

Appendix 1

Worksheet A

- Please select issues which have significance to your sector and mark ●. Please also identify issues which have no relevance or less relevance to your sector and mark ▲ in the "Selected Issues ● or ▲" column. Three issues of ● and three of ▲ from Section I : Core Operation / Supply Chain, and also three issues from each of Section II : COMMUNITIES and III : SOCIETY AND GOVERNMENTS. A total of 12 issues should be selected.
- Regarding the issues you marked ●, please select the related value chain and mark ●. Multiple marks are allowed.
- Please write concrete points for significant issues (●) with each issue number, while also stating the reasons for marking ▲ with each issue number.

These human rights issues are based on the "Identifying the human rights issues and expectations relevant to business (based on internationally recognised standards and voluntary initiatives)" in the Guidance Tool issued by the UNEP FI in 2011.

I . CORE OPERATION / SUPPLY CHAIN 事業 / サプライチェーン		1. Select Issues ● or ▲	2. Only for the significant issues, select the related value chain and mark ● (multiple marks allowed)											
			Funding	Facility Construction	Research	Development	Procurement	Production	Storage	Transportation	Sales and Marketing	Consume /Use	Disposal	Others
1. Workplace conditions 職場における待遇	a	Working hours 労働時間												
	b	Wages 賃金												
	c	Health and Safety 健康および安全												
	d	Disciplinary practices 懲戒処分												
2. Discrimination 差別	e	Recruitment 採用												
	f	During work 従業時												
	g	Redundancy and dismissal 整理解雇、解職												
3. Child labour 児童労働	h	Risks to children 危険な作業や雇用												
	i	Minimum age 最低年齢												
	j	Working hours and conditions of employment 労働時間と労働条件												
	k	Worst forms of child labour 最悪の形態の児童労働												
4. Forced or compulsory labour 強制労働	l	Employment of young workers 18歳未満の若年労働者の雇用												
	m	Prison labour 囚人の作業もしくはは役務												
	n	Deposits and papers 雇用にあたり保証金や文書の提出を求める搾取												
	o	Forced overtime 強制的な残業												
5. Freedom of association and collective bargaining 結社の自由と団体交渉権	p	Trafficking of workers 人身売買												
	q	Freedom to associate and to bargain collectively 結社の自由と団体交渉権												
	r	Conflict with local law 国内法で認められていない場合の措置												

3. Which are significant issues to your sectors? Please select three issues from section I , and fill in the issue number and concrete points related to each issue below.

● Issue No.	Concrete points

3. Which issues are not relevant or less relevant to your sector? Please select three issues from section I , and fill in the issue number and the reason below.

▲ Issue No.	The reason you marked ▲

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1. Please select issues which have significance to your sector and mark ●. Please also identify issues which have no relevance or less relevance to your sector and mark ▲ in the "Selected Issues ● or ▲" column.
 Three issues of ● and three of ▲ from Section I : Core Operation / Supply Chain, and also three issues from each of Section II : COMMUNITIES and III: SOCIETY AND GOVERNMENTS. A total of 12 issues should be selected.
 2. Regarding the issues you marked ●, please select the related value chain and mark ●. Multiple marks are allowed.
 3. Please write concrete points for significant issues (●) with each issue number, while also stating the reasons for marking ▲ with each issue number.

These human rights issues are based on the "Identifying the human rights issues and expectations relevant to business (based on internationally recognised standards and voluntary initiatives)" in the Guidance Tool issued by the UNEP FI in 2011.

II. COMMUNITIES コミュニティ		1. Select Issues ● or ▲	2. Only for the significant issues, select the related value chain and mark ● (multiple marks allowed)											
			Funding	Facility Construction	Research	Development	Procurement	Production	Storage	Transportation	Sales and Marketing	Consume/Use	Disposal	Others
1. Resources 資源	a	Use of natural resources 天然資源(水や土地等)の利用												
	b	Use of infrastructure インフラ(道路、電気、上下水道等)の利用												
2. Security 治安	c	State provision of security 国家による警備の提供												
	d	Non-state groups and security payments 非政府勢力への支払い												
	e	Detainment 拘束												
3. Access to Land 土地へのアクセス	f	Title to land 土地の所有権												
	g	Voluntary relocation - consultation and compensation 自主的な土地移転を促す協議と補償												
	h	Forced relocation 強制移住												
4. Community investment コミュニティへの投資	—	—												

III. SOCIETY AND GOVERNMENT 社会と政府		1. Select Issues ● or ▲	2. Only for the significant issues, select the related value chain and mark ● (multiple marks allowed)											
			Funding	Facility Construction	Research	Development	Procurement	Production	Storage	Transportation	Sales and Marketing	Consume/Use	Disposal	Others
Relations with Governments 政府との関係	a	Operations in countries in conflict 紛争国における事業												
	b	Entry (pre and post conflict) 紛争前および紛争後の国への進出												
	c	Relations to states with poor human rights records 人権に対する認識が低い国との関係												
	d	Money laundering and transparency マネーロンダリングと透明性												
	e	Bribery and corruption 賄賂と腐敗												

3. Which are significant issues to your sectors? Please select three issues from section II & III, and fill in the issue number and concrete points related to each issue below.

3. Which issues are not relevant or less relevant to your sector? Please select three issues from section II & III, and fill in the issue number and the reason below.

● Issue No.	Concrete points

▲ Issue No.	The reason you marked ▲