



Modern Slavery Statement 2024

Bridgestone Australia Ltd. (ACN 007 516 841)

Who we are:

This statement is prepared on behalf of Bridgestone Australia Ltd. and the entities it controls, which are:

- Bridgestone New Zealand Limited (NZ Company Number 74645);
- Lube Mobile Pty Ltd (ACN 084 701 879);
- Bandag Manufacturing Pty. Limited (ACN 000 520 687);
- Blackstone Properties Pty. Ltd. (ACN 008 568 858);
- Quality Tyre Sales Pty. Ltd. (ACN 008 678 377);
- Redstone Properties Pty. Ltd. (ACN 008 585 706);
- Whitestone Properties Pty. Ltd. (ACN 007 955 142);
- Iris Concepts Pty Ltd (ACN 633 192 364); and
- Tony's Tyre Service Limited (NZ Company Number 2092678),

together these entities make up the Bridgestone Australia and New Zealand Group of companies, which are collectively referred to as “**BSANZ**”.

Our head office is situated in Adelaide, South Australia.

We are part of the Bridgestone Group – a global leader in sustainable mobility and advanced solutions, and proud to be supported by a network of more than 1,900 people across Australia and New Zealand.

Our Operations

As part of BSANZ's operations, we have exclusive rights to import Bridgestone branded tyres to Australia and New Zealand. We also source other parts and ancillary items connected with providing automotive services and repairs from suppliers in Australia and New Zealand. In Australia, the vast majority of Bridgestone Select and Bridgestone Service Centre stores are not owned or controlled by BSANZ, but rather, operate as separate businesses under franchising agreements and licensing agreements, respectively, with Bridgestone Australia Ltd.

Our supply chains

Tyres and raw materials

BSANZ sources Bridgestone produced tyres from Bridgestone Asia Pacific, Bridgestone Europe and Bridgestone America which are part of the Bridgestone Group. Raw materials for our re-tread products are primarily sourced from Bridgestone Corporation and Bridgestone Asia Pacific endorsed suppliers which have been screened for modern slavery compliance.

Other Suppliers

BSANZ also engage other suppliers as part of its day to day operation. These suppliers are screened for modern slavery compliance in accordance with our procurement policy.

Modern Slavery Risk

Modern slavery is a severe violation of human rights and BSANZ is committed to identifying and addressing the risk of modern slavery practices in our operations and supply chains.

BSANZ appreciates that the risks of modern slavery may be present in its supply chain as a result of the geographical location of some suppliers and source materials used in products supplied to BSANZ. In particular, BSANZ acknowledges that natural rubber sourced from South East Asia has been identified as a product whose production carries with it particular risks of modern slavery. BSANZ also acknowledges that, where BSANZ currently lacks visibility, additional risks of modern slavery may exist in secondary levels of the chain of suppliers and source materials used in goods and services supplied directly to BSANZ.

The steps BSANZ (and Bridgestone Group at a global level) has taken to address these modern slavery risks are detailed below.

Global Approach

BSANZ is comfortable that in terms of products sourced from Bridgestone Corporation and other members of the Bridgestone Group, any risks of modern slavery have been significantly mitigated by steps taken by Bridgestone Group at a global level to address risks of modern slavery in its supply chain.

As part of Bridgestone's mission to become a sustainable solutions company, Bridgestone takes a broad view of sustainable procurement, including commonly discussed environmental aspects such as deforestation and carbon neutrality, along with labour rights, land use, water use and quality, and many other critical elements. This concept of sustainable procurement builds upon Environmentally Responsible Procurement, setting further expectations for key business partners and suppliers to operate with respect to human rights, responsible labour practices and good governance. Bridgestone is committed to sustainable procurement practices to help ensure the Company's supplier expectations regarding quality, cost and delivery (QCD) are not achieved with negative impacts on key environmental, social and governance considerations.

In order to realise a sustainable supply chain, Bridgestone's Global Sustainable Procurement Policy (GSPP) was issued in 2018 and revised in 2021 and most recently, in late 2023. These revisions have been made in accordance with increasing environmental, social and governance demands of Bridgestone's consumers and stakeholders.

Global Procurement Policy

The GSPP is organized into four areas, each containing minimum requirements that suppliers must meet to do business with the Bridgestone Group, and preferred practices that are intended to enhance the various supply chains. The four areas are:

- Transparency – including traceability and good governance
- Compliance – adhering to laws and regulations in the countries and regions in which Bridgestone conducts business
- Quality, Cost and Delivery (QCD) & Innovation – ensuring high-quality materials, products and services are delivered on time and at reasonable cost, while also pursuing innovative technologies that support improvements across global communities
- Sustainable Procurement Practices – incorporating environmentally responsible procurement, such as compliance with environmental laws and regulations, respect for human rights such as observing minimum wages and preventing forced labour, water use, land use and conservation, health, safety, disaster prevention and resilience.

In 2021, the Bridgestone Group revised the GSPP, with a third revision in 2023, to improve Bridgestone’s overall supply chain sustainability in the above priority areas and strengthen the overall policy by shifting some policy components from “preferred practice” to “minimum requirements” in response to increasing social demands. As previously shared, the 2021 policy included new requirements for the enhancement of environmentally responsible procurement and respect for human rights. Conflict minerals were also addressed. Additionally, in February 2022, the Bridgestone Group launched a grievance mechanism for the natural rubber supply chain in partnership with a third party, Earthworm Foundation. The Group’s grievance mechanism supports the intake of grievances related to social and environmental issues brought by stakeholders against its natural rubber supply chain and aids solving the issues in cooperation with the direct suppliers and Earthworm Foundation in accordance with its Global Sustainable Procurement Policy. As necessary, the Group will coordinate with the grievance mechanism of the Global Platform for Sustainable Natural Rubber (“GPSNR”). As reiterated in earlier versions, Bridgestone will continually work with stakeholders to ensure its policy meets current societal expectations.

The sustainable procurement policy is distributed to all suppliers, who are required to sign the policy receipt acknowledgement.

Assessment of suppliers

According to Bridgestone’s latest data, 48 percent of the Bridgestone Group’s Level 1 and 2 tyre material suppliers had completed the third-party assessment with EcoVadis. Of suppliers who were reviewed, 55 percent earned an EcoVadis Medal, which corresponds to confirmed compliance with the sustainable procurement practices.

The Bridgestone Group also completed third-party assessments of more than 90 percent of natural rubber suppliers.

Additionally, the Bridgestone Group conducts risk assessments across its whole supply chain using the Conflict Minerals Reporting Template (“**CMRT**”) compiled by the Responsible Minerals Initiative alliance consisting of over 400 global corporations and organizations.

Collaboration with suppliers

The Bridgestone Group uses the third-party assessments to quantify suppliers’ environmental and social performance and promotes improvements by advising and supporting its suppliers on required solutions.

For several years, the Bridgestone Group has held annual conferences for suppliers to ensure full understanding of its sustainable procurement policy in multiple regions in which it operates. In the

annual conferences, the Group has communicated with suppliers on the four foundational elements of the policy, including respect for human rights.

The Group also conducts sustainable procurement seminars in all business regions for certain suppliers based on the sustainable procurement policy and the results of their ESG risk assessment, to help support their efforts to improve ESG activities.

Representatives from the Bridgestone Group visit approved natural rubber factories and hold face-to-face meetings once a year to support continuous quality improvement and enhance traceability and sustainability initiatives.

The Bridgestone Group also hosts workshops to help smallholder farmers in Thailand and Indonesia improve the quality of their operations.

Bridgestone requests its suppliers deepen and expand their sustainability knowledge and initiatives in collaboration with their business partners by developing and communicating their own policies and guidelines, aligned with Bridgestone's policy.

Global Human Rights Policy

In addition to the Global Sustainable Procurement Policy, Bridgestone has confirmed its commitment to respecting human rights and advancing responsible labour practices throughout its global operations in its global Policy on Human Rights. The policy, which applies to all Bridgestone employees and locations, affirms the company's:

- Respect for Diversity, Equity and Inclusion
- Prohibition of Discrimination and Harassment
- Focus on Workplace Safety and Health
- Commitment to Responsible Labor Practices
- Protection of Freedom of Association and Collective Bargaining

Global Code of Conduct

Bridgestone Group also has the Bridgestone Code of Conduct which was developed with Bridgestone's Mission, Our Way to Serve and the company's other foundational documents in mind and is intended to provide practical guidance for handling many ethical issues. The Code sets out Bridgestone's expectations in relation to promoting respect and dignity, diversity, human rights, health and safety and eradicating workplace violence. The rules and expectations set forth in this Code of Conduct not only apply to all Bridgestone employees worldwide, they also serve as a set of expectations for the suppliers and contractors who work with us.

Reporting

The BridgeLine whistle-blowing web-based reporting system and phone hotlines are available worldwide to encourage employees, contractors, suppliers, customers and anyone else, who want to confidentially report human rights or other compliance concerns. BSANZ encourages speaking up and prohibits retaliation for reporting concerns.

Risk Management

In early 2022, the Bridgestone Group established the Global Management Risk Committee (GMRC). The GMRC, chaired by the Group Global General Counsel, is a chartered committee consist of the CEOs and Chief Risk Officers (each a "CRO") of each region, as well as others with relevant expertise within the organization. The GMRC meets several times a year (including through a regular cadence

of meetings and on an ad hoc basis as needed) and has direct oversight of the most significant enterprise-wide global risks. The GMRC evaluates various global risks from short-, medium-, and long-term perspectives, and provides direction and oversight for the relevant leaders and cross-functional groups within the organization who are charged with leading the risk management efforts.

Local Approach

Due Diligence Program

In addition to the global approach outlined above for goods and services sourced through the Bridgestone Group, BSANZ has developed a due diligence program for BSANZ's local suppliers. BSANZ's due diligence assessment process aims to reduce our exposure to modern slavery through improved transparency, risk assessment and monitoring of modern slavery risks in our supply chain. This process requires new and existing customers to answer questions which will enable BSANZ to identify red flags that may indicate risks of modern slavery in suppliers. Red flags will be assessed by a dedicated Modern Slavery Committee (a sub-committee of our Governance, Risk and Audit Committee), which may determine to 'approve', 'approve with mitigation', 'require additional due diligence' or 'reject' a supplier. The due diligence process also provides for periodic review of long-term suppliers to enable any new risks of modern slavery to be identified.

Training

BSANZ conducts regular compliance training to staff of all levels, including training on the Bridgestone Code of Conduct, Human Rights and Global Procurement Policies and associated topics.

Consultation

The entities comprising BSANZ generally have a common supply chain and their governance is overseen by Bridgestone Australia Ltd., which gives Bridgestone Australia insight into their operations and supply chains. In developing this statement Bridgestone Australia Ltd. has also consulted with other members of BSANZ.

Review

The Modern Slavery Committee established by BSANZ is responsible for monitoring and reviewing the effectiveness of BSANZ's initiatives to address modern slavery. It is intended that the committee will meet at least annually to carry out this review. In the coming year, the effectiveness of BSANZ's systems will be measured against the extent to which its local due diligence process has been rolled out and the response to red flags identified as part of that process.

Other information

Together with other stakeholders, Bridgestone Group and other tyre companies launched the **GPSNR** to transform the natural rubber supply chain for the better. Through the GPSNR, tyre companies, including Bridgestone, and other stakeholders are harmonizing standards to improve respect for human rights, prevent land-grabbing and deforestation, protect biodiversity and water resources, improve yields and increase supply chain transparency and traceability.

The Bridgestone Group is continuously working with the GPSNR, NGOs, suppliers, customers and others to continue increasing transparency and traceability in the natural rubber supply chain.

Since 2022, Bridgestone initiated changes in its local processes to continue to highlight its commitment to mitigate the risk of modern slavery in its supply chain including, but not limited to:

- introduced changes to embed our due diligence program into our vendor onboarding and contracts management process;
- completed a tender process for our consumable product requirements;
- reviewed its Global Sustainable Procurement Policy to ensure it meets environmental and societal expectations;
- made its Modern Slavery Questionnaire compulsory for all parties intending to participate in a request for pricing or tender for high value projects.

This modern slavery statement is available to all interested parties and will be subject to annual review.

Approved by the Board of Bridgestone Australia Ltd and signed with the authority of the Board of Bridgestone Australia Ltd by



HEATH BARCLAY
Managing Director

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