

## FRANCE

This country-specific appendix is an integral part of Bridgestone's Speak Up policy and describes local procedures under national legislation for reporting local concerns in France. The Speak Up Policy (including protection from retaliation) fully applies to reporting under local procedures. In the event of any discrepancy, the rules set forth below shall prevail. All capitalized terms not specifically defined in this sheet refer to the definitions in the Policy. In addition to the definition given in Annex 2 of the Speaking Policy, the term "Local concerns" in French law includes, (i) any crime, misdemeanour, serious threat or harm to the public interest, and (ii) any violation or attempted concealment of violations of an international commitment ratified or approved by France, a unilateral act of an international organization taken on the basis of such a text, French laws or regulations or violations of European law. This includes concerns about (moral or/and sexual) harassment or discrimination.

### 1. *Internal Reporting*

Pursuant to applicable laws, Bridgestone has set up a local reporting channel in the following French legal entities:

- First Stop Ayme S.A.S.
- Speedy France S.A.S.
- Ateliers ET&S S.A.S.
- Bridgestone Europe NV/SA, French branch

Reporters may submit their Local Concerns using the local reporting channel on the BridgeLine ([bridgestone-integrityline.org](https://bridgestone-integrityline.org)), both **in writing or orally** (via the BridgeLine's phone messaging system). The Reporter can request, in writing or orally through the BridgeLine, a meeting with the Speak Up Officer within 7 calendar days of the submission of the request. Local Concerns that are reported orally directly through BridgeLine's phone messaging system shall be documented through the recording of the message in a secure, durable and accessible format. Local Concerns that are reported orally during a meeting with the local Speak Up Officer shall instead be documented, with the consent of the Reporter, through a transcript. The Reporter shall have the opportunity to review the minutes and request amendments, if necessary.

Reports can be made **anonymously**. Both identified and anonymous Reporters (identifiable or identified at a later stage) shall be fully protected from Retaliation under applicable laws and Bridgestone policies.

The Speak Up Officer shall, within 7 calendar days from the receipt of the Local Concern, send a message to the Reporter through the BridgeLine to (i) confirm receipt and (ii) provide to the Reporter, in a clear and accessible manner, information about the admissibility of the report and the procedure that will be followed.

Following the investigation, and within a reasonable period that shall not exceed 3 months from the date of confirmation that the Local Concern was received, the appointed Investigator shall provide the Reporter (i) information on the outcome of the investigation (i.e., whether the Local Concern was found to be substantiated) and, to the extent applicable, (ii) an overview of the corrective actions defined, and the grounds for such actions.

A register of the Local Concerns received is maintained in the BridgeLine. Further requirements regarding the register and the data included in it may be defined by applicable laws in the future. This register (including the contents of the Concerns and investigation) shall be kept for at least five years from the receipt of the Local Concern and, regardless of such period, during any pending judicial or administrative proceedings relating to the reports. The details of the Local Concerns shall be destroyed if they are no longer necessary to meet the requirements of applicable laws.

## **2. External reporting**

Reporters are always encouraged to report their Concerns internally first. Bridgestone is committed to address any reported Concerns and believes this can be done more effectively internally. However, external reporting remains possible.

The full list of competent authorities identified by French laws to investigate external reports can be found [here](#), and includes, amongst others:

- *Direction générale de la concurrence, de la consommation et de la répression des fraudes;*
- *Autorité de la concurrence ;*
- *Inspection générale de l'environnement et du développement durable ;*
- *Direction générale du travail ;*
- *Commission nationale de l'informatique et des libertés ;*
- *Agence nationale de la sécurité des systèmes d'information ;*
- *Agence française anticorruption ;*
- *Direction générale des finances publiques ;*
- *Direction générale des douanes et droits indirects ;*
- *Direction générale des finances publiques.*

External Reports may be submitted in writing and/or verbally, also anonymously. Both identified and anonymous Reporters (identifiable or identified at a later stage) shall be fully protected from Retaliation under the applicable laws.