NV/SA

MODERN SLAVERY STATEMENT: FINANCIAL YEAR 2025

1. Introduction

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

- **Bridgestone Europe NV/SA, UK Branch.**
- **Bulldog Remoulds Limited.**
- **Bridgestone Retail UK Ltd.**
- **Exhausts, Tyres & Batteries (Worcester) Ltd. (divested in March 2026)**
- **Webfleet Solutions sales B.V., UK Branch.**
- **Bridgestone Aircraft UK Tyres.**

2. Bridgestone's Corporate Mission Statement & Global Sustainability and management commitment

Bridgestone remains one of the largest manufacturers of tyres and rubber products worldwide and continues to be regarded as a mobility solutions provider with the continuing message of “*solutions for your journey.*”

Bridgestone's mission statement of "*Serving Society with Superior Quality,*" is complimented by our global sustainability as well as management commitment, the "*E8 Commitment.*"

The E8 Commitment advances Bridgestone's mission to ensure that Bridgestone maintains a sustainable organization through the following eight core values – ***Energy, Ecology, Efficiency, Extension, Economy, Emotion, Ease and Empowerment.***

Through this mission, we strive to be a company trusted by our employees, our customers and suppliers across the world. Our commitments include our focus on anti-slavery and human trafficking as outlined below.

3. This Annual Statement

This statement is made pursuant to section 54 of the Act and relates to the financial year ending December 2025.

It sets out the steps that we at *Bridgestone Europe NV/SA, Belgium (BSEU)* and its UK based subsidiaries listed above have taken and continue to take to ensure that modern slavery and human trafficking is mitigated within the organization and supply chains.

4. Bridgestone Europe NV,SA business structure

BSEU is a subsidiary within the Bridgestone Corporation and is the parent company for all subsidiaries belonging to the Bridgestone Europe, Middle East and Africa (“BSEMEA”) strategic business unit. Its UK subsidiaries listed here are subject to the Act:

- **Bridgestone UK Branch**, is a sales branch entity of BSEU, 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 sources retread tyres from the UK based retread plants, for sales in the United Kingdom. The UK branch also provides mobility solutions.
- **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 retread organisation, part of the Bridgestone Corporation.
- **Bridgestone Retail UK Ltd** is a company responsible for Bridgestone’s retail business in the United Kingdom, managing relationships with independent tyre retailers and workshops operating within the First Stop network.
- **Exhaust Tyres and Batteries (Worcester) Limited (ETB)** is a tyre dealer and service provider in the United Kingdom, servicing retail customers and sourcing Bridgestone tyres from BSEU as well as sourcing competitor tyres from competitor manufacturers. This company was divested by Bridgestone in March 2026.
- **Webfleet solutions sales B.V., UK Branch**, a telematics business providing transformational mobility solutions in the UK, including vehicle tracking services.

5. Other UK Bridgestone entities

As a diverse global organisation, the following UK Bridgestone entity also forming part of the Bridgestone Corporation, (but not a subsidiary of BSEU) is subject to the Act. As a Bridgestone Corporation entity, Bridgestone Aircraft’s statement remains very consistent with the BSEU commitments detailed here.

- **Bridgestone Aircraft Tire (UK) Limited**, a subsidiary active in the handling of new or retreated aircraft tyres for the civil commercial aviation. The entity is providing those services to Bridgestone Aircraft Tire (Europe) SA on the UK territory.

6. Bridgestone's 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 at BSEU operate under a number of global Bridgestone policies to ensure a high standard of social, governance and ethical compliance. These include:

- **Global Human Rights Policy**

The Bridgestone Global Human Rights Policy updated in 2022, remains fundamental to fulfilling our E8 commitment, by contributing to a society that ensures accessibility and dignity for all; prohibits forced/compulsory labour in our organisation and in our supply chain. Our Global Human Rights Policy can be accessed here:

[Human Rights, Labor Practices | Social | Sustainability | Bridgestone Corporation](#)

- **Implementation Guideline for the Global Human Rights Policy**

The Implementation Guideline (the Guideline) defines concrete actions and standards based on the Global Human Rights Policy (GHRP). In 2025, the Group enhanced the Guideline by incorporating increasingly sophisticated social demands and legal requirements to respect human rights for all types of workers, in close partnership with our stakeholders and third-party business partners. The Guideline aims to ensure our Group Companies around the world operate in compliance with the GHRP and realize Bridgestone's policy commitment in its day-to-day operations.

- **Bridgestone Code of Conduct**

Our Code of Conduct, which was updated in December 2022 to bring it in line with our E8 Commitment, expressly refers to our Global Human Rights Policy and explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act

The Code of Conduct is one of our key cultural foundations and therefore forms part of our mandatory online-learning for new white-collar employees. We also periodically launch refresher online-learning campaigns, targeting all white-collar employees throughout the organization. Moreover, each year we require all of our white-collar employees in EMEA to carry out an "Annual Compliance Commitment", which includes certifying that they are familiar with our Code of Conduct, and will abide by the principles contained therein.

The overall completion rate for the 2025 Annual Compliance Commitment in EMEA was of 95%. The completion rates for the UK-based entities was of 96% for the Bridgestone UK branch, 85% for ETB, 100% for Bulldog Remoulds Limited and 100% for Webfleet UK branch.

The Bridgestone Code of Conduct can be accessed here:

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

- **Human Rights due diligence process in the Bridgestone organization**

Bridgestone has established and regularly implements a human rights due diligence process throughout its operations and supply chain. Regarding its operational sites, in partnership with third-party experts and in alignment with the UNGPs, Bridgestone is significantly expanding and accelerating these efforts to ensure that it is meeting and exceeding societal expectations, and continually strengthening its overall due diligence process. The process ensures engagement with internal and external stakeholders and that third-party experts are consulted throughout the following steps:

For an overview of human rights and environmental due diligence processes and actions across the value chain, please refer to: [Bridgestone’s Holistic Due Diligence Approach](#).

In 2021, as a first step in the enhanced and expanded human rights due diligence cycle, Bridgestone partnered with two third-party organizations, Verisk Maplecroft and Business for Social Responsibility™ (BSR), to evaluate global operational risk exposure and identify salient human rights risks throughout its global operations. Based on the evaluations, Bridgestone has identified its salient human rights issues: working hours, non-discrimination and equal opportunity, workplace harassment, forced labour, child labour, and occupational health and safety. These are the human rights domains that, based on a combination of geographical, regulatory, industrial and operational factors, require the highest priority throughout its operations and are the primary focus of the human rights due diligence process at Bridgestone’s operational sites.

Human Rights Risk Assessment Survey (HRRAS)



The HRRAS is the initial human rights risk assessment process Bridgestone uses to identify, evaluate and prioritize potential human rights risks across its own operations by assessing the risk management maturity level and practices of Group Companies based on the Guideline. Bridgestone evaluates and prioritizes identified potential risks by assessing their severity, including scale, scope, and irremediability, as well as likelihood. Both the HRRAS and risk evaluation processes consider geographical and industry-specific risks as well as impacts on employees, non-employees, and potentially vulnerable groups of stakeholders, including children, young workers, migrants, LGBTQIA+ persons with disabilities and women.

<p><u>Assessment Categories</u></p>	<p><u>Risk management policies, processes and practices and reported and observed incidents regarding the following human rights domains:</u></p> <ol style="list-style-type: none"> 1. <u>Forced Labor</u> 2. <u>Child Labor and Young Workers</u> 3. <u>Non-Discrimination and Diversity, Equity, and Inclusion (DE&I)</u> 4. <u>Violence and Harassment at Work</u> 5. <u>Working Hours</u> 6. <u>Wages and Benefits</u> 7. <u>Freedom of Association and Collective Bargaining</u> 8. <u>Grievance Mechanism and Addressing Policy Violations</u>
<p><u>Assessment targets</u></p>	<p><u>Bridgestone Corporation, regional HQs, subsidiaries</u></p>
<p><u>Method</u></p>	<p><u>HRRAS self-assessment questionnaires</u></p>

- **2025 HRRAS Results**

After launching its renewed Guideline with enhanced human rights standards in December 2024, Bridgestone also updated and conducted the HRRAS as a baseline assessment in July 2025 to evaluate the risk management maturity of Group Companies in light of the new standards.

In 2025, Bridgestone assessed 146 Group Companies, achieving a 100% completion rate against its assessment target. The assessment confirmed that each Group Company is systematically establishing and reinforcing its risk management system in alignment with the Guideline and the human rights principles. At the same time, Bridgestone has identified challenges in countries where domestic laws do not fully align with international standards, particularly regarding the application of the more rigorous human rights protections outlined in the Guideline. Looking ahead, Bridgestone remains committed to the effective implementation of the Guideline across the Group while working collaboratively with its partners and stakeholders. For details of the 2025 HRRAS results, please refer to the Bridgestone website.

Bridgestone Europe NV/SA, Belgium (BSEU) and its UK based subsidiaries listed above were also assessed through the HRRAS conducted in 2025. Based on the outcomes of this assessment, no instances of human rights violations relating to forced labor or child labor were identified within these entities. The survey,

however, highlighted that there are currently no formal systems in place to respond to potential cases of child labor. This is likely due to the local recruitment policy, which does not allow the hiring of employees under the age of 18. Nonetheless, the central HR team at BSEU is working with the UK entities to ensure that the response approach described in the Guideline is also reflected in local policies and procedures.

- **Bridgestone Recruitment**

Bridgestone has robust recruitment standards, including checks of all prospective employees on their eligibility to work in the UK, to help safeguard against human trafficking or individuals being forced to work against their will.

7. Our suppliers

Bridgestone recognises that addressing human rights issues is crucial to sustainability. Our Global Sustainable Procurement Policy, (released in 2018, revised in 2021 with final revisions made in January 2024) affirms our respect for international standards for human rights. The policy can be accessed here:

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

As part of the policy suppliers are required to:

- meet at least certain minimum requirements defined in the policy in order to do business with a Bridgestone entity. In addition, suppliers are required to meet certain preferred practices.
- comply with all laws and regulations regarding human rights in their country and/or region of operation;
- 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.

8. Due diligence processes in relation to supplier management

Bridgestone has a very large and complex supply chain. BSEMEA has over 13,000 suppliers, and whilst all suppliers must comply with our Global Sustainable Procurement Policy, we carry out additional due diligence on suppliers operating in areas of higher risk, such as suppliers of raw materials. EcoVadis is used to assess sustainability performance across our supplier base, and to date 95% of our BSEMEA suppliers have undertaken a sustainability assessment. 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 initially evaluate and prioritise risk across our supply chain, we conduct risk mapping based on environmental and social standards with the support of a third party, utilising industry research, micro-data, and public information as well as supplier information. We then categorise suppliers based on the results of the sustainability assessment and apply adapted measures accordingly.

We primarily work with our trusted Tier 1 suppliers, making sure they uphold the Global Sustainable Procurement Policy (GSPP), monitoring their social as well as environmental risk situation and their risk management system for their suppliers. We are establishing procedures to work closely with our direct suppliers; when we identify risks beyond Tier 1 suppliers, we are providing them support in addressing the risks and putting in place mitigation measures.

Level 1 suppliers: Direct material suppliers, providing material used in final products. As for our Tier-1 direct material suppliers, we receive GSPP acknowledgements and work toward their policy alignment and evaluate their risk situation through third-party risk assessments. Based on the results, we then engage with the high-risk suppliers and conduct in-depth assessments. If adverse impacts are found, remediation should be considered. Mitigation actions should be identified and monitored where risks are identified.

Level 2 suppliers: Indirect material suppliers of products and services that directly enable production. We also receive a GSPP acknowledgement from the Tier 1 indirect suppliers and work towards their alignment to our policy. Based on the prioritization process, we are conducting risk assessments starting with Level 1 suppliers; however, we are also gradually proceeding with assessments for Level 2 suppliers. If adverse impacts are found, remediation should be considered while mitigation actions for identified risks should be identified and monitored.

Natural rubber suppliers: 100% of Tier-1 suppliers of natural rubber—considered highest priority for risk management—undergo third-party online assessments and on-site inspections, supplemented by self-assessment questionnaires, in an effort to ensure our business partners uphold the sustainability standards defined in the GSPP. We work with the Tier 1 natural rubber suppliers to conduct survey-based risk assessments as well as in-depth assessment wherever appropriate, based on the survey results and work to mitigate if any adverse impacts are found.

Conflict Minerals & Cobalt: Our suppliers are required to assess risks of conflict minerals, including 3TG and cobalt, across the whole value chain in line with Responsible Minerals Assurance Process (RMAP), which is certified by RMI.

In addition to EcoVadis, BSEMEA also undertakes screening of third-party suppliers through a cloud-based platform operated by a third-party provider, GAN Integrity. The GAN platform uses RDC, a screening database that contains more than 500 sanctions and watch lists and over 200,000 media sources to screen suppliers for sanctions violations, criminal prosecutions, bribery and corruption, and more.

9. Grievance procedure for natural rubber supply chain

As a leading company in the tire and rubber industry, the Bridgestone Group recognizes the significant social, environmental, and business impacts associated with natural rubber sourcing. To support the implementation of its Global Sustainable Procurement Policy and strengthen sustainability practices across the value chain, Bridgestone established a grievance mechanism for its natural rubber supply chain

in 2022.

The grievance mechanism provides an effective channel for stakeholders to raise concerns related to human rights and environmental issues, while ensuring confidentiality and anonymity where required. It is available and accessible to all internal and external stakeholders involved in the natural rubber supply chain and supports the identification, assessment, and resolution of issues through collaboration with direct suppliers and other relevant third parties. Where appropriate, Bridgestone also coordinates with the grievance mechanism of the Global Platform for Sustainable Natural Rubber.

The mechanism is aligned with the United Nations Guiding Principles on Business and Human Rights and reflects the criteria for effective non-judicial grievance mechanisms, including legitimacy, accessibility, predictability, equitability, transparency, rights compatibility, continuous learning, and engagement through dialogue. Beyond addressing individual concerns, the mechanism enables Bridgestone to better understand potential risks and opportunities within its supply chain and to drive continuous improvement in sustainability performance.

To ensure transparency, Bridgestone publicly discloses its standard operating procedures, grievance submission channels, and the status of reported cases on its global website.: [Grievance Mechanism | Social | Sustainability | Bridgestone Corporation](#)

In 2023, Bridgestone received a grievance concerning one of its suppliers. Supported by the international NGO Earthworm Foundation, the company engaged with the supplier to verify the current situation, review the findings of an independent third-party investigation, and assess the associated improvement action plan. Following this engagement, Bridgestone published the grievance on its website in June 2023 and has continued to provide quarterly updates on its status and progress.

10. Whistleblowing

As a cornerstone to our Code of Conduct, Bridgestone EMEA adopted a Speak Up policy, encouraging our teammates and other Bridgestone stakeholders to report their concerns or misconduct they may have observed, including violations of law, Bridgestone's Code of Conduct, policies and/or other company guidelines. To facilitate such reporting, Bridgestone has established the BridgeLine, a web-based reporting system and phone hotline managed by third party specialists to allow reporters to confidentially and anonymously report such concerns and suspected misconduct or raise questions. BridgeLine is available 24/7 in all regions and in multiple languages.

It can be accessed here:

<https://www.bridgestone.com/responsibilities/governance/compliance/bridgeline/>.

During 2025 we received no reports of human trafficking or slavery through the BridgeLine.

11. Continuous Improvement

Acting with the support of BSEU's Supervisory Board, we are committed to making improvements as we evolve as a Mobility Solutions Provider and further our E8 Commitment.

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

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