

# 2020 Japan Human Rights Due Diligence (DAY6) Summary of the cross-industry meeting for corporate participants

- Date: Thursday 29<sup>th</sup> October, 13:00~17:15
- Venue: AP Tokyo Marunouchi and Online Meeting
- Format: 7 Groups (Face-to-Face), 2 Groups (Online) (In total, 50 people)
- Purpose: To comprehensively capture the participants' perceptions of the Covid-19 situation and their awareness of the human rights issues related to Covid-19
- Content: (1) Human Rights Issues to be Addressed, (2) Impact to one's business and supply chain by Covid-19, (3) Any comments from raised topics from NGO/NPO
- Summary: Secretariat compiled the original comments qualitatively.

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# Conducted face-to-face meeting under Covid-19 infectious control measures



## Management System Development

- Establishment of a dedicated department for human rights issues
- Development of human rights due diligence for conducting risk assessment in supply chain
- Compliance with overseas human rights-related laws and regulations

## Internal awareness and dissemination

- Linkage with management strategies
- Promotion of understanding of the link between operations and human rights issues
- Education and training on human rights
- Ensuring diversity
- Awareness of discrimination in expressions and proposals in advertisements and internal documents.

## Human Rights Issues to be Address

- LGBTQ/SOGI
- Foreign workers
- Personal information protection in the context of DX progress
- Identifying and addressing specific human rights issues associated with the use of AI
- Human rights of workers on supply chain including child labor and forced labor
- Human rights violations due to environmental destruction

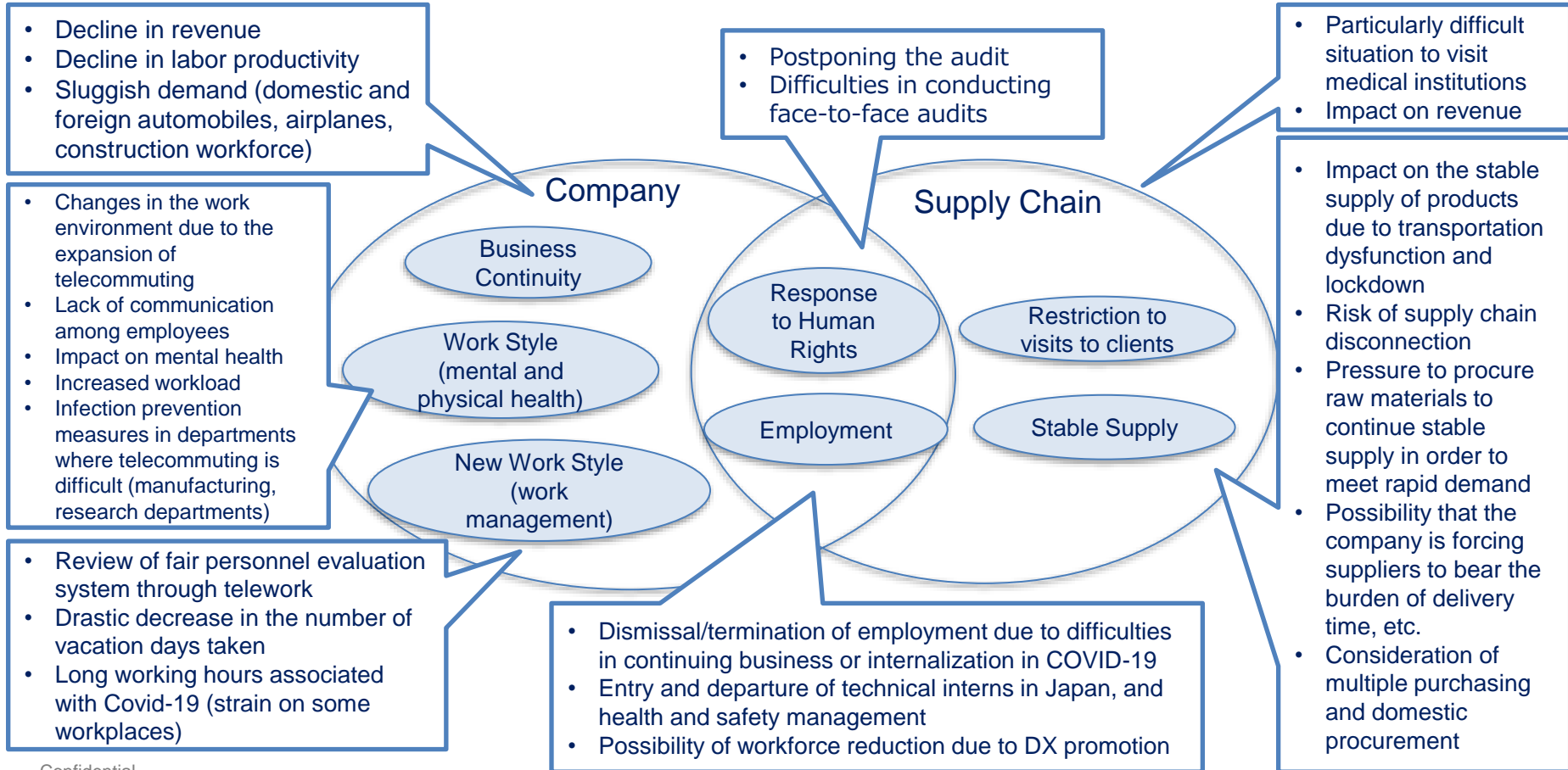
## Grievance mechanisms and remedies

- Establishment and dissemination of a human rights-focused contact point
- Multilingual grievance contact points
- Implementation of human rights due diligence in collaboration with civil society

## Information Disclosure

- Dialogue with stakeholders
- Disclosure of the number of human rights violations, etc. and the attributes of grievances
- Disclosure of references of judgment criteria and implementation methods when implementing human rights due diligence

## 2. Impact of COVID-19 to one's company and supply chain



### 3. Any comments from raised topics from NGO/NPO

#### Japan's Lagging Response to Human Rights Issues

- Delay in Japan's response to human rights issues
- Differences in perceptions of human rights among NPOs and NGOs in Japan and abroad, such as complicity in human rights abuses as an urgent issue to be addressed (differences in the urgency of human rights issues)
- Discrepancies in initiatives between external stakeholders and management
- Each company has its own stance and it is difficult to keep pace, but it is necessary to address human rights issues on an industry-wide basis
- Necessity of preparations for laws of human rights due diligence

#### Scope of Human Rights

- All stakeholders, including local communities such as indigenous people, as well as vulnerable workers in the company and supply chain.
- Need to understand the actual situation and provide language and livelihood support to foreign workers and technical interns in Japan.
- There were many issues that we were not aware of such as modern slavery law, indigenous people's rights and impact on children.

#### Information Disclosure

- Increasing the transparency of Human Rights due diligence
- Visualizing the supply chain
- Continued disclosure of the process, current status, results, tracking results, and future policies of human rights-related initiatives will lead to better assessment of company.

#### Working with NPO/NGO

- The need for companies to conduct human rights due diligence in collaboration with civil society
- Is it possible to collaborate in the process of human rights due diligence such as field surveys?

#### COVID19 and Human Rights

- Support for foreign workers, including language support
- Children's rights in the supply chain

- It is necessary to build a system to identify, response and prevent to the risks of human rights violations not only in the company itself but also in the entire supply chain through collaboration with NGOs/NPOs that reflect the voices of civil society and direct communication with stakeholders.
- In addition to child labor and forced labor, new issues have emerged due to the development of technology. In addition, considering the unique human rights issues caused by COVID-19 and the current situation where the actual situation in the field cannot be fully investigated due to the postponement or cancellation of audits, it is urgent to improve the management system by establishing a department in charge of human rights.
- In addition to promoting internal awareness, it is necessary to link human rights issues with management strategies.
- Laws and regulations on business and human rights are globally gaining momentum, and companies will be required to further improve their human rights initiatives and transparency of human rights due diligence. It is necessary to disclose information on human rights issues on an ongoing basis.