

10<sup>th</sup> August, 2017  
Nippon CSR Consortium

**Version for Public Consultation**  
**10th August – 22th September, 2017**

2017 Human Rights Due Diligence Workshop (Tokyo, Japan)  
Invitation to Comment on “Human Rights Issues by Sector (draft)”

Since September 2012, the Nippon CSR Consortium has been working to provide a forum in which to identify and discuss negative human rights impacts that may arise as a result of corporate activities. This work has been conducted in collaboration with companies from various industrial sectors, as well as NPOs, NGOs and human rights experts in academia.

The 2017 Human Rights Due Diligence Workshop was held for the sixth year, in the period from the 15<sup>th</sup> of June to the 13<sup>th</sup> of July. The participants identified sector specific human rights issues with the use of Human Rights Guidance Tool developed by UNEP FI.

To facilitate the free and deep discussion, this workshop adopts Chatham House Rule. Remarks in the discussion express views of individual participants, not views of representative that belong to companies or organizations. The sole responsibility for the content of this document lies with CRT Japan, as an organizer of Nippon CSR Consortium.

This paper is the result of a series of discussion in the workshop. The Consortium hereby releases “Human Rights Issues by Sector (draft)”

1. Subject

Human Rights Issues by Sector (draft)

2. Application

(1) Consultation Period

Thursday 10th August to Friday 22th September, 2017 (Japan Time)

(2) Submission Address

Please send your comments to CRT Japan’s Nippon CSR Consortium secretariat, by e-mail (yourcomments@crt-japan.jp) as an attached document in Word format. Please kindly be advised that we are unable to accept comments through other methods (such as by telephone, fax, or post), nor are we able to accept anonymous submissions.

(3) Application Procedure

Address to: Secretariat of the Nippon CSR Consortium (in CRT Japan)

Subject: Comment on “Human Rights Issues”

Organization/Affiliation and Name: (Department, Name)

Email and Telephone :

(4) Comments:

We invite public comments on the following questions. In the description of your comments, please specify the industry sector, page number, and concrete issue that your comment addresses. Depending on your needs, please enter your comments on the Public Comments sheet (Appendix 3).

1. Please share any comments on the concept and procedure of this workshop
2. Please freely respond with any comments on “Human Rights Issues by Sector (draft)”
3. The final report is scheduled for publication in October 2017. What kind of format and/or procedure do you consider would be most appropriate for finalizing the report?

(5) Submission and Inquiry

Secretariat of Nippon CSR Consortium (in CRT Japan Office)

E-mail: [yourcomments@crt-japan.jp](mailto:yourcomments@crt-japan.jp)

3. Management and Handling of Comments

The comments on the draft submitted to the Nippon CSR Consortium will be used for the future reference of participants in the discussions. Please note that we are unable to respond to individual comments. All the comments, personal names and/or corporate and organizational names submitted may be disclosed on the CRT Japan website, however addresses, telephone and fax numbers, and addresses of the commenter’s will not be published. If the comments include private information, by which a particular individual can be identified, or any information deemed to damage a property right of an individual person or a corporation, pertinent sections of the text will be deleted at the time of publication.



Hiroshi Ishida  
Executive Director, Caux Round Table Japan

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1 Preface

1-1. Purpose of the Human Rights Due Diligence Workshop

The Nippon CSR Consortium was established in September 2012 to raise awareness and promote activities in the fields of business and human rights by offering a forum in which companies can discuss human rights issues with NGOs/NPOs and human rights experts. Since 2012, the Consortium has held the Human Rights Due Diligence Workshop. In 2012 the 68 participants consisted of 39 companies and 11 organizations, in 2013 the 35 participants were from 15 companies and 12 organizations, and in 2014 the 68 participants were from 34 companies, 17 organizations and others, in 2015 the 98 participants in the first section of the workshop were from 48 companies and 17 organizations. In 2016, the 73 participants were from 40 companies and 14 organizations. In 2017, the 67 participants were from 23 companies and 17 organizations.

There are some underlying factors that contributed to the establishment of the consortium. Companies face difficulty in responding to various demands and expectations from a broad range of their stakeholders. Therefore, it is effective and useful for companies to join this consortium, discuss and identify what human rights issues they need to address with NGOs/NPOs, and plan to carry out their human rights activities in their companies. The consortium also emphasizes sustainability of activities. It is important for companies to be committed to continuous efforts for incremental improvement. In order to respond dynamically to a diverse range of issues, it is also important for companies to stay abreast of changes and issues in the society that potentially link their activities to human rights impacts.

The Nippon CSR Consortium positions the workshop as an activity that aims to assist companies in (1) identifying and assessing any actual or potentially adverse human rights impacts as defined in the UN Guiding Principles<sup>1</sup>, which are connected to their activities, and (2) integrating and acting upon the findings, (3) reporting, and (4) tracking improvement continuously. We hope participants' companies can use the knowledge acquired at this programme to support their human rights due diligence activities at their companies.

The "Human Rights Issue by Sector (draft)" represents the outcome of the discussions started in June and ended in July 2017, and is hereby opened for public consultation. We would appreciate candid comments on the drafts from stakeholders. The final documents will be issued in October 2017.

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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 10<sup>th</sup>, 2014).

## 1-2. Programme for Identifying Human Rights Issues

In order to assist companies in implementing human rights due diligence, the Consortium conducts discussions on relationships between business activities and human rights. An overview of the past Workshops is explained below.

In the 2012 Workshop, sector specific human rights issues were identified based on UNEP FI Human Rights Guidance Tool<sup>2</sup>. The final report “Human Rights Issues by Sector (2013)” was released.

In 2013, the Workshop further explored “Human Rights Issues by Sector (2013)” from the perspective of the value chain. It was very useful to identify human rights issues throughout the value chain, in order to understand what human rights issue may be arisen by the activities of different departments. 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 Report<sup>3</sup> and they then identified 16 Global Risks which were considered to give the greatest influence on the sectors they belonged to. Then, they explored and identified the interconnectivities between global risks and human rights. This identification was useful for them to understand how social and environmental issues were dynamically interconnected, and to understand the particular contexts in which human rights issues arose. The final report “Human Rights Issues by Sector (v.3)” was issued.

In 2015, the participants examined the points which should be either added, removed or modified in “Human Rights Issues by Sector (v.2)” using the Human Rights Guidance Tool<sup>4</sup> (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, examining and identifying sector specific human rights issues. The final report “Human Rights Issues by Sector (v.4)” was issued.

The other workshop was held to discuss how to facilitate food procurement in consideration for sustainability at the Tokyo Olympic and Paralympic Games, and issued a draft “Food Vision”<sup>5</sup> for the 2020 Tokyo Olympics and Paralympics.

The 2016 Workshop addressed the relevance between the SDGs and human rights issues. The year of 2015

<sup>2</sup> <http://www.unepfi.org/humanrightstoolkit/fundamentals.php> (Accessed on Nov 10<sup>th</sup>, 2014).

<sup>3</sup> [http://www3.weforum.org/docs/WEF\\_GlobalRisks\\_Report\\_2014.pdf](http://www3.weforum.org/docs/WEF_GlobalRisks_Report_2014.pdf) (Accessed on August, 08, 2014)

<sup>4</sup> <http://www.unepfi.org/humanrightstoolkit/> (Accessed on July 10<sup>th</sup>, 2015)

<sup>5</sup> <http://crt-japan.jp/files2014/2-4-0-olympic2020/pdf/Food%20Vision%20for%20the%20Tokyo%202020%20Olympic%20Games.pdf> (Accessed on August 8<sup>th</sup>, 2017)

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 Compass<sup>6</sup> whilst considering the SDGs and the 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 issued.

This year (2017), as in the same as the last year, given the raised concerns from NGOs/NPOs, the participants reviewed the sector specific human rights issues formulated by the CSR Consortium last year as to whether there were any additions/deletions/correction points. 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.

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

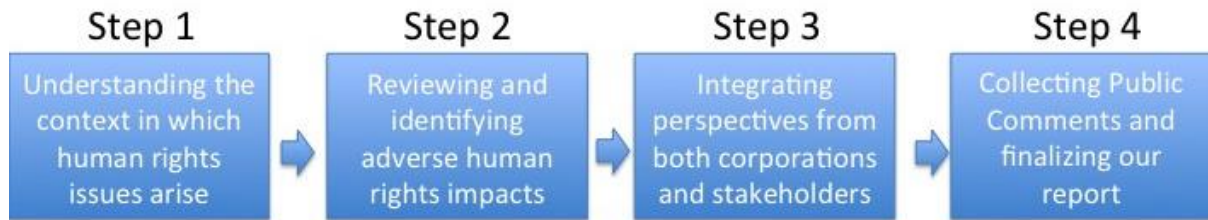
In parallel with the stakeholder engagement held in Japan, at the same time, Caux Round Table Japan initiated the Stakeholder Engagement Programs in Thailand, Malaysia, and Myanmar. The report of Stakeholder Engagement Program in Asia (attachment 2) was formulated.

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<sup>6</sup> <http://sdgcompass.org/> (Accessed on August 15th, 2016)

1-3. Procedure of the Workshop in 2017

The programme consists of the following four steps.



Step1: Understanding the context in which human rights issues arise

- Corporate participants were given a lecture on the particular context in which human rights issues arise by members of NGOs/NPOs and subject experts. After the lecture, the participants from the company, NGO/NPO, and subject experts sat together by the given topics and discussed further.

Step2: Reviewing and identifying adverse human rights impacts arising from corporate activities

- The participants reviewed the sector specific human rights issues formulated by the CSR Consortium last year as to whether there were any additions/deletions/correction points, using the Human Rights Guidance Tool (2014 revision).

Step3: Integrating perspectives from both corporations and stakeholders

- The corporate participants summarised discussion contents and exchanged their views with NGOs/NPOs and subject experts. After receiving feedback from the NGOs/NPOs and subject experts, the corporate participants finalized their discussion contents by sector. The Secretariat then compiled their work and developed “Human Rights Issues by Sector (draft)”.

Step4: Collecting Public Comments and finalizing our report

- The Secretariat invites public comments on this paper from 10th August 2017 to 22 September 2017. Following consideration of the received comments, the secretariat will release “Human Rights Issues by Sector v.6” on October 2017

1-4. Points for Consideration

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

The level of detail in the feedback provided by NGO and expert stakeholders was not consistent, due to differing study and priority areas. 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 Points for collecting Public Comments

We invite public comments on the following three points, 1-3. In the description of your comments, please specify the industry sector, page number, and concrete issue that your comment addresses, and the background and reason for your comments. You may use the Public Comments Sheet (Appendix 3) to submit your comments, if you prefer.

1. Please share any comments on the concept and procedure of this workshop.
2. Please freely respond with any comments on “Human Rights Issues by Sector (draft)”.
3. Comments on the format and procedure of the final report

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

In international CSR movement, there is a growing demand to address and report human rights issues within companies and in supply chain. Laws and regulations to facilitate transparency and improvement of supply chains continues to progress rapidly. For instance, there are California Transparency in Supply Chains Act, UK Modern Slavery Act, and Trade Facilitation and Trade Enforcement Act of 2015. 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 human rights issues including their own company and supply chain, and manage and respond them. 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.

Also, in Japan, the Government Pension Investment Fund(GPIF) signed the Principles for Responsible Investment(PRI), and 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 concerns that Japanese companies have in the supply chain have been shifted 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 their positive impacts they produce. There are a few companies to conduct a human rights due diligence, including addressing potential negative impacts that their business activities produce.

In order for Japanese companies to help to respond to the above-mentioned human rights laws and regulations, the workshop was designed and implemented for the purpose of understanding human rights issues in supply chain in Asia, human rights issues particular to Japan, and trends of institutional investors in Japan as social demands. Through this workshop, it is recognized that efforts to "LGBT<sup>7</sup>" and "promotion of women's participation and advancement" in Japan are behind globally. In addition, the corporate participants were able to recognize 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.

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<sup>7</sup> 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.

Caux Round Table Japan  
Nippon CSR Consortium  
Minoru Matsuzaki  
Hiroki Wada

## 4. “Human Rights Issues by Sector (draft)”

### 4.1 Manufacturing Sector (Medical Electronic Equipment and Semiconductor)

\*The reviewed points by the discussion are shown in red.

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"> <li>Long working hours may become the norm in overseas factories due to low wages not matching local standards of living and piece-rate work.</li> </ul>	✓	✓	✓	✓	✓		
		Health and safety	<ul style="list-style-type: none"> <li>Unpaid overtime work in Japan, <b>long hours labor</b>.</li> <li><b>Discretionary labor system</b> • <b>Inappropriate operation by nominal managers</b></li> <li><b>Work conditions and wage disparity by group companies. Equal pay for equal value of work</b></li> </ul>	✓	✓	✓	✓	✓		
			<ul style="list-style-type: none"> <li>Severe incidents causing death or injury especially within research and development, as well as manufacturing sites. [C/M]</li> <li>Long working hours may cause health problems, in particular mental health problems.</li> <li>Progression of diseases by lack of health checkups.</li> <li>Inadequate living conditions (living in a dormitory within the factory, sharing one small dormitory room with several people, being locked up to control and poor sanitation (shower, toilet, etc) may affect the health of the employees.</li> <li>Lack of protective equipment such as finger sacks, gloves, masks, eye-plugs or the spread of occupational diseases due to not wearing them.</li> <li><b>Health and safety standards in Japan do not conform to global standards.</b></li> <li><b>Treatment of foreign workers in Japan (Especially awareness and training on health and safety, language barriers)</b></li> </ul>	✓	✓	✓	✓	✓		
	Discrimination	During work	<ul style="list-style-type: none"> <li>Inequality in working conditions, training, and promotion, discrimination against female workers and sexual minorities, sexual and power harassment.</li> <li><b>Measures to LGBT</b></li> </ul>	✓	✓	✓	✓	✓		✓
	Child labour	Minimum age	<ul style="list-style-type: none"> <li>There may be possible risks of child labour and trafficking through brokers in supply chains across developing countries (e.g. subcontracting works). Job applications may be made using a false age.</li> </ul>		✓	✓	✓	✓		✓
	Forced or compulsory labour	Deposits and papers	<ul style="list-style-type: none"> <li>"Mediators" may require foreign workers in Asian countries to hand over their ID (e.g. passport) and/or to pay excessive commission at the time of recruitment.</li> </ul>			✓	✓			✓
	Forced overtime	<ul style="list-style-type: none"> <li>Risk of long working hours may cause forced overtime due to excessive quota requirements.</li> </ul>	✓	✓	✓	✓	✓			

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"> <li>• Potential lack of communication/dialogue between labour representatives and unions.</li> <li>• Potential insufficient institutionalization and operation of labour-management consultation and/or absence of substantive collective bargaining.</li> <li>• Potential insufficient protection of workers' rights in union shop.</li> <li>• Potential insufficiency in protecting worker's rights, where trade unions are banned or not fully implemented (including real cases where trade unions are banned).</li> </ul>	✓	✓	✓	✓	✓		
	Others	Whole	<ul style="list-style-type: none"> <li>• Through audits by global companies, it is pointed out that the labour and human rights standards do not conform to the global standards. (Safety and health, working hours, disciplinary system, union shops, margins to workers intermediaries, etc.)</li> </ul>	✓	✓	✓	✓	✓		
			<ul style="list-style-type: none"> <li>• Differences in such as awareness of compliance with laws and regulations among the merged companies with different corporate culture.</li> </ul>	✓	✓	✓	✓	✓		
Community	Resources	Use of natural resources	<ul style="list-style-type: none"> <li>• Designing and developing products, transport and sale with low environmental burdens (less electric consumption, easy to recycle). [C/U/D/T/U]</li> <li>• Abuse and contamination of land and water at a factory or local construction site. [B/M/D]</li> </ul>	✓	✓	✓	✓	✓	✓	✓
	Security	Non-state groups and security payments	<ul style="list-style-type: none"> <li>• Potential diversion of funds, goods and services to non-state groups, and armed groups (e.g. conflict minerals).</li> </ul>		✓					
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> <li>• Potential risk of being involved in bribery and corruption, such as facility payments, especially at the time of obtaining licenses and authorizations. [M]</li> <li>• 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]</li> </ul>	✓	✓	✓	✓	✓	✓	✓
		Relations to states with poor human rights records	<ul style="list-style-type: none"> <li>• A new venture (e.g. plant construction) by a government may be launched without obtaining appropriate consent from local communities, including indigenous people and minorities.</li> <li>• 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.</li> <li>• Offshore development[C], road infrastructures [T], waste disposal[D].</li> </ul>	✓	✓	✓	✓	✓	✓	✓
Consumer	Relations with customers	Health and safety	<ul style="list-style-type: none"> <li>• Potential positive impacts of changing consumer behaviours (e.g. conducting responsible marketing considering health and safety of consumers) [S], and contributing to raising consumers' awareness of environmental issues. [U/D]</li> <li>• Potential risk to the lives or wellbeing of end consumers are created due to a defect in specified products provided through the customer/clients. [C/M]</li> </ul>	✓		✓		✓	✓	✓

## 4.2 Information, Communication and Technology Sector (ICT)

\*The reviewed points by the discussion are shown in red.

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"> <li>• During pre-release of <b>service</b> period and system trouble period <b>in a series of value chain</b>, long working hours (including attendance at weekends) and unpaid work <b>due to urgent delivery and recovery</b>.</li> <li>• Possible excessive workload or long working hours due to overcrowded schedule may result in virtual forced labor [buy / create / produce / sell]</li> <li>• The possibility of forced labor at the supplier of equipment [buy]</li> </ul>	✓	✓	✓	✓	✓
		Health and safety	<ul style="list-style-type: none"> <li>• Due to political and economic factors different from Japan, <b>occupational health and safety of overseas suppliers and business partners</b> may not be adequately secured.[buy / create / produce / sell]</li> <li>• Long working hours may cause health problems, especially mental health problems.</li> <li>• Possible risks to health and safety due to <b>maintenance and operation work</b> at network facilities.</li> </ul>	✓	✓	✓	✓	✓
	Discrimination	Employment, during work, dismissal	<ul style="list-style-type: none"> <li>• <b>Discrimination in gender during work at office</b> [buy/create/produce/sell/discard]</li> <li>• Occurrence of harassment during work [buy/create/produce/sell/discard]</li> <li>• <b>Discrimination in treatment due to difference in employment forms</b> [buy/create/produce/sell/discard]</li> </ul>	✓	✓	✓	✓	✓
	Forced or compulsory labour	Conflict with local law	<ul style="list-style-type: none"> <li>• Freedom of association and collective bargaining may not be ensured.[buy/create/produce/sell/<b>discard</b>]</li> </ul>	✓	✓	✓	✓	✓

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"> <li>• Environmental friendly energy use at <b>data centre and business site</b> (e.g. energy saving, responsible power source management) and water use. [produce]</li> <li>• Negative impact on the lives of communities, such as through noise and odour emissions from <b>data centre and business site</b>. [produce]</li> <li>• Potential risks of environmental pollution from inappropriately discarded electronic devices. [Discard]</li> <li>• <b>Conflict minerals may be used in the procured equipments.</b>[procure]</li> </ul>	✓		✓		✓
		Security	Non-state groups and security payments	<ul style="list-style-type: none"> <li>• <b>Payments to non-state groups</b> [buy/create/produce/sell]</li> <li>• <b>Violence against local residents by the armed private security guards at business facilities such as data center and business site</b> [create/produce]</li> </ul>	✓	✓	✓	✓
	Access to land	Title of land Forced migration	<ul style="list-style-type: none"> <li>• <b>Forced migrating at the time of purchasing land for construction of business site and data center</b> [create/produce]</li> </ul>		✓	✓		
	Community investment		<ul style="list-style-type: none"> <li>• Positive impact on correction of information disparity, improvement of people`s living, improvement of the environment by providing IT service and information [buy/create/produce/sell]</li> <li>• Positive impact on improvement of the local infrastructure through the establishment of an ICT network system [buy/create/produce/sell]</li> <li>• Users` social lives may be threatened by suspension of service caused by electrical and technical troubles. [sell]</li> <li>• <b>Provision of social infrastructure including communication services</b> [buy / create / produce / sell]</li> <li>• <b>Realization of universal access and design (all people can use information or information communication system regardless of social, hierarchical, regional differences)</b> [buy / create / produce / sell]</li> </ul>	✓	✓	✓	✓	
	Health and safety		<ul style="list-style-type: none"> <li>• <b>Health hazard at the time of equipment disposal</b> [discard]</li> </ul>					✓

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	<ul style="list-style-type: none"> <li>• Insufficient legal systems may cause improper working environment [buy/create/produce/sell/discard]</li> <li>• Land ownership of ethnic minorities is deprived during land acquisition. [buy]</li> <li>• It may be difficult to decline the request from the state power to provide personal information in data center and cloud service [sell]</li> <li>• <b>Infringing freedom of expression [selling]</b></li> </ul>	✓	✓	✓	✓	✓	
		Bribery and corruption	<ul style="list-style-type: none"> <li>• Potential risks of being involved in bribery and corruption in <b>value chain</b> (especially in ICT service provision for government agencies.) [buy/create/sell]</li> </ul>	✓	✓	✓	✓	
		Business in conflict countries	<ul style="list-style-type: none"> <li>• <b>Purchase of conflict minerals through procurement from conflict countries [buy]</b></li> <li>• <b>Involvement in violation of human rights by developing such as maintenance and operation business in conflict countries [selling]</b></li> </ul>	✓			✓	
	Relations with society	<ul style="list-style-type: none"> <li>• Potential risks of being complicit in activities of terrorist and criminal groups through the use of current and future digital technology [sell]</li> <li>• Potential risks of being complicit in crime and human rights violations through the unintended use of current and future digital technology [sell]</li> </ul>				✓		
Consumers	Relations with consumers	<ul style="list-style-type: none"> <li>• <b>Leakage of personal information/privacy [produce/sell/discard]</b></li> <li>• <b>Personal information/privacy</b> is collected and used without gaining individual consent [create/sell]</li> <li>• <b>Proper education is not fully conducted to personnel who manages personal information/privacy. As a result, they do not have high awareness of recognizing risk and protecting and managing personal information/privacy [selling]</b></li> <li>• <b>Awareness of recycling among consumers is not raised, and recycling of rare metals and recovery of unused mobile terminals do not progress [discard]</b></li> <li>• <b>Big Data services that gather public consumer data may unintentionally identify personal data by combining information, and there is a potential risk of the misuse of customer's personal data for commercial purposes without prior approval from users [create/sell]</b></li> <li>• <b>Possible risks of violating human rights by the mis-use of ICT [sell]</b></li> <li>• <b>Violence on the Internet, verbal abuses, and porn may pose risks of giving adverse impacts on the psychological development of children. [sell]</b></li> <li>• <b>Infringement on freedom of expression (premised that human rights are protected) [sell]</b></li> </ul>		✓	✓	✓	✓	



## 4.3 Logistics and Transport Sector

\*The reviewed points by the discussion are shown in red.

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 Traffic 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"> <li>•Due to the volume of orders, long-term employment can not be made and employees may be exposed to unstable employment forms.</li> <li>•Long working hours at fields and subcontracting companies especially in busy seasons.</li> <li>•Long working hours such as night work and early morning work due to time difference with other countries.</li> <li>•Because the logistics industry has a public nature, unexpected long working hours may happen during the occurrence of disasters.</li> </ul>			✓	✓	
		Low wages	<ul style="list-style-type: none"> <li>•Wages may be lower than the level of wages necessary to support workers and their families.</li> <li>•Working hours may get longer due to expansion of mail-order markets. As a result, wages per unit of time decrease.</li> <li>•Changes in distribution volume may affect business volume, resulting in failure to obtain stable income.</li> </ul>			✓	✓	
		Health and safety	<p>Dangerous work always exist in sites of logistics and traffic such as loading and unloading heavy objects, transportation, the use of large machinery, vehicles; and working close 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"> <li>•Workplace accidents could occur due to lack of sufficient safety instructions at a site where heavy machinery and cargos operate, such as terminals, aircrafts and airports, and ships under operation for the marine transportation industry (shipping industry).</li> <li>•Safety of workers in the marine transportation industry when in waters in which piracy may occur.</li> <li>•As the logistics industry has a public nature, secondary disasters of labour hazards may occur.</li> <li>•Long working hours may cause mental health risks.</li> <li>•Potential risks of causing forced and child labour, and threatening the health and safety of workers and others in supply chains.</li> </ul>				✓	
	Discrimination	During work	<p>A lack of human capital due to a shrinking population is anticipated, personnel and forms of employment such as contract/temporary workers, ex-employer based on reemployment system, the change of the employment status of temporary employees to regular employees, reduction of working hours, working at home.</p> <ul style="list-style-type: none"> <li>•Inequality in working conditions, training and promotion may occur due to various types of employments and various human capitals.</li> <li>•Foreigners may face discriminatory treatment in employment and payment.</li> <li>•Uniform treatment to workers without due concern for diversity.</li> </ul>			✓	✓	

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"> <li>Diversification of power generation by the user of fossil fuels, nonconventional natural gas resources, as well as natural energy makes a progress.</li> <li>Potential risks of causing or contributing to environmental pollution such as air pollution, water quality degradation or destruction of natural habitats at the site of oil extraction. [B]</li> <li>Exhaust gas from vehicles operating frequently along the same route may cause or contribute to local air pollution. [T]</li> <li><b>Oil spill accidents may cause marine environmental destruction.</b></li> <li>Environmental issues such as soil contamination, water quality degradation and air pollution may occur due to the construction and use of factories/logistic centers, roads, railroads, ports and airports.</li> <li>The procurement and use of fossil fuels, and an inefficient use of resources will contribute to climate change which gives a negative impact on people's quality of life.</li> <li>Efficient use of natural resources can contribute to sustainable development (positive impact).</li> </ul>		✓		✓	
		Use of infrastructure	<ul style="list-style-type: none"> <li>Vehicles, ships, and aircrafts operated by companies may cause damage on the roads and ports where they operate.</li> <li>Disasters may damage infrastructure and disrupt logistics.</li> <li>Efforts to recover infrastructure such as roads and logistic centres after disasters, and maintain basic infrastructure for local daily life (positive impact).</li> </ul>	✓	✓		✓	
	Security		<ul style="list-style-type: none"> <li>Potential risk of giving a negative impact on health and safety of customers, the public, and other stakeholders.</li> <li>Potential risk of excess use of force like violence by national navies dispatched to areas where piracy is occurring or by armed guards hired by a company to protect logistic centres in less secure areas.</li> <li>Potential risk of excess use of force like violence by armed guards on board ships towards mariners and pirates. (Shipping industry).</li> <li>A potential risk to navies, pirates may abuse the rights of local communities such as fishermen (Shipping industry).</li> </ul>				✓	
	Community Investment		<ul style="list-style-type: none"> <li>Possible contribution to people living in local areas by cooperating with the operation of relief suppliers sites, the transportation of relief and supporting supply to shelters during occurrence of disasters (positive impact).</li> <li>Possible contribution to cultural development, job creation, tourism promotion, industrial vitalization, and enhancement of the local infrastructure by making a long-term commitment and connecting people and goods (positive impact).</li> </ul>	✓		✓	✓	
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> <li>Possible risk of being involved unintentionally in bribery and corruption for example by way of a facilitation payment. [T]</li> <li>Potential risk of being involved in collusion, bribery and corruption at the time of negotiating investments and route development with governments and legislative authorities. [C/B]</li> </ul>	✓	✓		✓	
Others	Illegal dealing, Trafficking	Trafficking in human	<ul style="list-style-type: none"> <li>Potential risk of direct association with trafficking through the transportation of trafficking victims (via international airlines and shipping companies).</li> <li>Potential risk of transporting banned goods.</li> </ul>			✓	✓	

## 4.4 Chemical and Building Materials Sector

\*The reviewed points by the discussion are shown in red.

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"> <li>•BtoB companies may face possible occurrence of overtime work arising from receiving orders without due consideration of resources (one's company and supply chain).</li> <li>•Not enough understanding on the degree of importance in the management of working hours corresponding to working conditions that differ according to country/areas (supply chain).</li> </ul>	✓	✓	✓	✓	✓	✓	✓			
		Health and safety	<ul style="list-style-type: none"> <li>•There are relatively many sources of risks as the industry uses hazardous substances (chemical substances) and large scale facilities (one's company and supply chains).</li> <li>•Possible risks of causing health hazards to employees and final consumers if suppliers do not provide complete information on chemical substances (one's company and supply chain).</li> <li>•Possible risks of violating human rights by outsourcing to companies that conduct safety and functionality tests on human beings with poor ethical values (supply chains).</li> </ul>	✓	✓	✓	✓	✓	✓		✓		
		Disciplinary measures	<ul style="list-style-type: none"> <li>•Because practices of disciplinary measures differ largely according to countries and regions, there are possible risks of developing policies on disciplinary measures that do not match regions (one's company).</li> <li>•Inadequate grievance mechanisms against disciplined persons (one's company).</li> <li>•Difficulty in understanding actual situations of disciplinary measures against suppliers, because practices of disciplinary measures differ largely according to countries and regions (supply chains).</li> </ul>	✓		✓	✓	✓	✓	✓			
	Discrimination	During work	<ul style="list-style-type: none"> <li>•Cases of discrimination issues differ in areas and time (for instance, discrimination against sexual minorities has occurred in 2015(?)). Elimination of discrimination during work globally remains unsolved (one's company and supply chains).</li> <li>•Possible risks of violating human rights of disabled people due to a delay in the development of working places (one's company and supply chains).</li> </ul>	✓	✓	✓	✓	✓	✓	✓	✓	✓	
		Redundancy and dismissal	<ul style="list-style-type: none"> <li>•Clear and convincing selection standards may not be presented during redundancy and dismissal (one's company and supply chain).</li> <li>•Possible risks such as taking a legal case from not conducting an appropriate communication based on standards of judgment for redundancy (one's company and supply chains).</li> </ul>										
	Child Labour	Risks to children	•Possibility in supply chain			✓							
		Minimum age	•Possibility in supply chain			✓							
		Working hours and conditions of employment	•Possibility in supply chain			✓							
		Employment of young workers	•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	• There are high reputational risks during the occurrence of forced labour, because the presence or absence of migrant workers is not globally and comprehensively identified (one's company and supply chains).			✓							✓	
		Forced overtime	• BtoB companies may possibly demand forced overtime, because they receive orders without consideration of their resources (volunteer overtime work ends up being overtime work) (one's company and supply chains).	✓	✓	✓	✓	✓	✓				✓	
		Trafficking in human	• There are high reputational risks during occurrences of forced labour, because the presence or absence of migrant workers is not globally and comprehensively identified (one's company and supply chains).		✓	✓								
	Freedom of association	Freedom of association and collective bargaining	• <b>Labour-management negotiations are not properly conducted (one's company and supply chains).</b> • 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	• Possible risks of facing a production suspension due to the occurrence of strikes and boycotts, if negotiation between management and labour is not conducted correctly. (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 causing an adverse impact on local communities due to the depletion of natural resources. (supply chains)			✓	✓					✓		
Society and government	Relations with governments	Bribery and corruption	• Due to an extension of the scope and application of legislation on bribery and an increase in enormous surcharge payments, there are potential impacts of giving bribes to stakeholders such as employees and investors. (one's company and supply chains) • Bribery and excessive treatment of foreign public officials, risks of excessive payment to smoothen transactions, risks of receiving an order of suspension of operations for not engaging. (one's company and supply chains)	✓	✓		✓	✓	✓			✓		
		Gov'ts with poor human rights records	• Potential risks of being involved in violations of human rights due to operations in countries with poor human rights activities. (one's company and supply chains) • Potential risks of being involved in violations of human rights by gaining permissions(?) from local governments (reputational risks by operations in countries with poor human rights records and risks involved in human rights abuses) (one's company and supply chains) • Potential risks of a squeeze on profits, as more resources are required to undertake activities to raise awareness of human rights issues. (one's company)		✓	✓	✓	✓	✓	✓				

## 4.5 Food Sector

\*The reviewed points by the discussion are shown in red.

Key human rights issues in food sector			Concrete issues	Value Chain						
				Create	Produce	Transport	Sell	Use	Discard	
Core operation / Supply chain	Workplace conditions	Working hours	<ul style="list-style-type: none"> <li>Long working hours may occur at any places such as in own manufacturing factories including those of suppliers and for logistics drivers.</li> <li>Restrictive labor may occur to keep the delivery date at the time when production such as seasonal items concentrates.</li> </ul>	✓	✓	✓	✓	✓		✓
		Wages	<ul style="list-style-type: none"> <li>Wage levels are lower than the local standard of living.</li> <li>Proper wages are not paid to workers due to the application of piece-rate work (Farms like palm and fishing ground).</li> <li>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.</li> <li>Improper low wages under the Technical Intern Training Program.</li> </ul>		✓	✓	✓	✓		
		Health and safety	<ul style="list-style-type: none"> <li>Risk of jeopardizing the health and safety of employees and workers due to inadequate health and safety programs, mishandling of chemical substances including agrichemicals and dangerous work in product manufacturing (including raw material procurement) and research and development process. (Employee = Perspective of Persons with Disabilities)</li> <li>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.</li> <li>Accidents during the operation of vehicles.</li> </ul>	✓	✓	✓	✓	✓		✓
	Discrimination	Employment	<ul style="list-style-type: none"> <li>Discrimination during the recruitment process, based on race, gender, religion, origins including overseas, sexual orientation, disabilities and beliefs.</li> </ul>	✓	✓	✓	✓	✓		✓
		During work	<ul style="list-style-type: none"> <li>Non-Japanese employees/workers may receive unequal treatment in access to safety education because of not only language barriers, but also communication barriers that people with disabled face.</li> <li>Insufficient safety training for temporary employees/workers.</li> <li>Temporary employees/workers may suffer from precarious employment.</li> <li>Sexual, power, maternity harassment.</li> </ul>	✓	✓	✓	✓	✓		✓
		Assessment and Treatment	<ul style="list-style-type: none"> <li>Discrimination in assessment and treatment based on race, gender, religion, origins, sexual orientation, disability, ethnicity and beliefs.</li> <li>Unequal evaluation due to remote / telework evaluation inequality, communication shortage.</li> </ul>	✓	✓	✓	✓	✓		✓
	Child labour Elderly labour		<ul style="list-style-type: none"> <li>Children under the minimum labor age may possibly be employed at a supplier of raw materials.</li> <li>There is a risk that children lose the right to education.</li> </ul>		✓					
	Forced or compulsory labour		<ul style="list-style-type: none"> <li>Risk of forced labour against immigrant workers.</li> <li>Risk that illegal immigrants may receive inhumane treatment.</li> <li>Exploitation of technical intern trainees and their involvement in dangerous work.</li> <li>Slave labor in the procurement process of agriculture, forestry and fisheries</li> </ul>		✓	✓	✓			
	Freedom of association and collective bargaining	Conflict with local law	<ul style="list-style-type: none"> <li>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.</li> <li>"Transportation" is also included when overseas manufacturing sites are assumed.</li> </ul>		✓	✓	✓			

Key human rights issues in food sector			Concrete issues	Value Chain						
				Create	Procure	Produce	Transport	Sell	Use	Discard
Community	Resources	Use of natural resources	<ul style="list-style-type: none"> <li>• Due to Large-scale commercial agriculture, fishery and forestry at suppliers of raw materials, community may face a decrease in agricultural production and catches of fish.</li> <li>• Adverse impact on access to water for the local community and local ecological systems.</li> <li>• <b>Risks of damaging culturally/historically/religiously important places for indigenous peoples and groups *As this issue is almost settled, it is assumed that the priority is low at present.</b></li> <li>• A single crop production change (a switch to cash crops) may cause the loss of a self-sufficient food system.</li> <li>• Construction of factories may limit the access right to water of local people living in proximity to them.</li> <li>• Water risks due to climate change.</li> </ul>		✓	✓				
	Access to land	Title to land	<ul style="list-style-type: none"> <li>• Titles to the land of local people or indigenous groups may be ignored, especially when constructing <b>such as fields, cultured ponds, factories/manufacturing sites.</b></li> <li>• Risk of deprivation of the rights of local people by the enclosure of agricultural lands.</li> </ul>		✓	✓				
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> <li>• In establishing factories and <b>gaining marketing rights(marketing license)</b>, bribes may be demanded of a company when it expands its business and develops a new store, at the stage of obtaining approvals and licenses for land acquisition.</li> </ul>		✓	✓		✓		
Consumer	Health and safety	Provision of proper information	<ul style="list-style-type: none"> <li>• Inadequate food labeling may cause consumer health hazard.</li> <li>• Incorrect understanding by not informing consumers of the right knowledge on food.</li> <li>• <b>Realization of language-independent provision of information by utilizing "Pictogram" that Japan disseminates to the world</b></li> </ul>						✓	✓
		Responsible marketing	<ul style="list-style-type: none"> <li>• Risks of leading consumers (especially young people) to poor eating habits due to improper marketing.</li> <li>• <b>Proper nutrition guidance and support for children living in country of origin.</b></li> </ul>		✓				✓	✓
		Quality control	<ul style="list-style-type: none"> <li>• Inadequate quality control may cause consumer health hazard.</li> <li>• Intentional quality obstruction (<b>food defense</b>)</li> </ul>	✓	✓	✓	✓	✓	✓	
	Privacy Protection		<ul style="list-style-type: none"> <li>• Risks of leaking personal information gained through consumer campaigns, mail order sales, and member registration (<b>contractor is also considered</b>)</li> </ul>					✓	✓	✓

## 4.6 Consumer Goods (Cosmetics and daily goods) Sector

\*The reviewed points by the discussion are shown in red.

Key human rights issues in consumer goods sector		Concrete issues	Value Chain							
			Development	Research	Procure	Manufacture	Transport	Sell	Use	Discard
Core operation / supply chain	Working Conditions	Working hours	<ul style="list-style-type: none"> <li>Long working hours may be caused by (a) production schedules that presuppose overtime work, as well as in attempting to meet delays in the sewing process in upstream, (b) low wages not matching local standards of living, (c) piece-rate work, and (d) repair work of a large volume of inferior products.</li> <li>Long hours of work may occur due to excessive response for customers and increase of man-power by ambiguous targets.</li> <li>Rest days required by law may not be intentionally given, and limits of overtime hours may not be regulated due to improper labour management.</li> </ul>	✓	✓	✓	✓	✓		
		Wages	<ul style="list-style-type: none"> <li>Cost reduction pressure from buyers may result in non-compliance with minimum wages.</li> <li>Frequent revisions of minimum wages in some countries may result in non-compliance with minimum wages.</li> <li>Proper rewards for overtime hours may not be paid due to poor compliance with laws/regulations and Inadequate labour management.</li> <li>Proper rewards for productivity may not be paid.</li> <li>Equal pay for work of equal value may not be practiced.</li> <li>Fair compensation according to productivity may not be paid.</li> </ul>	✓	✓	✓	✓	✓		
		Health and safety	<ul style="list-style-type: none"> <li>Education on health and safety, including emergency drills, first-aid drills, and handling instructions on toxic chemical substances may not be conducted or may be conducted improperly.</li> <li>Insufficient efforts to improve a working environment that is potentially hazardous to workers' health i.e loud noise, vibrations, high/low temperature, poor ventilation and exhaust. Risks of having pregnant women and young people engage in dangerous or injurious work.</li> <li>Workers may be exposed to danger and harm due to dilapidated buildings, illegal constructions or an improper provision of emergency exits and escape routes.</li> </ul>	✓	✓	✓	✓			
		Harassment	<ul style="list-style-type: none"> <li>Workers may be exposed to physical, sexual, mental or verbal harassment and abuse.</li> </ul>	✓	✓	✓	✓	✓		
	Working Conditions	Disciplinary measures	<ul style="list-style-type: none"> <li>Improper content of rules of employment may cause improper disciplinary measures and treatments.</li> <li>Grievance mechanism may not be put in place.</li> </ul>	✓	✓	✓	✓	✓		
	Discrimination	During employment During work During use	<ul style="list-style-type: none"> <li>Make unequal recruitment / recruitment with restrictions on the presence or absence of disability, LGBT, religion, race, age and gender.</li> <li>Receive unequal treatment in opportunities for promotion, training and working conditions based on the presence or absence of disability, LGTB, religion, race, age and gender.</li> <li>Suffer a disadvantage in use due to the presence or absence of disability, LGTB, religion, race, age and gender.</li> </ul>	✓	✓	✓	✓	✓	✓	

Key human rights issues in consumer goods sector			Concrete issues	Value Chain										
				Development	Research	Procure	Manufacture	Transport	Sell	Use	Discard			
Core operation / supply chain	Child labour	Minimum age	<ul style="list-style-type: none"> <li>Children under the minimum age may be permitted to work without confirmation of their identification papers, or based on forged papers.</li> <li>Children under the minimum age may be exposed to child labour due to poverty.</li> <li>Children may be exposed to child labour in places such as plantation.</li> </ul>			✓	✓					✓		
	Forced or compulsory labour	Forced overtime Human trafficking	<ul style="list-style-type: none"> <li>Workers may be forced to work through violence, the threat of violence, or any other form of coercion.</li> <li>Labor contracts (employment contracts) are not explicitly stated in the document and workers may be worked at work conditions where they do not agree.</li> <li>Immigrants, refugees, technical interns may be exposed to forced labour.</li> </ul>			✓	✓	✓						
	Freedom of association		<ul style="list-style-type: none"> <li>Companies may refuse the formation of labour unions and collective bargaining without any legitimate reason, and may give poor treatment or dismissal to union members.</li> <li>Workers may get fired due to participating in strikes.</li> </ul>	✓		✓	✓	✓	✓					
Community	Resources	Water stress	<ul style="list-style-type: none"> <li>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.</li> </ul>			✓	✓							
		Terrestrial resources	<ul style="list-style-type: none"> <li>Manufacturing products may cause an adverse impact on the protection of forest eco-systems.</li> </ul>	✓		✓	✓	✓						
		Marine resources	<ul style="list-style-type: none"> <li>Manufacturing plastic products may cause an adverse impact on the protection of marine eco-systems.</li> </ul>	✓							✓	✓		
		Waste disposal	<ul style="list-style-type: none"> <li>Risk of improper waste disposals and dumping waste illegally due to not using proper agents.</li> <li>Risks of harming the environment due to not making an effort to reduce waste.</li> </ul>	✓		✓	✓	✓	✓	✓	✓	✓	✓	
Society and government	Relations with governments	Bribery and corruption	<ul style="list-style-type: none"> <li>Bribery may be requested at the time of acquisition of licenses etc. at each stage of the value chain</li> </ul>	✓		✓	✓	✓	✓					
Consumer	Relations with consumers	Health and Safety	<ul style="list-style-type: none"> <li>Inadequate efforts to create a positive impact by promoting fair-trade, building an ethical market, and responding to change of awareness of consumers.</li> </ul>	✓						✓	✓			
			<ul style="list-style-type: none"> <li>Inadequate efforts to enhance the quality and safety of goods and to mitigate risks for consumers.</li> </ul>	✓		✓	✓	✓	✓	✓	✓	✓	✓	
			<ul style="list-style-type: none"> <li>Inadequate efforts to improve the traceability of materials and goods.</li> </ul>	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
			<ul style="list-style-type: none"> <li>Insufficient efforts through innovation to solve consumer issues through goods and services.</li> </ul>	✓										