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Policy Owner	Chief Risk Officer and AGC, Regulatory Affairs

Global Human Rights Policy

Goodyear’s Global Human Rights Policy is part of our commitment to ethical and socially responsible business practices. Goodyear is committed to respecting and protecting fundamental human rights, in compliance with the laws and regulations of each country in which we operate and in line with internationally recognized human rights standards including the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labour Organization’s Declaration of Fundamental Principles and Rights at Work and related conventions.

We will comply with all applicable laws and regulations concerning human rights and labor standards. Where there is no law or regulation covering a human rights issue described below, or where conflicts exist between our policies and applicable laws or regulations, Goodyear will comply with applicable laws and regulations while seeking ways to honor internationally recognized human rights and the principles set forth in this Policy.

This Global Human Rights Policy applies across Goodyear’s global operations, along with our [Business Conduct Manual](#). We require our suppliers to comply with similar standards through our [Supplier Code of Conduct](#).

1. Prohibition of Forced Labor

Goodyear prohibits all forms of forced or compulsory labor, including prison labor, indentured labor (including debt bondage), slave labor, and human trafficking. Consistent with our commitment to freely chosen employment:

- Recruitment must be conducted in a manner that respects and protects internationally recognized human rights.
- No individual shall be required to pay recruitment fees or related costs to secure employment with Goodyear.
- Agreement to terms and conditions of employment must be voluntary and free from deception or coercion.
- Workers’ freedom of movement must not be restricted through conditions of employment, the retention of identity or immigration documents, holding of deposits, or any other action aimed at restricting mobility.

2. Prohibition of Child Labor

Goodyear prohibits the use of child labor. We comply with applicable child labor laws, limiting employment to workers who meet the applicable minimum legal age requirement for their respective locations. In the absence of local law setting a higher age, we will not employ children under the age of 15. Where young workers above the Minimum Age but below the age of 18 are employed, they must not be permitted to perform work that is hazardous or that may otherwise jeopardize their physical or psychological well-being.

3. Working Conditions

Goodyear is committed to creating safe workplaces in which the human rights of all associates and contractors are respected. As described in the Business Conduct Manual:

- Workplace health and safety is a core value in every facility and for all Goodyear associates.
- We prohibit all forms of violence, threats, intimidation, and sexual or other harassment.
- We do not tolerate any acts of discrimination, based on race, color, ethnicity, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, age, disability, veteran status, genetic information, ancestry, citizenship status, or other characteristics protected by applicable law.
- We respect our associates' personal privacy and comply with applicable data privacy laws.

We also comply with applicable laws, regulations, and collective agreements (whichever affords greater protection) related to wages and hours worked.

4. Freedom of Association

Goodyear recognizes and respects the rights and freedom of workers to join and collectively bargain through organizations (such as unions) of their choosing or to refrain from joining such organizations. No associate will be subject to dismissal, discrimination, harassment, intimidation, or retaliation due to membership in a lawful workers' association or union or participation in the lawful activities of such organizations.

5. Reporting Concerns and Remedy

Any individual who has a grievance or concern regarding a potential violation of this Policy may contact Goodyear's confidential [Integrity Hotline](#), which is available 24 hours a day, 7 days a week. Goodyear associates may also report concerns via the internal channels set forth in the Business Conduct Manual. Each report is reviewed by the Goodyear Compliance & Ethics Department to determine how the Company should best review the matter.

Appropriate action will be taken where violations of this Policy are identified, which may include steps to remedy adverse impacts on individuals, discipline of associates, or other steps.

Goodyear strictly prohibits any threatened or actual retaliation against any person who, in good faith, reports concerns to Goodyear or participates in an investigation regarding a possible violation of this Policy.

Goodyear policies related to our Global Human Rights Policy include:

- [Business Conduct Manual](#)
- [Supplier Code of Conduct](#)
- [Natural Rubber Procurement Policy](#)
- [Soybean Oil Procurement Policy](#)
- [Retention of Identity Documents Policy](#)
- [Responsible Recruitment Policy](#)