

HIGH-PRIORITY TOPIC OVERVIEW: HUMAN AND LABOR RIGHTS

THE GOODYEAR COMMITMENT TO ACTING WITH INTEGRITY, HONESTY AND RESPECT, WHICH REFLECTS HOW THE COMPANY WORKS, IS THE FOUNDATION FOR ITS DUTY TO PROTECT AND PROMOTE HUMAN RIGHTS ACROSS ITS VALUE CHAIN.

HUMAN AND LABOR RIGHTS

Goodyear promotes the protection of individuals' social and economic well-being through responsible labor practices, protection of human rights within the supply chain and workplace, and prevention of abuse, exploitation and trafficking of humans of any age.

Goodyear's approach to human rights is informed by the company's understanding and evaluation of the potential risks and challenges as well as opportunities to reduce risk in its operations and value chain.

In March 2023, Goodyear implemented its updated [Global Human Rights Policy](#), which illustrates its commitment to maintaining an inclusive workplace and value chain free of harassment. The policy also outlines Goodyear's commitment to the UN Guiding Principles on Business and Human Rights. In addition, to support this policy, as well as others, Goodyear has various due diligence processes, including vendor management programs and grievance and remedy mechanisms, in place.

Goodyear has a focus on education and has launched an education module for Goodyear leaders and associates. In addition, Goodyear continues to evaluate expectations and requirements from our customers and other stakeholders to understand their human rights guidelines and principles.

SAFETY

The health and safety of Goodyear's associates is paramount. The company strives each and every day to have the safest operations in the world, with a goal of zero injuries. Goodyear focuses on promoting a culture of safety, with every Goodyear associate at every level of the organization having a personal responsibility for safety.



We reduced our serious injuries by 47% from 2022 to 2023 and improved our Total Incident Rate from 1.87 to 2.05 over the same period.

We remain committed to take actions needed to further our goal of eliminating all serious injuries and fatalities in our workplace throughout our global footprint.