

CAUX ROUND TABLE

2017 Human Rights Due Diligence Workshop (Stakeholder Engagement Programme)

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November 13th, 2017

“Human Rights Issues by Sector v.6”

In September 2012, Caux Round Table Japan (CRT Japan) established the Nippon CSR Consortium as a platform for multi-stakeholders in cooperation with companies, NGOs/NPOs and academic experts. The Consortium organizes a yearly Human Rights Due Diligence Workshop where multi-stakeholders come together to discuss the relationship between business activities and human rights.

The 2017 Human Rights Due Diligence Workshop was held for the sixth year, over five sessions, in the period from 15th June to 13 July. In the workshop, the participants identified sector specific human rights issues with the use of Human Rights Guidance Tool developed by UNEP FI. The secretariat of the Consortium compiled their discussion contents and conducted public consultation on them from 10th August to 22th September. Following consideration of the received comments, the Consortium hereby releases “Human Rights Issues by Sector v.6”. The Consortium hopes that this document will be a useful tool for companies in promoting their human rights activities.

This workshop applies the Chatham House Rule. The participants were free to express their views as individuals, not representatives of companies or organizations that they belonged to. The sole responsibility for the content of this document lies with CRT Japan, as an organizer of Nippon CSR Consortium.

We would like to offer our great gratitude for the participants from NGO/NPO, government agencies and companies, and those who gave public comments.

Caux Round Table Japan
Nippon CSR Consortium
Minoru Matsuzaki
Hiroki Wada

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1 Preface

1-1. Purpose of Human Rights Due Diligence Workshop

The Human Rights Due Diligence Workshop provides an opportunity for companies, NGOs/NPOs, and academic experts to conduct discussions for human rights due diligence¹ set out in the United Nations Guiding Principles on Business and Human Rights².

In July 2011, the UN Guiding Principles on Business and Human Rights were unanimously endorsed by the UN Human Rights Council. The Guiding Principles explicitly and clearly set out that all business enterprises have the responsibility to respect human rights. In order to fulfil the responsibility, the Guiding Principles require them to carry out human rights due diligence that comprises process for identifying, preventing, mitigating and accounting for how they address their adverse human rights impacts. In response to the endorsement in 2011, in cooperation with companies, NGOs/NPOs and academic experts, CRT Japan established the Nippon CSR Consortium* in 2012 as a platform for multi-stakeholders. The Consortium organizes the yearly Human Rights Due Diligence Workshop (Stakeholder Engagement Programme).

Through a series of dialogues with companies, NGOs/NPOs, and academic experts, participants can deepen understanding of the specific contexts in which human rights violations can arise, of the relationship between business activities and human rights, of important human rights issues, and of the importance of promoting business operations with due consideration given to human rights. We regard that this document, which contains the content of the discussion in the workshop and the identified sector-specific human rights issues, will be the foundation for companies to facilitate their efforts of human rights due diligence in the future.

	2012	2013	2014	2015	2016
Companies	39	15	34	48	40
NGOs/NPOs	11	12	17	17	14
Participants	68 persons	35 persons	68 persons	98 persons	73 persons

	2017
Companies	23
NGOs/NPOs	17
Participants	67 persons

¹ Human rights due diligence encompasses process for (1) identifying and assessing any actual or potential adverse human rights impacts, (2) integrating the findings from their impact assessments and take appropriate action, (3) tracking the effectiveness of their response, and (4) communicating how they address their human rights impacts.

² Refer to: Human Rights Council, 2011, *Report of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises*, Available at: <http://www.ohchr.org/documents/issues/business/A.HRC.17.31.pdf#search='report+of+the+special+representative+of+the+secretarygeneral+on+the+issue+of+human+rights+and+transnational> (Accessed Nov 10th, 2014).

1-2. An overview of the Workshops for Identifying Human Rights Issues

In order to assist companies in implementing human rights due diligence in line with the UN Guiding Principles, the Consortium conducts discussions to identify sector specific human rights issues. An overview of the past workshops is explained below.

In 2012, sector specific human rights issues were identified based on UNEP FI Human Rights Guidance Tool³. The final report “Human Rights Issues by Sector (2013)” was released.

In 2013, the workshop explored sector specific human rights issues from the perspective of value chain. The workshop was very useful for the participants in understanding how each human rights issue was linked to activities of different departments throughout value chain. The final report “Human Rights Issues by Sector (v.2)” was released in 2013.

In 2014, the workshop was planned and conducted in order to respond to public comments received in 2013 indicating that “companies need to understand the particular context in which human rights issues arise”. First, the participants examined 31 Global Risks outlined in the World Economic Forum Report⁴ and then identified 16 Global Risks which were considered to give the greatest influence on the sectors they belonged to. Followed after this process, they explored and identified the interconnectivities between global risks and human rights. This identification was useful for them in understanding how social and environmental issues were dynamically interconnected, and in understanding the particular contexts in which human rights issues arose. The final report “Human Rights Issues by Sector (v.3)” was released.

In 2015, the workshop consisted of the two sessions. In the first session, the participants reviewed any points for addition and modification on “Human Rights Issues by Sector (v.2)” using the Human Rights Guidance Tool⁵ (2014 revision) developed by UNEP FI. As the main feature of the 2015 workshop, NGOs/NPOs and subject experts addressed emerging human rights issues in Japan covering sexual minorities, the empowerment of women and technical intern trainees. In addition, the workshop was scaled up from 9 sectors in 2014 to 11 sectors in 2015, discussing and identifying sector specific human rights issues accordingly. The final report “Human Rights Issues by Sector (v.4)” was released. In the second session, a draft “Food Vision” for the 2020 Tokyo Olympics and Paralympics⁶ was released on the basis of a series of workshops that brought together companies mainly from the Food sector, NGOs and other stakeholders.

³ <http://www.unepfi.org/humanrightstoolkit/fundamentals.php> (Accessed on Nov 10th, 2014).

⁴ http://www3.weforum.org/docs/WEF_GlobalRisks_Report_2014.pdf (Accessed on August, 08, 2014)

⁵ <http://www.unepfi.org/humanrightstoolkit/> (Accessed on July 10th, 2015)

⁶ <http://crt-japan.jp/files2014/2-4-0-olympic2020/pdf/Food%20Vision%20for%20the%20Tokyo%202020%20Olympic%20Games.pdf> (Japanese only), (Accessed on November 7th, 2017)

In 2016, the workshop addressed the relevance between the SDGs and human rights issues. The year of 2015 marked the following four significant events: Firstly, at the G7 Summit in Schloss Elmau Germany, G7 leaders pledged to promote responsible supply chains, and strongly supported the UN Guiding Principles on Business and Human Rights. They also stressed the need to develop substantive National Action Plans and strengthen grievance mechanisms. Secondly, at a Session of the United Nations General Assembly in September, the SDGs were adopted. Thirdly, In the UK, the Modern Slavery Act was adopted. And finally, at the UN Climate Conference in Paris COP 21 in December, the Paris Agreement was adopted which will come into effect in 2020. Considering all of these events, the participants identified sector specific human rights issues with the use of Human Rights Guidance Tool developed by UNEP FI, and they identified priorities on the SDGs by sector with the use of the SDG Compass⁷ whilst considering the SDGs and proposals for the SDGs submitted by NGOs/NPOs at the G7 Ise-Shima Summit. The final report “Human Rights Issues by Sector (v.5)” and “Priorities on the SDGs by sector” was released.

In 2017, the participants reviewed any points for addition and modification on “Human Rights Issues by Sector (v.5)” using the Human Rights Guidance Tool⁸ (2014 revision) developed by UNEP FI. This year's workshop was implemented to help companies recognize human rights issues particular to Japan, human rights issues in supply chains in Asia, and trends of institutional investors in Japan. Compared to the composition of corporate participants last year, there were more corporate participants from the consumer goods sector and food sector, whereas there were less corporate participants from the manufacturing sector and infrastructure sector. Also, there were more participants from the human resource department and procurement department. Lastly, over 70% of the participants were new to the workshop. The final report “Human Rights Issues by Sector (v.6)” was released.

As the outcomes of the workshop this year, "Human Rights Issues by Sector (v.6)" and "Relevance between the UNEP FI and NGO/NPO and subject experts by Sector" (attachment 1) were formulated.

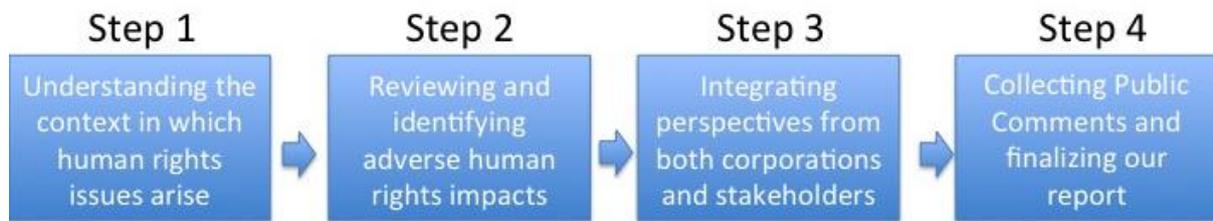
In parallel with the workshop held in Japan, at the same time, Caux Round Table Japan initiated the Stakeholder Engagement Programs in Thailand, Malaysia, and Myanmar. The report of Stakeholder Engagement Program in Asia (attachment 2) was released.

⁷ <http://sdgcompass.org/> (Accessed on August 15th, 2016)

⁸ <http://www.unepfi.org/humanrightstoolkit/> (Accessed on July 10th, 2015)

1-3. Implementation Steps of the 2017 Workshop

The Workshop consists of the following four steps.



Step 1: Understanding the context in which human rights issues arise

- Corporate participants were given a lecture on the particular context in which human rights issues would arise by 12 organizations such as NGO/NPO. After the lecture, the corporate participants and the representatives of the organizations discussed the given topics further.

Step 2: Reviewing and identifying adverse human rights impacts arising from corporate activities

- Based on the given lecture, the participants reviewed any points for addition and modification on “Human Rights Issues by Sector (v.5)” by using the Human Rights Guidance Tool (2014 revision) developed by UNEP FI, and identified human rights issues by sector.

Step 3: Integrating perspectives from both corporations and stakeholders

- The participants presented the lessons learned through the workshop and the identified human rights issues to the experts. The experts gave their comprehensive comments. The participants reviewed the identified human rights issues based on the comprehensive comments, and submitted the outcome of their reviews on the human rights issues to the Secretariat. The Secretariat then compiled them and developed “Human Rights Issues by Sector (draft)”.

Step 4: Collecting Public Comments and finalizing our report

- The Secretariat conducted public consultation on “Human Rights Issues by Sector (draft)” from 10th August 2017 to 22th September 2017. Following consideration of the received comments and discussion contents among the participants and experts, the secretariat released “Human Rights Issues by Sector v.6”.

1-4. Notes for this document

1-4.a Differing degrees of awareness of human rights issues

The level of detail in the feedback provided by NGOs and expert stakeholders was not consistent, perhaps due to differing areas of study and priority. Similarly, there were gaps in the level of awareness of human rights issues amongst the corporate participants reflecting differing levels of engagement with human rights issues. Each company and sector is in a different situation, and the level of outside scrutiny on human rights may differ according to the company's size and sector.

1-4.b Scope of Study and Analysis

The workshop in 2017 does not include the following study and analysis.

- The interconnection map of WEF Global Risks illustrated in “Human Rights Issues by Sector (v.3)” is not discussed or in the scope of analysis.
- “Priorities on the SDGs by Sector” is not discussed or in the scope of analysis.
- The manufacturing (Infrastructure) in the “Human Rights Issues by Sector (v.5)” is not discussed this year, as companies in that sector did not participant in the workshop.

2 CRT Japan's viewpoint as the Secretariat of Nippon CSR Consortium

In international CSR movement, there is a growing demand for companies to address human rights issues within companies and in supply chain and report their human rights initiatives. Legislation to facilitate improvement and transparency of supply chains continues to progress rapidly. For instance, there is a rapid movement for the adoption of legislation modelled in the UK Modern Slavery Act in Netherlands, France and Australia. In the US, Trade Facilitation and Trade Enforcement Act of 2015 was signed in 2016. At the G7 Summit in Schloss Elmau Germany, G7 leaders pledged to promote responsible supply chains, and strongly supported the UN Guiding Principles on Business and Human Rights. The 2017 Corporate Human Rights Benchmark assesses the companies from industries - Agricultural Products, Apparel, and Extractives, and showed the 2017 result of their human rights performance.

Under these circumstances, many Japanese companies are unable to grasp and address human rights issues including their own company and supply chain. This could lead to a loss of relationship with stakeholders, boycotts, and in extreme cases, a risk of business continuity. It is necessary for Japanese companies not only to develop a framework, but to take an effective action to address human rights issues.

Also, in Japan, the Government Pension Investment Fund (GPIF) signed the Principles for Responsible Investment (PRI). PRI elected GPIF's Executive Managing Director and CIO, as a board member in 2016. GPIF launched the roadmap, requiring companies to consider ESG issues in their investment and decision-making processes. At the same time, in preparation for hosting the Tokyo Olympics and Paralympic Games in 2020, the media began to put more spotlight on human rights issues in supply chain. The human rights concerns that Japanese companies have in the supply chain have been expanded from the conflict minerals issue in the electrical, automotive and precision sectors, to the palm oil and timber issues in the consumer goods sector and food sector.

While companies in Japan have started to undertake their efforts for the United Nations SDGs, most of them still focus on how to create positive impacts. There are a few companies to conduct a human rights due diligence, including addressing potential and actual adverse impacts that their business activities produce.

Amid increasing social demand for Japanese companies to respond to such an above-mentioned human rights legislation, the workshop was implemented for them to help understand human rights issues in supply chain in Asia, human rights issues particular to Japan, and trends of institutional investors in Japan. Through this workshop, the participants recognized that their efforts to "LGBT⁹" and "promotion of women's participation and advancement" in Japan were behind globally. In addition, they could grasp the actual conditions of human rights violations such as forced labor, child labor at the upstream of supply chains, and that these could be great risk for them.

⁹ It should be written as "SOGI". But, as "SOGI" is not the common term, we use LGBT.

The lesson from the past workshops is that when companies address human rights related risks, they should conduct dialogues with the people with human rights abuses and NGOs/NPOs to recognize their human rights issues. After they identify the issues, they should address them by utilizing their high expertise and strategies in cooperation with NGOs/NPOs. And at the same time, they should be held accountable for any harm they cause and outcomes of their actions, as well as should enhance their transparency by disclosing information in order to ensure legitimacy of their business operations. By doing so, companies can earn “License to Operate” and trust from stakeholders which becomes a backbone for corporate sustainable competitiveness in the long run.

Also, CRT Japan held a global dialogue with human rights experts from domestic and overseas leading organizations and a part of the participants from the workshops in Japan, Thailand, Malaysia and Myanmar. The experts shared their positive comments that the companies and NGO/NPO continued to listen and learn from each other for six years, and this program assisted companies in conducting human rights due diligence. However, in order to take further steps, it was noted that companies should conduct a direct dialogue with people actually going through human rights violations (rights-holders). The participants were encouraged to hold a direct dialogue with rights-holders in their company or by sector by utilizing this workshop. The essence of SDGs was human rights as a principle of SDGs was ‘leave no one behind’. However, the experts mentioned that companies tended to focus on business opportunities (positive aspects). Companies should understand the background and essence of SDGs, and implement human rights due diligence required by the UN Guiding Principles. Regarding human rights initiatives and disclosures, companies shared that they became negative towards information disclosure when risks for information disclosure seemed higher than risks for non-information disclosure. As a reason for that, they may not be able to fully address human rights issues. On the other hand, the experts noted that the companies that received positive comments from stakeholders were the ones that shared what their human rights were and the steps to be taken to address them. Although it was also hard for them to fully address human rights issues, they gained trust from their stakeholders by showing their recognition of human rights issues and improvement to advance a respect of human rights.

Nippon CSR Consortium will continue to provide a platform and collaborate with companies, NGOs/NPOs, subject experts, and other initiatives to enhance support for solving issues linked to business and human rights. We sincerely hope that the workshop will assist companies in taking an initial step to carry out human rights due diligence.

3. “Human Rights Issues by Sector (v.6)”

3.1 Manufacturing Sector (Medical Electronic Equipment and Semiconductor)

Key value chains in manufacturing sector

Create: research, development, design Buy: capital investment, procurement Manufacture: production, manufacturing

Transport: storage, logistics Sell: sales and marketing Use: consumption, utilization Discard: disposal, recycling

Key human rights issues in the manufacturing sector			Concrete issues	Value Chain						
				Create	Buy	Manufacture	Transport	Sell	Use	Discard
Core operation/ Supply chain	Workplace conditions	Working hours and wage	<ul style="list-style-type: none"> Long working hours may become the norm in overseas factories, because the wage level is not matching local standards of living and the wage is calculated on the basis of piece-rate work. 	✓	✓	✓	✓	✓		
			<ul style="list-style-type: none"> Unpaid overtime work in Japan, long working hours. Discretionary labor system Inappropriate operation by nominal managers Different work conditions and wage disparity among group companies. Equal pay for equal value of work 	✓	✓	✓	✓	✓		
		Health and safety	<ul style="list-style-type: none"> Severe incidents causing death or injury especially within research and development, as well as manufacturing sites. [C/M] Long working hours may cause health problems, in particular mental health problems. Progression of diseases by lack of health checkups. Inadequate living conditions such as sharing one small dormitory room with several people, poor sanitation (shower, toilet, etc), building a dormitory on the factory premises, and being locked up to control may affect the health of the employees. Lack of protective equipment such as finger sacks, gloves, masks, eye-plugs or the spread of occupational diseases due to not wearing protective equipment. Health and safety standards in Japan do not conform to global standards. (emergency exit and evacuation drills) Treatment of foreign workers in Japan (Especially awareness and training on health and safety, language barriers) 	✓	✓	✓	✓	✓		
	Discrimination	During work	<ul style="list-style-type: none"> Risk of receiving unequal treatment in working conditions, training, and promotion. Discrimination against female workers and sexual minorities. Sexual and power harassment. Addressing LGBT issues. 	✓	✓	✓	✓	✓		✓
	Child labour	Minimum age	<ul style="list-style-type: none"> There may be possible risks of child labour and child trafficking through brokers in supply chains across developing countries (e.g. subcontracting works). Workers in Asian countries may apply for recruitment by falsifying their age. 		✓	✓	✓	✓		✓
	Forced or compulsory labour	Deposits and papers	<ul style="list-style-type: none"> When recruiting foreign workers in Asian countries, recruiters may force them to hand over their ID (e.g. passport) and/or to pay excessive commission fees. 			✓	✓			
Forced overtime		<ul style="list-style-type: none"> Long working hours due to excessive quota requirements may cause forced overtime. 	✓	✓	✓	✓	✓			

Key value chains in manufacturing sector

Create: research, development, design Buy: capital investment, procurement Manufacture: production, manufacturing

Transport: storage, logistics Sell: sales and marketing Use: consumption, utilization Discard: disposal, recycling

Key human rights issues in the manufacturing sector			Concrete issues	Value Chain						
				Create	Buy	Manufacture	Transport	Sell	Use	Discard
Core operation/ Supply chain	Freedom of association and collective bargaining		<ul style="list-style-type: none"> • Communication and dialogue with labour representatives and labour unions may be insufficient. • Institutionalization and operation of labour-management consultation and collective bargaining may not be done sufficiently. In addition, although the right to collective bargaining is permitted, negotiation may not actually conducted. • Workers' rights in union shop may not sufficiently secured. • The rights of workers may not be sufficiently secured due to the prohibition of the composition and activities of labor unions (including cases where trade unions are banned). 	✓	✓	✓	✓	✓		
	Others	Whole	<ul style="list-style-type: none"> • Through audits by global companies, it is pointed out that labour and human rights standards do not conform to global standards.(Safety and health, working hours, disciplinary system, union shops, margins to workers intermediaries, etc.) 	✓	✓	✓	✓	✓		
			<ul style="list-style-type: none"> • Differences in such as awareness of compliance with laws and regulations among the merged companies with different corporate culture. 	✓	✓	✓	✓	✓		
Community	Resources	Use of natural resources	<ul style="list-style-type: none"> • Product development and product design, logistics, sales with low environmental impact (low electricity usage, easy to recycle) [C/U/D/T/U] • Abuse and contamination of land and water at a factory or local construction site. [B/M/D] 	✓	✓	✓	✓	✓	✓	✓
	Security	Non-state groups and security payments	<ul style="list-style-type: none"> • Potential diversion of funds, goods and services to non-state groups and armed groups (e.g. conflict minerals). 		✓					
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> • Potential risk of being involved in bribery and corruption, such as facility payments, especially at the time of obtaining licenses and authorizations. [M] • Possible risks of corruption when entering into a contract, customs of the manufacturing industry, friendships when contracting and operating, as well as of being involved in corrupt practices when receiving orders from government. [S] 	✓	✓	✓	✓	✓	✓	✓
		Relations to states with poor human rights records	<ul style="list-style-type: none"> • A new venture (e.g. plant construction) may be launched on the land where the government does not properly obtain consent from local communities, including indigenous people and minorities. • At time of bidding for a plant construction and operation, the labour standard presented by a host government may not comply with the international standards. • Offshore development[C], road infrastructures [T], waste disposal[D]. 	✓	✓	✓	✓	✓	✓	✓
Consumer	Relations with customers	Health and safety	<ul style="list-style-type: none"> • Contribution to positive environmental consciousness such as implementation of responsible marketing that takes into consideration health and safety of consumers [S], and contribution to raising environmental awareness of consumers through marketing. [U/D] • Potential risk to damage consumer's life and health due to defects in products/services provided to customers. [C/M] 	✓		✓		✓	✓	✓

3.2 Information, Communication and Technology Sector (ICT)

Key human rights issues in the ICT sector			Concrete issues	Value Chain				
				Buy	Create	Produce	Sell	Discard
Stakeholder			Employee	●	●	●	●	●
			Supplier (Procure)	●				
			Business partner (order destination)	●	●	●	●	●
			Community (local community and residents)	●	●	●		●
			Customers				●	●
Core operation/ Supply chain	Workplace conditions	Working hours and wage	<ul style="list-style-type: none"> In a series of value chains from facility construction to disposal, long working hours (including holiday work) and unpaid overwork may occur due to urgent delivery and recovery for system release and system failure [buy / create / produce / sell / discard] Excessive workload or long working hours due to a tight schedule may result in virtual forced labor [buy / create / produce / sell] Forced labour may be conducted at the supplier of equipment [buy] 	✓	✓	✓	✓	✓
		Health and safety	<ul style="list-style-type: none"> Due to political and economic factors different from Japan, occupational health and safety of overseas suppliers and business partners may not be adequately secured.[buy / create / produce / sell] Long working hours may cause health problems, especially mental health problems. Possible risks to health and safety due to maintenance and operation work at network facilities. [produce] 	✓	✓	✓	✓	✓
	Discrimination	Employment, during work, dismissal	<ul style="list-style-type: none"> Discrimination in gender during work at office may be conducted [buy/create/produce/sell/discard] Harassment during work may occur [buy/create/produce/sell/discard] Discrimination in treatment due to difference in employment forms may occur [buy/create/produce/sell/discard] 	✓	✓	✓	✓	✓
	Forced or compulsory labour	Conflict with local law	<ul style="list-style-type: none"> Freedom of association and collective bargaining may not be ensured. [buy/create/produce/sell/discard] 	✓	✓	✓	✓	✓

Key human rights issues in the ICT sector			Concrete issues	Value Chain				
				Buy	Create	Produce	Sell	Discard
Stakeholder			Employee	●	●	●	●	●
			Supplier (Procure)	●				
			Business partner (order destination)	●	●	●	●	●
			Community (local community and residents)	●	●	●		●
			Customers				●	●
Community	Resources	Use of natural resources (water etc.)	<ul style="list-style-type: none"> Use of energy and water that take into consideration at data centre and business site (e.g. energy saving, responsible power source management). [produce] Negative impact on the lives of communities given by noise and odour emissions arising from data centre and business site. [produce] Potential risks of environmental pollution caused by inappropriately discarded electronic devices. [discard] Conflict minerals may be used in procured equipments.[procure] 	✓		✓		✓
	Security	Non-state groups and security payments	<ul style="list-style-type: none"> Payment to non-state groups may be made. [buy/create/produce/sell] There may be violence against local residents by the armed private security guards at business facilities such as data center and business site. [create/produce] 	✓	✓	✓	✓	
	Access to land	Title of land Forced migration	<ul style="list-style-type: none"> There may be forced migration at the time of purchasing land for construction of business site and data center. [create/produce] 		✓	✓		
	Community investment		<ul style="list-style-type: none"> Positive actions such as correcting information gaps, helping people to make a better living, and improving the environment through IT services and information provision [buy/create/produce/sell] Positive impact on improvement of the local infrastructure through the establishment of an ICT network system [buy/create/produce/sell] Users' social lives may be threatened by suspension of service caused by electrical and technical troubles. [sell] Provision of social infrastructure including communication services [buy / create / produce / sell] Realization of universal access and universal design (all people can use information or information communication system regardless of social, hierarchical, regional differences) [buy / create / produce / sell] 	✓	✓	✓	✓	
	Health and safety		<ul style="list-style-type: none"> Health hazard may occur at the time of equipment disposal [discard] 					✓

Key human rights issues in the ICT sector			Concrete issues	Value Chain				
				Buy	Create	Produce	Sell	Discard
Stakeholder			Employee	●	●	●	●	●
			Supplier (Procure)	●				
			Business partner (order destination)	●	●	●	●	●
			Community (local community and residents)	●	●	●		●
			Customers				●	●
Society and government	Relations with governments	Relations to states with poor human rights records	<ul style="list-style-type: none"> Insufficient legal systems may cause improper working environment [buy/create/produce/sell/discard] Land ownership of ethnic minorities may be deprived during land acquisition. [buy] It may be difficult to decline the request from the state power to provide personal information in data center and cloud service [sell] Possibility to infringe on freedom of expression [selling] 	✓	✓	✓	✓	✓
		Bribery and corruption	<ul style="list-style-type: none"> Potential risks of being involved in bribery and corruption in value chain (especially in ICT service provision for government agencies.) [buy/create/sell] 	✓	✓	✓	✓	
		Business in conflict countries	<ul style="list-style-type: none"> Potential risks of purchasing conflict minerals through procurement from conflict countries [buy] Potential risks of being involved in human rights violations by developing such as maintenance and operation business in conflict countries [selling] 	✓			✓	
	Relations with society	<ul style="list-style-type: none"> Potential risks of being complicit in activities of terrorist and criminal groups through the use of current and future digital technology [sell] Potential risks of being complicit in crime and human rights violations through the unintended use of current and future digital technology [sell] 				✓		
Consumers	Relations with consumers	Protect and management of personal information and privacy Freedom of expression	<ul style="list-style-type: none"> Personal information/privacy may be leaked [produce/sell/discard] Personal information/privacy may be collected and used without gaining consent [create/sell] Personnel engaged in the management of personal information / privacy may not be fully enlightened/educated. As a result, their awareness of recognizing risk, protecting and managing personal information/privacy may not be raised. [selling] Because awareness of recycling among consumers is not raised, recycling of rare metals and collection of unused mobile terminals may not proceed. [discard] In Big Data business, it may be possible to identify individuals, who could not be identified by individual data, by combining some information and data relevant to them. In addition, such information may be used without gaining a prior consent from customers. [create/sell] Possible risks of violating human rights by the improper use of ICT [sell] Violence on the Internet, verbal abuses, and pornography may give an adverse impact on children's development. [sell] Possibility to infringe on freedom of expression (premised that human rights are protected) [sell] 		✓	✓	✓	✓

3.3 Logistics and Transport Sector

Key value chains in logistics

Create: research, development Buy: capital investment, procurement of ships, vehicles, aircrafts, and fuel Sell: promotion, sales

Transport: operation (storage, logistics, transportation) Discard: disposal, recycle

Key human rights issues in logistics and transport sector			Concrete issues	Value Chain				
				Create	Buy	Sell	Transport	Discard
Core operation/ Supply chain	Workplace conditions	Working hours	<p>Logistics and transport industries are a labour-intensive industry. Though it is anticipated that mechanization will be further advanced in the future, laborious work of human beings will still remain.</p> <ul style="list-style-type: none"> • Due to the volume of orders, long-term employment can not be made and employees may be exposed to unstable employment forms. • Long working hours at sites and subcontracting companies may occur, especially in busy seasons. • Long working hours may occur due to work at late night and early morning to cope with time difference with other countries. • Because this industry has a high public nature, unexpected long working hours may occur when disasters occur. 			✓	✓	
		Low wages	<ul style="list-style-type: none"> • Wages may be lower than the level of wages necessary to support workers and their families. • Working hours may get longer due to expansion of mail-order markets, wages per unit of time may decrease. • Changes in distribution volume may affect business volume, resulting in failure to obtain stable income. 			✓	✓	
		Health and safety	<p>At the site of the logistics and transport industry, there is always a dangerous work such as loading and unloading heavy objects, transportation, the use of large machinery/vehicles, and working in proximity to trains, aircrafts and ships. It is important to make daily efforts to prevent risks from occurring in order to keep workplaces safe.</p> <ul style="list-style-type: none"> • Occupational accidents may occur when handling heavy machinery or heavy cargoes at shipping vessels, terminals, airplanes and airports. • Securing workers' safety in areas where piracy occurs is important. [shipping business] • As this industry has a high public nature, there is a possibility of secondary damage of occupational accidents when disaster occurs • Long working hours may cause mental health risks. • Potential risks of causing forced and child labour, and threatening the health and safety (other than employees) in supply chains. 				✓	
	Discrimination	During work	<p>In anticipation of the shortage of human resources due to the declining population, in recent years, human resources and forms of employment have been diversified such as employment of temporary staff, senior employees, foreign employees, full employment of contract employees, and implementation of short work and teleworking.</p> <ul style="list-style-type: none"> • There may be unequal treatment in working conditions, training and promotion as various types of human resources are employed under various types of employment. • Foreigners may be treated unfairly in employment and treatment. • There may be uniform treatment to workers without due concern for diversity. 			✓	✓	

Key value chains in logistics

Create: research, development Buy: capital investment, procurement of ships, vehicles, aircrafts, and fuel Sell: promotion, sales

Transport: operation (storage, logistics, transportation) Discard: disposal, recycle

Key human rights issues in logistics and transport sector			Concrete issues	Value Chain				
				Create	Buy	Sell	Transport	Discard
Community	Resources	Use of natural resources	<ul style="list-style-type: none"> In addition to fossil fuels, diversification of energy sources makes a progress including non-conventional natural gas resources and power generation by natural energy. There may be environmental pollution such as air pollution, water quality deterioration and destruction of habitats at suppliers of fuel oils. [B] Air pollution may be caused by gas discharged from many transportation vehicles passing through the transportation route. [T] Oil spill accidents may cause marine environmental destruction. Environmental destruction such as soil contamination, water quality degradation and air pollution may occur due to construction and use of transportation infrastructure such as a factory, distribution center, road, railway, port and airport. The procurement and use of fossil fuels, and an inefficient use of resources may cause climate change and give a negative impact on people's lives. Potential for contributing to sustainable development by efficient use of natural resources (positive impact) 		✓		✓	
		Use of infrastructure	<ul style="list-style-type: none"> Vehicles, ships, and aircrafts operated by companies may cause damage to the roads, harbors and airports where they operate. Disasters may damage infrastructure and disrupt logistics. Efforts to promptly recover infrastructure such as roads and logistic centres after disasters, and maintain basic infrastructure for local daily life (positive impact). 	✓	✓		✓	
	Security	<ul style="list-style-type: none"> Accidents may casue an adverse affect on health and safety of customers, citizens, and other stakeholders. There may be exercise of excessive use of force by national navies dispatched to the pirate occurrence area or by armed guards hired by a company to protect logistic centres with poor security. Armed security guards on board may exercise excessive force against seafarers, crewmembers, and pirates (Shipping industry). Navy and pirates may violate the rights of local residents such as fisherme (Shipping industry). 				✓		
	Community Investment	<ul style="list-style-type: none"> Possibility to contribute to neighbors by cooperating in the operation of emergency relief supplies sites and transportation of emergency relief supplies and support supplies to evacuation centers during occurrence of disasters. (positive impact) Possibility to contribute to industrial revitalization, tourism promotion, job creation, culture promotion and maintenance of the local livelihood base by connecting people and goods and by long-term commitment. (positive impact) 	✓		✓	✓		
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> Potential risk of being involved in bribery and corruption for example by way of a facilitation payment. [T] Potential risk of being involved in collusion, bribery and corruption when negotiating capital investment and route development with governments and administrations. [C/B] 	✓	✓		✓	
Others	Illegal dealing, Trafficking	Trafficking in human	<ul style="list-style-type: none"> Potential risk of being directly involved in transportation of victims of human trafficking. Potential risk of transporting banned goods. 			✓	✓	

3.4 Chemical and Building Materials Sector

Key human rights issues in chemical and building materials sectors			Concrete issues	Value Chain									
				Research	Development	Procure	Produce	Transport	Sell	Use	Discard	Procure (labour)	
Core operation/ Supply chain	Workplace condition	Working hours	<ul style="list-style-type: none"> As a feature of B to B companies, there may be overtime work as they receive orders without due consideration of resources (one's company and supply chain). There is not enough understanding on the degree of working hours management according to different working conditions depending on country/areas (supply chain). 	✓	✓	✓✓	✓✓	✓	✓✓			✓✓	
		Health and safety	<ul style="list-style-type: none"> There are relatively sources of risks in the workplace environment as manufacturers use hazardous substances (chemical substances) and large scale facilities (one's company and supply chains). Insufficient information provision on chemical substances from suppliers may cause health damage to employees and final consumers (one's company and supply chain). If outsourcing such as safety tests or functionality tests through people to partner companies with poor ethical values, this may lead to human rights problems (supply chains). 	✓	✓	✓	✓✓	✓	✓			✓	
		Disciplinary measures	<ul style="list-style-type: none"> Because the customs of disciplinary measures differ largely according to countries and regions, the disciplinary policies which are already developed may not conform to the regions (one's company). Development of grievance mechanisms available for disciplined persons may be insufficient (one's company). The customs of disciplinary measures differ largely according to countries and regions, making it difficult to grasp the actual practices of disciplinary action at suppliers (supply chains). 	✓		✓	✓	✓	✓		✓		
	Discrimination	During work	<ul style="list-style-type: none"> Cases of discrimination issues which are raised as social problems differ depending on region and time (for instance, discrimination against sexual minorities was raised in the workshop in 2015). Elimination of discrimination during work globally remains unsolved (one's company and supply chains). A delay in the improvement of the working environment for people with disabilities may lead to human rights problems (one's company and supply chains). 	✓	✓	✓	✓	✓	✓		✓	✓	
		Redundancy and dismissal	<ul style="list-style-type: none"> Clear and acceptable selection standards may not be presented to the target person during redundancy and dismissal (one's company and supply chain). Because adequate communication is not implemented based on the selection standards of surplus personnel, this may take a legal case (one's company and supply chains). 										
	Child Labour	Risks to children	<ul style="list-style-type: none"> Possibility in supply chain 			✓							
		Minimum age	<ul style="list-style-type: none"> Possibility in supply chain 			✓							
		Working hours and conditions of employment	<ul style="list-style-type: none"> Possibility in supply chain 			✓							
		Employment of young workers	<ul style="list-style-type: none"> Possibility in supply chain 			✓		✓			✓	✓	

Key human rights issues in chemical and building materials sectors			Concrete issues	Value Chain									
				Research	Development	Procure	Produce	Transport	Sell	Use	Discard	Procure (labour)	
Core operation/ Supply chain	Forced Labour	Deposits and papers	• The presence or absence of migrant workers is not globally and comprehensively identified. When forced labour occurs, companies face great reputational risks (one's company and supply chains).			✓							✓
		Forced overtime	• As a feature of B to B companies, they may demand forced overwork when receiving orders without due consideration of resources (volunteer overtime work is regarded as overtime work) (one's company and supply chain).	✓	✓	✓ ✓	✓ ✓	✓	✓ ✓				✓ ✓
		Trafficking in human	• The presence or absence of migrant workers is not globally and comprehensively identified. When forced labour occurs, companies face great reputational risks (one's company and supply chains).		✓	✓							
	Freedom of association	Freedom of association and collective bargaining	• Labour-management negotiations may not be properly conducted (one's company and supply chains). • Employees may not have a means to discuss issues related to labour without interference of companies (one's company and supply chains).	✓	✓	✓	✓	✓	✓	✓		✓	✓
		Conflict with local law	• If labor-management negotiations are not properly conducted, there is a risk that production will suspend due to the occurrence of strikes and boycotts. (one's company and supply chains) • Employees may not have a means to discuss issues related to labour without interference of companies. (one's company and supply chains)	✓	✓	✓	✓	✓	✓	✓		✓	✓
Community	Resources	Use of natural resources	• The industry may give a huge impact to local communities, as it uses a relatively large amount of resources and has a potential for causing pollution damage by discharge and leak of hazardous materials. (one's company and supply chains) • Possible risks of water depletion due to the construction of factories and deforestation. (supply chains) • Possible risks of giving an impact on local communities due to the depletion of natural resources. (supply chains)			✓ ✓	✓ ✓					✓	
Society and government	Relations with governments	Bribery and corruption	• As extraterritorial application of laws and regulations related corruption has expanded, there is a possibility of affecting stakeholders (employees and investors) by paying huge surcharge. (one's company and supply chains) • Bribery to foreign public officials and excessive treatment for them, risks of payment to smoothen transactions, risks of receiving an order of business suspension due to not carrying out these. (one's company and supply chains)	✓	✓		✓ ✓	✓	✓ ✓		✓		
		Gov'ts with poor human rights records	• There is a possibility that companies creates a risk of being complicit in human rights violations as operating in countries that do not address human rights proactively. (one's company and supply chains) • There is a possibility that gaining permits from the local government leads to a risk of being complicit in human rights violations (reputational risks and risks of being complicit in human rights violations caused by operations in countries with poor recognition on human rights) (one's company and supply chains) • Profits may be squeezed as resources are needed to be invested for activities to raise awareness of human rights. (one's company)		✓	✓	✓	✓	✓	✓	✓		

3.5 Food Sector

Key human rights issues in food sector			Concrete issues	Value Chain						
				Developme	Research	Procure	Produce	Transport	Sell	Use
Core operation / Supply chain	Workplace conditions	Working hours	<ul style="list-style-type: none"> Long working hours may occur at all business such as in own manufacturing factories including those of suppliers, and for logistics drivers. Restrictive labor may occur to keep the delivery date in the period when production such as seasonal items concentrates. 	✓	✓	✓	✓	✓	✓	✓
		Wages	<ul style="list-style-type: none"> Wage levels do not match the local standard of living. Proper wages are not paid to workers due to the application of piece-rate work (Farms like palm and fishing ground). Introducing efforts like fair trade effectively to the society enables to improve consumer`s safety and corporate value, as well as pay appropriate wages to workers. Improper low wages under the Technical Intern Training Program. 			✓	✓	✓	✓	
		Health and safety	<ul style="list-style-type: none"> The health and safety of employees and workers may be threatened due to inadequate measures against work-related accidents, handling of chemical substances including agrichemicals, and dangerous work in a process of manufacturing product (including raw material procurement) and a process of research and development. (Employee = Perspective of Persons with Disabilities) In order to reduce risks, it is important to consider cultural differences such as color barrier-free (consideration of coloring) and direction of opening and closing the door. 	✓	✓	✓	✓	✓	✓	✓
	<ul style="list-style-type: none"> Accidents during the operation of vehicles. 			✓	✓	✓	✓	✓	✓	
	Discrimination	Employment	<ul style="list-style-type: none"> Discrimination may occur during the recruitment process, based on race, gender, religion, origins including overseas, sexual orientation, disabilities, ethnicity and beliefs. 	✓	✓	✓	✓	✓	✓	✓
		During work	<ul style="list-style-type: none"> Foreign workers/workers may receive unequal treatment in access to safety education due to differences in languages (Using proper words and communication styles for disabled persons should be considered). Insufficient safety training for temporary employees/workers. Temporary employees/workers may be forced to unstable employment form. Sexual, power, maternity harassment. 	✓	✓	✓	✓	✓	✓	
		Assessment and Treatment	<ul style="list-style-type: none"> Discrimination may occur in assessment and treatment based on race, gender, religion, origins, sexual orientation, disability, ethnicity and beliefs. Unequal evaluation may be conducted due to remote / telework evaluation inequality and lack of communication. 	✓	✓	✓	✓	✓	✓	
	Child labour Elderly labour		<ul style="list-style-type: none"> Child labour under the minimum labour age may be conducted at a supplier of raw materials. Children may lose the right to education. 			✓				
	Forced or compulsory labour		<ul style="list-style-type: none"> Forced labour against immigrant workers. Illegal immigrants may receive inhumane treatment. Exploitation of technical intern trainees and their involvement in dangerous work. Slave labour in the procurement process of agriculture, forestry and fisheries. 			✓	✓	✓		
	Freedom of association and collective bargaining	Conflict with local law	<ul style="list-style-type: none"> Freedom of association and the rights of collective bargaining under international human rights law may not be fully ensured in countries in which unions are not permitted, or unions are permitted but poorly implemented. "Transportation" is also included when overseas manufacturing sites are assumed. 			✓	✓	✓		

Key human rights issues in food sector			Concrete issues	Value Chain							
				Developme	Research	Procure	Produce	Transport	Sell	Use	Discard
Community	Resources	Use of natural resources	<ul style="list-style-type: none"> Due to large-scale commercial agriculture, fishery and forestry at suppliers of raw materials, the community may face a decrease in agricultural production and catches of fish. Impact on access to water and local ecological systems. Risks of damaging culturally/historically/religiously important places for local residents and indigenous groups *This issue is almost settled, so it is assumed that the priority to address this issue is low at present. A single crop production (switch to cash crops) may cause the loss of a self-sufficient food system. Construction of factories may limit the access right to water of local people living in proximity to them. Water risks may occur due to climate change. 			✓	✓				
	Access to land	Title to land	<ul style="list-style-type: none"> Titles to the land of local people or indigenous groups may be ignored, especially when constructing such as fields, ponds, factories/manufacturing sites. Deprivation of the rights of local people may occur due to the enclosure of agricultural lands. 			✓	✓				
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> In establishing factories and gaining marketing rights (marketing license), companies may be demanded for bribes to acquire lands and permissions. 			✓	✓		✓		
Consumer	Health and safety	Provision of proper information	<ul style="list-style-type: none"> Incorrect food labeling may cause health hazard to consumers. Incorrect understanding may be created by not informing consumers of the right knowledge on food. Realization of provision of information that does not depend on language by utilizing "Pictogram" that Japan disseminates to the world. 						✓	✓	
		Responsible marketing	<ul style="list-style-type: none"> Improper marketing may lead consumers (especially minors) to develop poor eating habits. Appropriate nutritional guidance and support for children in the place of origin can be realized with buying power. 			✓			✓	✓	
		Quality control	<ul style="list-style-type: none"> Inadequate quality control may harm consumers' health. Intentional quality obstruction (food defense) 	✓	✓	✓	✓	✓	✓		
	Privacy Protection		<ul style="list-style-type: none"> Risks of leaking personal information gained through consumer campaigns, mail order sales, and member registration (contractor is also considered) 					✓	✓	✓	

3.6 Consumer Goods (Cosmetics and daily goods) Sector

Key human rights issues in consumer goods sector		Concrete issues	Value Chain							
			Development	Research	Procure	Produce	Transport	Sell	Use	Discard
Core operation / supply chain	Working Conditions	Working hours	<ul style="list-style-type: none"> Long working hours may be caused by (a) production schedules that presuppose overtime work, as well as attempts to catch up to delays in production schedules in upstream supply chain, (b) low wages that do not match local standards of living, (c) piece-rate work, and (d) repair work of a large volume of defective products or products which need adjustments. Long hours of work may occur due to excessive response for customers and increase of man-power by ambiguous targets. There is a possibility that labor management may be inadequate, or rest days required by law may not be intentionally given, and limits of overtime hours may not be upheld. 	✓	✓	✓	✓	✓		
		Wages	<ul style="list-style-type: none"> Pressure of cost reduction from buyers may lead to non-compliance with minimum wages. Frequent revisions of minimum wages in some countries may lead to non-compliance with minimum wages. Proper rewards for overtime hours may not be paid due to poor compliance with laws/regulations and inadequate labour management. Equal pay for work of equal value may not be practiced. Fair compensation according to productivity may not be paid. 	✓	✓	✓	✓	✓		
		Health and safety	<ul style="list-style-type: none"> Education on health and safety, including disaster drills, first-aid drills, and handling instructions on toxic chemical substances may not be thoroughly conducted. Health hazard may occur due to Insufficient efforts to improve a harmful working environment to workers' health (loud noise, vibrations, illuminance, room temperature, ventilation and exhaust). Risks of having pregnant women and young people engage in dangerous or injurious work. Workers may be exposed to danger due to aging buildings, illegal constructions, insufficient emergency exits and evacuation passages. 	✓	✓	✓	✓			
		Harassment	<ul style="list-style-type: none"> Workers may be exposed to physical, sexual, mental or verbal harassment and abuse. 	✓	✓	✓	✓	✓		
	Working Conditions	Disciplinary measures	<ul style="list-style-type: none"> Improper content of employment rules may cause improper disciplinary measures and treatments. Grievance mechanism may not be put in place. 	✓	✓	✓	✓	✓		
	Discrimination	During employment During work During use	<ul style="list-style-type: none"> Unequal recruitment/recruitment may be conducted based on disability, LGBT, religion, race, age and gender. Unequal treatment in opportunities for promotion, training and working conditions may be practiced based on disability, LGBT, religion, race, age and gender. Unequal treatment in use may be practiced based on disability, LGBT, religion, race, age and gender. 	✓	✓	✓	✓	✓	✓	

Key human rights issues in consumer goods sector			Concrete issues	Value Chain							
				Research Development	Procure	Produce	Transport	Sell	Use	Discard	
Core operation / supply chain	Child labour	Minimum age	<ul style="list-style-type: none"> Children under the minimum age may be working without verification of their identify, or based on counterfeit identification. Children under the minimum age may be exposed to child labour due to poverty. Children may be exposed to child labour in places such as plantations. 		✓	✓					✓
	Forced or compulsory labour	Forced overtime Human trafficking	<ul style="list-style-type: none"> Workers may be forced to work by violence, the threat of violence, or any other form of coercion. Labor contracts (employment contracts) are not explicitly stated in the document, and workers may be forced to work under unfavorable working conditions. Vulnerable immigrants, refugees, technical interns may be exposed to forced labour. 		✓	✓	✓				
	Freedom of association		<ul style="list-style-type: none"> The formation of labour unions and collective bargaining may be refused without any legitimate reason. Poor treatment or dismissal to union members may be practiced. Workers may get fired due to participating in strikes. 	✓	✓	✓	✓	✓			
Community	Resources	Water stress	<ul style="list-style-type: none"> Use of a large amount of water and pollution of rivers by the inflow of toxic chemical materials may cause an adverse impact on the local environment and health of local residents living in affected areas. 		✓	✓					
		Terrestrial resources	<ul style="list-style-type: none"> Manufacturing products may cause an adverse impact on the protection of forest eco-systems. 	✓	✓	✓	✓				
		Marine resources	<ul style="list-style-type: none"> Manufacturing plastic products may cause an adverse impact on the protection of marine eco-systems. 	✓					✓	✓	
		Waste disposal	<ul style="list-style-type: none"> Leaving waste and dumping waste illegally may be practiced due to not using proper agents. Failure to tackle waste reduction may adversely affect the environment. 	✓	✓	✓	✓	✓	✓	✓	
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> Bribery may be demanded when acquiring license at each stage of the value chain. 	✓	✓	✓	✓	✓			
Consumer	Relations with consumers	Health and Safety	<ul style="list-style-type: none"> Responding to changes in consumer consciousness, developing an ethical market, creating positive action to promote a fair trade may be inadequate. 	✓					✓	✓	
			<ul style="list-style-type: none"> Inadequate efforts to increase the quality and safety of goods, and to mitigate risks for consumers. 	✓	✓	✓	✓	✓	✓	✓	
			<ul style="list-style-type: none"> Inadequate efforts to improve the traceability of materials and products. 	✓	✓	✓	✓	✓	✓	✓	
			<ul style="list-style-type: none"> Insufficient efforts to solve consumer issues through innovation. 	✓							

4. List of Participants of 2017 Human Right Due Diligence Workshop

■ Company (23 Companies, 43 Participants)

Youzou Nakao	AJINOMOTO CO., INC. Talent Development Group, Global Human Resources Dept.
Shigeru Sugimoto	ANA HOLDINGS INC Manager, Corporate Brand & CSR
Kouichi Yokoi	NTT DOCOMO, INC. Chief Manager, Human Rights Education Office, General Affairs Department
Hiroshi Kawahashi	NTT DOCOMO, INC. Manager, Human Rights Education Office, General Affairs Department
Kazuhiko Ozeki	OLYMPUS CORPORATION Manager, CSR Planning & Administration Dept., CSR Div.
Motohiro Takada	OLYMPUS CORPORATION Manager, Procurement Planning Department, Procurement Division
Haruo Hatanaka	Kao Corporation Vice President, Sustainability Planning Group, Corporate Strategy
Takashi Yoshioka	Kao Corporation Manager, Sustainability Planning Group, Corporate Strategy
Katsuaki Manaka	QUICK Corp. ESG Research Center Analyst
Hiroko Goto	QUICK Corp. ESG Research Center Analyst
Junji Kokubo	SHISEIDO CO., LTD Group Manager, Environment Integrity Group, Sustainability Strategy Department
Kazumi Azuma	SHISEIDO CO., LTD Manager, Environment Integrity Group, Sustainability Strategy Department
Yasutaka Sakayoshi	DUSKIN CO., LTD. Advisory Staff, Corporate Planning
Shinichi Natatei	DUSKIN CO., LTD. Chief, Corporate Planning
Tokiko Soma	Toshiba Corporation General Manager, CSR Management Office
Shuji Sonezaki	TOTO LTD. Manager, ESG Promotion Sect., ESG Promotion Dept.
Eriko Takahashi	TOTO LTD. ESG Promotion Sect. ESG Promotion Dept., Management Planning Div.

Yoshiaki Takahashi	Toppan Editorial Communications Co., LTD. Creative Director, Planning & Development Team, Planning & Development Division, First Production Headquarters
Masano Imohara	NICHIREI CORPORATION Group Leader, CSR Promotion, Strategic Planning
Kengo Sato	NIPPON EXPRESS CO., LTD. Assistant Group General Manager, Corporate Social Responsibility Division, Environment & Social Contributions Group
Satoshi Ueda	NIPPON TELEGRAPH AND TELEPHONE CORPORATION Manager, CSR Promotion Office, General Affairs Department
Shinichi Ikemoto	NIPPON TELEGRAPH AND TELEPHONE CORPORATION Human Rights Protection, General Affairs Department
Naoko Nukiyama	NYK Line Manager, CSR Team, Corporate Communication and CSR Group
Satoko Kita	NYK Line CSR Team, Corporate Communication and CSR Group
Eriko Yoneyama	NYK Line GHR Coordination Team, Human Resources Group
Haruka Yamada	FUJI OIL HOLDINGS INC. CSR and Risk Management Group
Toshihiko Hoshino	FUJIFILM Holdings Corporation Senior Expert, CSR Group, Corporate Planning Div.
Mari Kojima	FUJIFILM Holdings Corporation Manager, CSR Group, Corporate Planning Div.
Satoshi Arita	POLA ORBIS HOLDINGS INC. Manager, Corporate Communications Div., Corporate Social Responsibility
Naoki Usui	POLA ORBIS HOLDINGS INC. Corporate Communications Div., Corporate Social Responsibility
Maiko Tsutsui	POLA ORBIS HOLDINGS INC. Corporate Communications Div., Corporate Social Responsibility
Midori Abo	POLA ORBIS HOLDINGS INC. Corporate Communications Div., Corporate Social Responsibility
Reiko Abe	MITSUI CHEMICALS, INC. Director, CSR Department, Corporate Communications Div.
Yoshiyuki Itoh	MITSUI CHEMICALS, INC. Manager, CSR Department, Corporate Communications Div.
Hiroshi Kamaya	Mitsubishi Chemical Holdings Corporation Manager, KAITEKI Promotion Office, Corporate Strategy Division
Masaru Fujii	Mitsubishi Chemical Corporation Manager, Corporate Planning Department, KAITEKI Promotion Group

Caux Round Table Japan

Shibuya Sanshin Mansion 505, 29-33 Sakuragaoka-cho, Shibuya-ku, Tokyo, 150-0031, JAPAN
TEL: +81-3-5728-6365 FAX: +81-3-5728-6366

<http://crt-japan.jp/en/>

Kiyoyuki Yamaguchi	MORINAGA MILK INDUSTRY CO., LTD. General Manager, CSR Promotion Department
Mihoko Yamamoto	MORINAGA MILK INDUSTRY CO., LTD. General Manager, CSR Promotion Department
Akiko Nagai	MORINAGA MILK INDUSTRY CO., LTD. Section Manager, Social Contribution Promotion Office, CSR Promotion Department
Naoki Kuba	MORINAGA MILK INDUSTRY CO., LTD. Section Manager, CSR Planning Office, CSR Promotion Department
Reiko Ishimura	Unicharm Corporation Manager, Environment Group, Corporate Social Responsibility Division
Mio Sumida	Unicharm Corporation CSV Group Corporate Social Responsibility Division

■NGO/NPO, Organization (17 Organizations, 24 persons)

Yoko Doi	Amnesty International Japan Deputy Director, Fundraising Department
Kazuo T Kobayashi	ALTER TRADE JAPAN, INC. Public Relations Dept.
Takashi Sawada	Kanagawa Worker`s Medical Cooperative, Minotomachi Medical Center M.D., MPH
Miki Nishiyama	SHARE Services for the Health in Asian & African Regions Development and Communications
Yuko Yamamoto	SHARE Services for the Health in Asian & African Regions Program Officer, Migrant Health Program
Hiroshi Kawahito	National Defense Counsel for Victims of Karoshi Secretary General, Attorney at Law
Emi Matsukawa	QUICK Corp. ESG Research Center Principal
Junichi Mishiba	Friends of the Earth Japan Executive Director
Hitoshi Suzuki	Institute for International Socio-Economic Studies Advisor
Rie Yazaki	Support21 Social Welfare Foundation Learning Program Coordinator/Japanese Language Instructor
Kaori Kuroda	CSO Network Japan Executive Director
Hiroichi Yagi	Secom Pension Fund Adviser

Hiroko Masuhara	Trois Couleurs Co., Ltd. Representative Director
Yoshiaki Okamoto	Cabinet Office Government of Japan Deputy Director-General, Gender Equality Bureau
Yumiko Okawauhi	Cabinet Office Government of Japan Director, General Affairs Division, Gender Equality Bureau
Noriko Kudo	Cabinet Office Government of Japan Policy Researcher, General Affairs Division, Gender Equality Bureau
Kenichi Kumagai	The ILO Association of Japan Officer for Planning
Mariko Yamaoka	NOT FOR SALE JAPAN Director
Nozomi Kuriyama	NOT FOR SALE JAPAN Assistant Director
Saul Takahashi	Business & Human Rights Resource Centre Japan, Korea & Pacific Islands Researcher & Representative
Nami Kishida	Mirairo Inc. Head of Public Relations
Okada Asami	Mirairo Inc. Public Relations
Riko Tanaka	Mirairo Inc. Director
Kensuke Ohtsuka	RainbowACTION Executive Officer

■ Cooperation

QUICK Corp. ESG Research Center

■ Organizer

Caux Round Table Japan