



Global Human Rights & Labor Policy

* Enforcement: January 2019



TOYO TIRE Group respects the human rights of every person involved in our business activities, both in the workplace and the business communities we operate in. Our goal is to contribute to the creation of an inclusive society* by responding to globalization and diversification of stakeholders.

We recognize the possibility of causing, promoting or act in a manner that will have a negative impact for human rights. We will take reasonable steps to avoid these outcomes.

We hope that all our suppliers and business partners will be able to understand this policy and fulfill their corporate responsibility to respect human rights.

*An inclusive society: the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity.

Respect for laws and principles regarding human rights

TOYO TIRE Group understands and respects the applicable local laws governing human rights in the countries we conduct business in and the following international principles governing human rights;

- International Bill of Human Rights including Universal Declaration of Human Rights (UN: United Nations)
- Guiding Principles on Business and Human Rights (UNHRC: United Nations Human Rights Council)
- OECD Guidelines for Multinational Enterprises (OECD: Organization for Economic Co-operation and Development)
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO: International Labour Organization)

Non-discrimination and Non-harassment

TOYO TIRE Group respects the diversity of people and aims to create opportunities for everyone based on their individual abilities. We respect the values of teamwork, and will not discriminate against anyone based on factors such as; national origin, race, ancestry, age, gender, sexual orientation, marital status, genetic and physical characteristics, disability and illness, religion, and political beliefs.

Further, we will not do any harassment acts, for example, extension of sexual relationship using their position and position, sexual behavior that makes a person feel disgusted by others, intimidation against the background of job position or superiority in the workplace, and behavior giving anxiety to the opponent. We will act on confirming that our remarks and actions are not related to harassment (making the other party uncomfortable, hurting dignity,



threatening, etc.). We will create a fair and vibrant working environment that does not tolerate such behavior.

Dialogue between employees and companies

TOYO TIRE Group encourages constructive dialogues in the company as a way to share information on workplace issues. We respect the rights for every employee to engage in dialogue with employers, with the aim of contributing to corporate activities and society.

Prohibition of Forced Labor

TOYO TIRE Group does not engage in any labor practice that is contrary to local law (child or slave labor, etc.).

Appropriate Occupational Safety and Health

TOYO TIRE Group will create a workplace based on safety first. We will properly recognize all safety and health risks and take appropriate corrective measures. Through routine education and training we will improve safety awareness, knowledge and skills.

We will prepare for potential disasters. We will promote crisis management to address unforeseen circumstances (natural disasters such as earthquakes and influenza epidemics, etc.).

We will strive to maintain and improve the health, living standards and work-life balance of our employees by providing legally compliant and working hours.

Communities

TOYO TIRE Group understands and respects local cultures, customs, history, and values in all regions which we have business activities. We are aware of our responsibility to the local community and will conduct our business activities in a responsible manner. By dialogue and collaboration with various stakeholders, we will solve regional issues and contribute to the sustainable development of the region.

Relief & Precautionary

TOYO TIRE Group has implemented a Grievance Mechanism that can be used anonymously, to report actual or suspected violations of human rights.

We will enhance training for employees and due diligence* to recognize the potential for negative impact for human rights violations.

*An ongoing risk management process...in order to identify, prevent, mitigate and account for how [a company] addresses its adverse human rights impacts. It includes four key steps: assessing actual and

potential human rights impacts; integrating and acting on the findings; tracking responses; and communicating about how impacts are addressed.

Appendix:

- International Bill of Human Rights including Universal Declaration of Human Rights (UN: United Nations)

<http://www.un.org/en/universal-declaration-human-rights/index.html> (website of United Nations)

- Guiding Principles on Business and Human Rights (UNHRC: United Nations Human Rights Council)

<https://www.business-humanrights.org/en/un-guiding-principles/text-of-the-un-guiding-principles> (website of Business & Human Rights Resource Centre)

- OECD Guidelines for Multinational Enterprises (OECD: Organization for Economic Co-operation and Development)

<http://mneguidelines.oecd.org/guidelines/> (website of OECD)

- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO: International Labour Organization)

https://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm (website of ILO)

- About “Human Rights Due Diligence”

<https://www.business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/implementation-by-companies/type-of-step-taken/human-rights-due-diligence> (website of Business & Human Rights Resource Centre)