

CSR Report of Yokohama Tyre Vietnam Inc.

Business activities: Production and sales of tyres for motorcycles, small trucks, industrial vehicles (forklifts, etc.)

Total site area: 30,000 m²

Number of employees: 526 (as of January 31, 2014)

Location: No.17, Street 10, Vietnam Singapore Industrial Park, Thuan An District, Binh Duong Province, VIETNAM

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President's Message



Masaki Nakamura

Yokohama Tyre Vietnam Inc. engages in the production of tyres, their export to Japan and tyre sales within the Vietnamese domestic market. The tyres we produce are bias-structured tyres for motorcycles, light trucks and industrial vehicles, etc. The company commenced operations in January 2008, and we are still somewhat lacking in terms of varied experiences and a long record. However, in that our sales grew steadily in both 2012 and 2013, we are now on a track to sales growth. Activities conducted by this company are based upon the three corporate pillars of "safety, the

environment, quality".

In the first instance "safety" means providing customers products that can

be used with peace-of-mind. It also means workplaces where employees can work with peace-of-mind. Another dimension of this pillar is the steady revision of employee education. As a corporate pillar, "the environment" is being implemented through ISO14001 Certification, and by the conducting of enhanced internal audits and patrols.

With respect to YOKOHAMA Forever Forest activities, in September of last year we planted approximately 1,500 trees, and in total we have planted approximately 8,000 trees on the plant premises. As a social contribution activity that benefits the environment, last year we commenced plantings with neighbourhood elementary and junior high schools, these activities also including environmental education for the students. Looking to the future as well, as a member of the Yokohama Rubber Group, Yokohama Tyre Vietnam Inc. will continue to apply itself to become "a top level contributor in terms of the environment".

Organizational Governance

Based on the company's policies and standards, employee education regarding legal compliance is regularly conducted, and we continue to work to improve employee awareness of such compliance issues.

Human Rights

Human rights education

In October 2013, we held a "Woman's Day" event and appreciation was expressed to women for their daily contributions by the union and the company.

Furthermore, the sales and marketing department expressed its appreciation to female tyre dealership owners.

Promotion of gender equality

We promote women as Company executives (department managers), and now four of our eight department managers are women.

Labor Practices

Occupational safety and health

Safety and Health Policy

We aim at being a company that develops people who can work and act safely.

Activities to reduce traffic accidents

We carry out activities to enlighten employees so that helmets are worn both when commuting and when riding outside work. We also encourage employees to engage in safe riding practices. Commencing last year we issued employees with helmets, and we have called upon them to ride safely.



Labor Practices

Education and training for employees

As special management of new employees, we established familiarization education for a period of six months and we have continued to carry out these activities. For employees who have reached one year of employment, we conduct safety education twice a year. Green Day events are conducted on one day each month, and excellent employees are rewarded. Through such activities, we heighten employees' work motivation. In addition, we enhance our awareness through cleanup at plants and education of waste separate collection.



Responses in case of disaster

We conduct fire extinguishing drills twice a year and each employee is required to participate in these drills at least once annually.

The details of these drills are as follows.

- Spring: Fire extinguishing and evacuation drills are conducted by members of the company
- Autumn: Fire extinguishing and evacuation drills are conducted in conjunction with the regional firefighting force



The Environment

Environmental management

We carry out activities based on the following environmental policy.

Environmental Policy

- (1) We actively cope with all environmental issues.
- (2) By carrying out preventive measures for pollution through continued improvement, we establish and strengthen the environmental management system.
- (3) We observe appropriate legal requirements, governmental orders and any other environmental requirements.
- (4) We establish waste management targets for reduction of waste and waste recycling.
- (5) We are planning to implement global warming measures by energy-saving and planting activities.
- (6) We promote a plan for establishing better communities together as well as environmental protection activities based on the various communities involved.
- (7) We provide employees with a wide range of company environmental information, education and training.
- (8) We will make this policy available for use by the public.

Environmental data

Category	FY2010	FY2011	FY2012	FY2013	
Waste emissions (t)	112.6	258.3	439.7	485.9	
Proportion sent to landfill (%)	2.9	0.0	0.0	0.0	
Energy use (oil equivalent: kJ)	Electric power	1,457	1,560	1,934	2,337
	Fuel	1,007	996	1,420	1,703
	Total	2,464	2,556	3,354	4,040
Greenhouse gas emissions (1,000t-CO ₂)	6.0	6.1	8.1	9.7	
Water usage (1,000m ³)	41	40	42	58	

* FY: January to December

* Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan.

Fair Operating Practices

Requests and opinions to Yokohama Rubber from suppliers

We have exchanges with suppliers regularly (plant tours, etc.) to provide opportunities for confirming matters of requests held by each other.

Consumer Issues

Communication with customers

As information development to consumers in the Vietnamese market, we have operated the YOKOHAMA TYRE VIETNAM website in Vietnamese in order to release product information and news related to our company. We also actively promote participation in various events and exhibitions.

Relationship with local societies

We participated in the following activities in FY2013.

- 1. Participation in VSIP (industrial park) Charity Fair
- 2. Charity activities were conducted for the benefit of the central region of Vietnam which was greatly damaged



- 3. We conducted planting events at neighbourhood elementary schools

