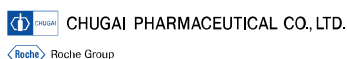


CAUX ROUND TABLE

2021

Human Rights Due Diligence Workshop (Stakeholder Engagement Programme)

Supported by / Cooperated by



28th February, 2022

“Human Rights Issues by Sector v.10”

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 2021 Human Rights Due Diligence Workshop was held for the tenth year, over eight sessions in the period from 8th August to 30th September. The participants identified sector specific human rights issues using the Human Rights Guidance Tool developed by the United Nations Environment Programme Finance Initiative (UNEP FI). The 2021 Workshop was held under a declared state of emergency due to the impact of Covid-19, which became a pandemic. This document is the result of the discussions of the participants.

This workshop applies the Chatham House Rule. The participants are 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, and companies, and those who gave public comments.

Caux Round Table Japan
Nippon CSR Consortium
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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 | 2018 | 2019 | 2020 | 2021 |
|--------------|------------|------------|------------|------------|------------|
| Companies | 23 | 17 | 24 | 20 | 26 |
| NGOs/NPOs | 17 | 14 | 13 | 10 | 10 |
| Participants | 67 persons | 60 persons | 80 persons | 60 persons | 71 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.

In 2018, given the raised concerns from NGOs/NPOs, the participants reviewed any points for addition and modification on “Human Rights Issues by Sector ” formulated by the CSR Consortium last year, using the Human Rights Guidance Tool⁹ (2014 revision) developed by UNEP FI. As a feature of the workshop, NGOs/NPOs raised globally increasing concerns such as marine plastic pollution, SOGI (sexual orientation/gender identification), and the Technical Intern Training Program in Japan. Also, the subject experts shared the trends of Japanese institutional investors. In regard to the composition of the corporate participants, the participation from the chemical and building materials sector, consumer goods sector, and food sector increased significantly from the previous year. In addition, the companies in the pharmaceutical, printing and consulting sectors, which did not identify sector specific human rights issues in the previous year, participated in the workshop. On the other hand, the companies from the manufacturing and transport sectors did not participant in the workshop this year. The final report “Human Rights Issues by Sector (v.7)” was released.

In 2019, given the raised concerns from NGOs/NPOs, the participants reviewed any points for addition and

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

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

⁹ <http://www.unepfi.org/humanrightstoolkit/> (Accessed on July 10th, 2015)

modification on “Human Rights Issues by Sector ” formulated by the CSR Consortium last year, using the Human Rights Guidance Tool¹⁰ (2014 revision) developed by UNEP FI. As a feature of the workshop, NGOs/NPOs raised globally increasing concerns such as AI and human rights, AI and privacy, relationships between climate change and human rights, foreign workers in Japan, grievance mechanism, and SDGs and human rights. In regard to the composition of the corporate participants, the participation from the chemical and building materials sector, consumer goods sector, and food sector increased significantly from the previous year. The final report “Human Rights Issues by Sector (v.8)” was released.

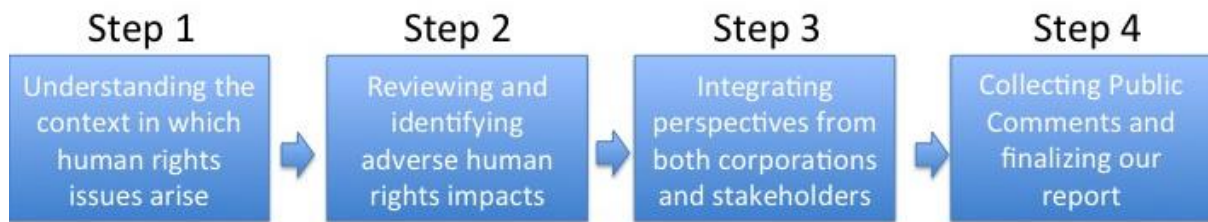
In 2020, given the raised concerns from NGOs/NPOs, the participants reviewed the sector specific human rights issues formulated by the CSR Consortium last year as to whether there were any additions/deletions/correction points. This year, due to the impact of Covid-19, this workshop, which was originally held from May to July, was postponed twice. In the end, we planned and implemented an online workshop using the Zoom system from August to November. At the beginning of the workshop, the secretariat and participants made some mistakes and were confused about how to operate the Zoom system. However, they accumulated know-how on Zoom methods as they experienced the workshop. In the half of the workshop, face-to-face meetings with adequate infection control measures were also incorporated, and the workshop was conducted in a hybrid format combining both online and face-to-face meetings. Many of the participants were working from home for infection control measures, and the workshop truly reflected the current work style. The final report “Human Rights Issues by Sector (v.9)” was released.

In 2021, as was the case last year, NGOs/NPOs and experts raised issues and, referring to the human rights guidance tool developed by the United Nations Environment Programme's Financial Initiative (developed in 2011 and revised in 2014), the Nippon CSR Consortium conducted a review of each sector to see if there were any additions, deletions or amendments to the "Human Rights Issues by Sector" formulated last year. Due to the impact of the Covid-19 since last year, the program was conducted in an online format using the Zoom system. Due to the state of emergency declared during the period (June to October), most of the participants were teleworking, and the programme reflected the work style of the Covid-19. Due to the teleworking environment, some participants came from Chubu, Kansai, Kyushu, Tohoku and the United States, broadening the scope of the programme. This year's program covered ten themes, including human rights and environmental issues that need to be taken into account as the shift to renewable energy continues, the issue of forced labour in Xinjiang and Uyghur Autonomous Region, which is having a major impact on global supply chains, proposals from Generation Z who have risen to the occasion of climate change, and the hidden challenges of resource recycling. As the outcomes of the workshop, the final report “Human Rights Issues by Sector (v.10)” was released. "Content of cross-industry sharing and discussion" (Appendix 1) is the result of discussions among participants in other industries on how their business activities have a negative impact on the human rights of their stakeholders and how they should be addressed, referring to specific examples related to "business and human rights" introduced by civil society.

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

1-3. Implementation Steps of the 2021 Workshop

The Workshop 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 were separated 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 opened public comments on this paper from 26th November 2020 – 29th December 2021 (Japan Time). Based on the discussions among participants, NGOs/NPOs, and experts, and reflecting the opinions of the public comments, "Human Rights Issues by Sector (v.10)" was developed and released.

1-4. Notes for this document

1-4.a Relevance between business operations and human rights

In the beginning of this workshop in 2012, NGOs/NPOs did not have full understanding on how their social and environmental concerns were relevant to business and human rights. Also, corporate participants did not understand how their business operations and human rights were relevant. However, through this workshop, they have started recognizing that social and environmental issues are business and human rights, and business operations and human rights are relevant.

1-4.b Scope of Study and Analysis

The workshop of this year 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” discussed at the fifth workshop is not discussed or in the scope of analysis.

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

The period 2020-2021 marks a major turning point for business and human rights.

Global trends

In March, the European Parliament adopted human rights and environmental due diligence legislation for companies in their own value chains. On 8 October, the UN Human Rights Council (48th session) adopted a resolution recognising the "right to live in a clean, healthy and sustainable environment" as a fundamental human right, and discussions on climate change as a human right continued at COP26 in November.

In the meantime, civil society has launched lawsuits against CO2 emitting companies in many parts of the world, and the oil giant Shell has been ordered by a Dutch district court to drastically reduce its CO2 emissions. The ruling, which made climate change a human rights issue, is forcing companies to incorporate the environment into their human rights due diligence. The ruling symbolises a global trend towards greater corporate due diligence. From the outset of this programme, we have highlighted environmental issues as relevant to human rights issues, and this year's case highlights this trend.

In addition, Generation Z has emerged as a new movement in civil society. The generation that has benefited from the current economic development, but has been left behind by the challenges of the past, is beginning to speak out and create a major movement with global links. We were joined by student representatives from Friday for The Future to listen to their concerns.

In Myanmar, where the military regime continues to rule after the February coup, civil society is questioning companies about indirect human rights abuses (promotion and involvement) by corporate activities linked to the state military. The issue of state-sponsored forced labour in China's Xinjiang and Uygur autonomous regions and the global supply chains linked to it (agriculture, solar panels, clothing) came to the fore. As a result, it has led to the G7 Foreign Ministers' Meeting's "Forced Labour Elimination Statement" in October. In fact, a major Japanese apparel company had its imports stopped in the US in January for insufficient proof that its suppliers were not involved in forced labour.

Domestic Developments

In Japan, efforts on the Action Plan on Business and Human Rights (NAP) (October 2020) led to a move from the Ministry of Foreign Affairs to the Ministry of Justice and then to the Ministry of Economy, Trade and Industry. In July, the Ministry of Economy, Trade and Industry (METI) established the Business and Human Rights Policy Coordination Office. In August, the government conducted a large-scale survey of listed companies and other organizations on human rights issues in the supply chain, and in September, it published a collection of examples of corporate initiatives as an interim summary of the survey results. Based on the results of the survey, the government will now consider whether it is necessary to establish rules and laws requiring companies to take action. The second Kishida cabinet has stated that it will encourage the promotion of "human rights due diligence" to identify and prevent the risk of human rights abuses by

companies in their supply chains. Legislation requiring companies in Europe and the US to take such action is now in place, and there are concerns that if Japanese companies fail to take appropriate action, they could lose their international competitiveness.

In the context of this government trend, this initiative is based on the "Human Rights Due Diligence" initiative, which should be referred to, in the guidance on "Business and Human Rights: What Companies Need to Do Now" published by the Human Rights Protection Bureau of the Ministry of Justice in 2021, and the "Important Human Rights Issues by Sector (Draft)" published by the Nippon CSR Consortium. We are pleased to report that the Nippon CSR Consortium's "Important Human Rights Issues for Each Industry (Draft) in Japanese" (public comments to be made at the end of 2020) was cited as a case study that should be referred to, and has become a focus of attention.

Covid-19.

Vaccination has started in many countries and the worst is beginning to be over. However, challenges continue to mount, such as the loss of production capacity in global supply chains, the availability of labour for transport, the rise in resources since the economic recovery from Covid-19, and the new life with Corona. Severe working conditions have been identified under Covid-19, including new issues such as mental health due to teleworking, and the working conditions of those who cannot stop, represented by Essential Workers. These are directly linked to human rights issues.

The companies participating in this programme are continuously and sincerely addressing "Business and Human Rights". In the business environment surrounding the aforementioned corporate activities, companies have also begun to engage in human rights due diligence. However, the scope of investigation of human rights respecting entities (rights holders) is often limited to their own full-time employees. Although an increasing number of companies are carrying out human rights due diligence, including in the supply chain, the methods used to do so are mainly questionnaires confirming the CSR initiatives of their business partners, and do not approach the employees (frontline workers) who are the subjects of respect for human rights. Some companies were also considering conducting human rights due diligence using various certification schemes and social audits, but these do not guarantee meaningful engagement with rights holders and are not a substitute for human rights due diligence. Rather than ticking off human rights checkboxes in questionnaires, audits and the like, companies need to dynamically identify where, for whom and what human rights and environmental issues are occurring across their business relationships.

Few companies are able to visualise their supply chains and identify and engage with specific vulnerable rights holders.

As a result, there is a noticeable lag in the implementation of the Grievance Mechanism, which reaches rights holders directly. We see a continuing failure to change the paradigm, as companies seek answers to their problems by extending the whistleblowing systems already in operation. The Secretariat feels that there is a need to be aware of the difference in scope and stakeholders between whistleblowing systems, which focus

on compliance violations, and human rights issues that extend throughout the supply chain.

Finally, it should be noted that dialogue is the essence of human rights initiatives. In this Programme, human rights issues of concern are made visible from both civil society and business. As a next step, an important part of corporate efforts to address human rights issues is to engage in dialogue with those affected by human rights violations and the NGOs/NPOs that support them in order to raise awareness of the issues. The Programme's approach is to help companies take the first step towards carrying out human rights due diligence, and is a gateway to doing so. When there is a problem, companies should work with their stakeholders to use their expertise and strategy to address the issue and ensure legitimacy through accountability and transparency. By doing so, they will be able to obtain a license to operate from society and ensure the sustainability of their business. The question is how the corporate participants in this programme can integrate this approach into their corporate management and link it to their own human rights initiatives.

While the global economy aims for open markets, the reality is that its expanding supply chain creates a series of obvious and significant challenges to be solved. We are now faced with the challenge of shifting to a New Normal way of life, not "after Corona", but "with Corona". The answer lies not in extending conventional economic activity.

3. “Human Rights Issues by Sector”

3.1 Manufacturing Sector

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, maintenance Disposal: disposal, recycling

| Key human rights issues in the manufacturing sector | | Concrete issues | Value Chain | | | | | |
|---|----------------------------|--|-------------|-----|-------------|-----------|------|---------|
| | | | Create | Buy | Manufacture | Transport | Sell | Dispose |
| Core operation/ Supply chain | Working hours and wage | <ul style="list-style-type: none"> •Risk that the minimum wage does not match the local standard of living, leading to long working hours. •Compensation for leave and wages in the event that a child is forced to take an extended leave of absence due to a sudden closure of preschool or school (Not guarantee a proper place to stay if the guardian cannot take leave.) •Risk of overwork due to production adjustments (priority on delivery) *While there is a request to increase production of daily necessities due to COVID-19, there is also a plan to drastically reduce production due to decreased demand. •Proper working hour management is not carried out. Separation of work and private life (self-reporting). •Appropriate compensation (wages) for labor is not paid. Not keeping track of hours worked → unable to pay •Wage disparity may affect the future education of children. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | <ul style="list-style-type: none"> •Overtime and long working hours, especially in Japan. Excessive working hours for managers (middle management). •Inappropriate use of discretionary labor system and deemed management positions •Disparity in working conditions and wages among group companies. Equal pay for equal work. •Possibility of long working hours due to old production facilities. | | | | | | |
| | Workplace conditions | <p>(1) Workplace accidents resulting in death or serious injury, particularly in research, manufacturing and factory settings [creation/construction].</p> <p>(1) Potential for work-related accidents while working from home (lack of safety considerations, health hazards due to different working environments, disruption of the rhythm of life)</p> <p>(1) Living conditions that do not provide a minimum of space, such as dormitories with several people per room, inadequate sanitary facilities (showers, toilets, etc.), dormitories set up on the factory premises, management with locks from the outside, etc. may have a negative impact on the health of employees.</p> <p>(1) Health and safety standards do not comply with global standards. (emergency exits, evacuation drills, etc.)</p> <p>(1) Ensuring the safety of employees and their families in COVID-19 endemic countries</p> <p>(1) Ensuring the safety of employees engaged in non-teleworkable work (manufacturing sites) under COVID-19.</p> <p>(1) - (4) Long working hours of parents may infringe on the healthy life of their children.</p> <p>(2) Long working hours may lead to health problems, especially mental health problems.</p> <p>(2) Lack of communication due to remote working may lead to alienation and exclusion from the workplace.</p> <p>(3) Disease progression due to lack of medical check-ups</p> <p>(3) Progression of occupational diseases due to lack or non-use of protective equipment such as finger sacks, gloves, masks, ear plugs, etc.</p> <p>(4) Treatment of foreign workers (especially in terms of health and safety, language issues, etc.)</p> <p>Loss of training opportunities for employees due to long working hours.</p> <p>(4) Differences in educational opportunities due to differences in employment status, nationality, race, gender, age, educational background, length of service, etc.</p> | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination | During employment and work | <ul style="list-style-type: none"> •Risk of unequal treatment in terms of working conditions, training, and promotion •Discrimination against women and sexual minorities •Harassment (sexual harassment, power harassment, and remote work harassment) •Response to SOGI (sexual orientation and gender identity) (renovation of restrooms and changing rooms, some companies have stopped including gender on resumes) •Discrimination based on nationality, race, religion, etc. •Discrimination against non-vaccinated people (forced vaccination) •Discrimination against infected people •Discrimination against workers may lead to discrimination against their children | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

| | | | | | | | | | |
|---------------------------------|-------------------------------|---|--|---|---|---|---|---|---|
| | Child labour | 1: Minimum age 2: Addressing young workers | 1) Children may be employed in supply chains (subcontracting work, etc.) in developing countries, and that brokers may be using them as intermediaries. 1) Asian workers may apply for employment by falsifying their age. 2) Asian workers may be forced to engage in night work or dangerous work. | | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Forced or compulsory labour | Employment | •Migrant workers (including foreign nationals and domestic migrants) may be required to pay excessive recruitment fees and keep identification documents (e.g., passports) when hired. | | | ✓ | ✓ | | ✓ |
| Forced overtime | | •Long working hours due to excessive quotas may lead to de facto forced labor. •Negative impact on stakeholders may be given in the material production process. | | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Core operation/ Supply chain | Freedom of association | | •There may be a lack of dialogue and communication with worker representatives and labor unions. •There is a risk that labor-management consultations and collective bargaining are not sufficiently institutionalized and managed. In addition, although the right to collective bargaining is recognized, there is a risk that negotiations are not actually conducted. •There is a risk that the rights of workers are not sufficiently secured in the union store system. •In countries and regions where the formation and activities of labor unions are prohibited (including cases where they are prohibited in substance), there is a risk that workers' rights are not sufficiently secured. (In some cases, labor unions are not protecting employees and are not fulfilling their roles as they should be.) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Community | Resources/ local community | Use of natural resources | •There is a risk of over-extraction of resources (upstream supply chain) due to development, design, distribution and sales of products with high environmental impact (high power consumption, low recyclability). •In addition, there is a risk of damaging the lives and health of local residents in the vicinity of production sites, as well as overuse and pollution of water and land at factories and local construction sites, and depletion of resources [buy/create/dispose]. •The use of energy and resources that are assumed to have a low environmental impact when in fact they have a high environmental impact, which may lead to environmental destruction and human rights violations. •Risks of adversely affecting local communities through the use of renewable energy and biomass resources (environmental impact from power plants, promotion of deforestation through the use of palm oil) •Risk of inappropriate use or disposal by suppliers or final consumers (e.g., ocean plastic problems, increased processes at waste treatment facilities) •Circulation and use of virtual currencies may generate huge amounts of power consumption •Risk of destruction of forest and ocean ecosystems due to procurement of raw materials •Construction and operation of business sites may destroy local ecosystems. •Risk of continued adverse effects on the global environment due to failure to review the environmental impact of business | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Security | Payments to anti-social organizations | •Funds, products, or services may flow to non-governmental or armed groups in the procurement of raw materials or disposal of products. (e.g. conflict minerals) •In the procurement of labor, part of the wages may flow to anti-social organizations or armed forces (e.g., technical trainees). | | ✓ | | | | ✓ |
| | Access to Land | Land ownership | •Risk of forced displacement of indigenous and local residents when acquiring land for business purposes. •Risk of damaging the value of the land through construction and operation of the project site | | ✓ | ✓ | | | |
| Society and government | Relations with governments | Bribery and corruption | • Potential risk of being involved in bribery and corruption, such as facility payments, especially at the time of obtaining licenses and authorizations. • Possible risk of bribery at the time of contract, customs in the industry, collusion (in the form of transactions / operations), risk of conspiracy to fraud at the time of government-related business orders | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Relations to states with high human rights risks | • Risk of being involved in human rights abuses when doing business in the country or region where there is a gap between local laws/customs and international standards | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

| | | | | | | | | |
|--------|--------------------------|--|--|---|---|---|---|---|
| Others | Relations with customers | Health and safety and protection of personal information | <ul style="list-style-type: none"> •The risk of harm to the life, health, or property of consumers due to defects in products or services provided to customers, inappropriate marketing activities, or failure to properly disclose information •Risk of infringement of individual human rights due to inappropriate management of personal information obtained in the business process •Inappropriate advertising and information dissemination may cause consumers to feel uncomfortable or have false perceptions, promote discrimination or prejudice, or cause health problems due to false perceptions. •Product services that do not take diversity into consideration may make it difficult for vulnerable groups to access them. | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Complicity | Unintended use or misuse | <ul style="list-style-type: none"> •Surveillance cameras may be used for forced labor facilities or for sexual damage such as voyeurism. •There is a risk of criminal use of social networking services. •There is a risk of illegal modification for conversion into weapons such as cars and drones, or for misuse. •Possibility of stalking by using IC tags. | | | | ✓ | |
| | Remedy | Development of Access to Remedy | <ul style="list-style-type: none"> •Human rights violations may not be corrected if the remedy contact points and processes are inadequate. •Inadequate monitoring by a third party may prevent the remedy process from being effective. •Reports may not be connected to the remedy process. •The whistleblower may not be protected. •Current functions may become ineffective •It is necessary to consider a remediation process that includes the supply chain, but this has not been done yet. •Lack of information dissemination (absolute lack of information, lack of multilingual support, business practice factors) may prevent recognition as a target of remedy. | ✓ | ✓ | ✓ | ✓ | ✓ |

3.2 Chemical and Building Materials Sector

This table summarizes the value chains that are considered common in the industry.
Incidents related to specific products and services at an individual company need to be reviewed by individual company.

*A subcontractor/ onsite Subcontractor refers to an outsourcing company that provides various services such as manufacturing and logistics at each stage of the value chain (including staff who visits office/ plant on a regular basis)

| Key human rights issues in chemical and building materials sectors | | | Concrete issues | Value Chain | | | | | | | | | | |
|--|---------------------|---|---|-------------|-------------|---------|---------|-----------|------|-----|-------------------|---|---|---|
| | | | | Research | Development | Procure | Produce | Transport | Sell | Use | Reuse and Dispose | Subcontractor* or Onsite Subcontractor* | | |
| Core operation/ Supply chain | Workplace condition | Working hours | <ul style="list-style-type: none"> Overtime is likely to occur due to orders received without consideration of resources and short delivery times associated with COVID-19. Insufficient understanding of the degree of thoroughness of working hour management in accordance with the different working conditions in different countries and regions If there is a gap between international norms and the laws of each country, there is a concern that following the laws of countries that allow longer working hours than international norms may lead to health hazards for workers. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Health and safety | <ul style="list-style-type: none"> As a manufacturing company that uses hazardous substances (e.g., chemical substances) and large-scale equipment, there are relatively many sources of danger in the work environment. Concerns that accidents during the transportation of hazardous substances may cause health hazards to those involved and to people living near the site. Concerns about health hazards to the company's own employees and end consumers when suppliers do not provide sufficient information on chemical substances In the case of outsourced safety and functionality testing, if the outsourced company does not have a strong sense of ethics, it could lead to human rights issues. In the manufacturing industry (especially in plant operation), it is difficult to introduce telecommuting, and since many construction workers come and go, such as during regular maintenance, there is concern that inadequate measures against COVID-19 may affect safe and stable operations. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Disciplinary measures | <ul style="list-style-type: none"> Concerns that national/regional practices for disciplinary actions vary widely and that disciplinary action policies have been developed that are not consistent with local practices (company) Concerns that grievance mechanisms are not sufficiently in place to deal with disciplinary actions (company) Country/regional practices for disciplinary actions differ greatly, making it difficult to ascertain the actual status of disciplinary actions at suppliers | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Wage | <ul style="list-style-type: none"> Concerns at suppliers, contractors, etc. (1) Concerns that appropriate wages are not paid in line with working hours (2) Concerns that wages paid to foreign technical interns are not understood. | | | ✓ | ✓ | | | | ✓ | ✓ | ✓ | ✓ |
| Core operation/ Supply chain | Discrimination | During work | <ul style="list-style-type: none"> In recent years, for example, discrimination against sexual minorities and power harassment have become major issues, and it cannot be said that discrimination at work has been eradicated on a global scale. Concerns about human rights issues due to inability to keep up with improvements in the working environment for foreign workers who do not understand Japanese and workers with disabilities. Concerns that regulations based on Europe's •General Data Protection Regulation are being strengthened in Japan, but there are concerns that the privacy of employees is not respected and personal information is not reliably protected. Concerns about a mixture of consideration and reverse discrimination due to unconscious bias (loss of opportunities to work in desired jobs) Concerns about discrimination on whether vaccination for the COVID-19 is done or not. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Redundancy and dismissal | <ul style="list-style-type: none"> Illness and pregnancy may be a judgment factor without specifying objective standards, and implementation based on sufficient communication may not be made. Concerns about the unexpected loss of employment of employment types (non-regular workers, contractors, etc.) that are considered to be particularly vulnerable in the value chain (1) Rapid economic downturn (2) Rapid changes in the business environment due to COVID-19 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Child Labour | Dangerous work and employment | <ul style="list-style-type: none"> Concerns in suppliers and contractors | | | ✓ | | | | | ✓ | ✓ | ✓ | |
| | | Minimum age | <ul style="list-style-type: none"> Concerns in suppliers and contractors | | | ✓ | | | | | ✓ | ✓ | ✓ | |
| Working hours and working conditions | | <ul style="list-style-type: none"> Concerns in suppliers and contractors | | | ✓ | | | | | ✓ | ✓ | ✓ | | |
| Employment of young workers | | <ul style="list-style-type: none"> Concerns in suppliers and contractors | | | ✓ | ✓ | | | | ✓ | ✓ | ✓ | | |

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|---------------------------------|--|---|--|---|---|---|---|---|---|---|---|---|-----|-----|
| Core operation/ Supply chain | Forced Labour | Deposits and papers | • Concerns about the existence of migrant workers on a global scale and the inability to comprehensively grasp the reality of foreign technical interns. At time of occurrence, companies may face great reputational risks. | | | レ | | | | | | レ | レ | |
| | | Forced overtime | • Forced overwork is demanded to workers when companies receive orders without due consideration of resources (volunteer overtime work is regarded as overtime work). | レ | レ | レ | レ | レ | レ | レ | レ | レ | レ | レレ |
| | | Human trafficking | • Concerns about the existence of migrant workers on a global scale and the inability to comprehensively grasp the reality of foreign technical interns. At time of occurrence, companies may face great reputational risks. | | | レ | レ | | | | | レ | レ | |
| | Freedom of association | Freedom of association and collective bargaining | • Labour-management negotiations may not be properly conducted (one's company and supply chain). • Employees may not have a means to discuss issues related to labour without interference of companies (one's company and supply chain). | | | レ | レ | レ | レ | レ | レ | レ | レ | レレレ |
| | | Measures to be taken when not permitted by national law | • Labor-management negotiations may not be normal. • Concerns that employees do not have the means to discuss labor-related matters without interference from the company. | | | レ | レ | レ | レ | レ | レ | レ | レ | レレレ |
| | Relationships with suppliers in countries and regions with high human rights risks | • Concerns about indirectly contributing to the occurrence of negative impacts on human rights through procurement from suppliers in countries or regions with high human rights risks. | | | レ | レ | | | | | | | レレレ | |
| Community | Resources | Use of natural resources (water and land) | As a chemical company, we are working to reduce environmental impact and properly manage chemical substances, but we have identified the following as potential human rights issues. • Concerns about inappropriate use and disposal by suppliers (customers) (e.g., marine plastics) • Because the industry uses a relatively large amount of resources and is likely to cause local pollution damage due to spills or exposure to pollutants, the impact on local communities is significant. • There is a risk of water depletion due to deforestation caused by factory construction and excessive consumption. • The promotion of conversion from fossil resources to non-fossil resources may lead to violation of indigenous peoples' rights such as forced incarceration of land and adverse effects on biodiversity due to deforestation, etc. Specifically, there are the following concerns 1) Concerns that the use of edible plants (corn, soybeans, etc.) as resources will indirectly cause price hikes and food shortages. 2) Concerns that the use of biodegradable plastics and biomass fuels made from oil palm will contribute to environmental destruction. | | | | レ | レ | | | | | レ | |
| Society and government | Relations with governments | Bribery and corruption | • In cases where land acquisition is necessary for the establishment of a factory or the acquisition of a sales license, bribes may be demanded, and the land acquisition may force the original residents to change their living environment. • If the company is involved in corruption, it may be ordered to pay a surcharge or suspend operations, or its reputation may be damaged, which may indirectly affect the employment of its employees (the company). | | | レ | レ | | レ | | | レ | レ | |
| | | Relationship with countries with high human rights risks | Concerns about indirectly contributing to the occurrence of negative human rights impacts (1) Obtaining permits, licenses, etc. and operating in countries with high human rights risks (2) Procurement from such state-sponsored enterprises (conflict minerals, timber, polysilicon, etc.) | | | レ | レ | レ | レ | レ | レ | レ | レレレ | |
| Remedy | | | (1) Concerns that negative impacts on human rights cannot be ascertained due to the lack of establishment, maintenance, and dissemination of a grievance mechanism to a wide range of stakeholders related to the business. (2) Concerns about the inability to respond to the following issues in a timely and appropriate manner due to the wide range of value chains • Concerns that consultation systems and points of contact are not set up in consideration of local languages, reception hours, legal systems, cultures, etc. • Concerns about not being informed in advance of how to access the grievance mechanism and of the expected action and time frame • Concerns about the lack of visibility of the value chain • Concerns that information is not communicated and appropriate responses are not taken from the perspective of respect for human rights • Concerns about lack of dialogue and disclosure of inquiries (3) In consideration of the impact of COVID-19, consideration and response are also required for the following matters • Review of grievance mechanism methods (establishment of a grievance mechanism that can be handled remotely is required in addition to the establishment of a grievance mechanism that requires attendance at work (e.g., a suggestion box) | | | レ | レ | レ | レ | レ | レ | レ | レレレ | |

3.3 Consumer Goods (Cosmetics and daily goods) Sector

| Key human rights issues in consumer goods sector | | | Concrete issues | Value Chain | | | | | | | |
|--|------------------------|--|---|-------------|----------|---------|---------|-----------|-----------|------|-----|
| | | | | Developme | Research | Procure | Produce | Transport | Advertise | Sell | Use |
| Own employees/suppliers | 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. Overtime and long working hours, especially in Japan. Overwork of managers. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Wages | <ul style="list-style-type: none"> Pressure of cost reduction from buyers may lead to non-compliance with minimum wages and living wages at suppliers. 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, 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. [Emerging concerns due to COVID-19] Being forced to work remotely and losing a work-life balance may lead to long-hour work and overwork. Employees in occupation that would be difficult to work from home have to commute to work or store, which may increase stress against infection risk and psychological stress. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | 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. Sufficient explanations, including language, may not be provided to foreign workers and foreign technical intern trainees. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Discrimination | Recruitment, training, promotion, and employment | <ul style="list-style-type: none"> Unequal recruitment/recruitment may be conducted based on disability, LGBTQ, BLM, religion, race, age and gender. Unequal treatment in opportunities for promotion, training and working conditions may be practiced based on disability, LGBTQ, BLM, religion, race, age and gender. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Own employees/suppliers | Freedom of association | Freedom of association, right to collective bargaining | <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 participation in strikes. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Grievance Mechanism | Effectiveness of the reporting point for employees | <ul style="list-style-type: none"> There is a risk that the grievance mechanism is not in place, or that it is in place but is not functioning (there is a risk that the reporting desk will become a mere formality due to insufficient protection of whistleblowers, lack of awareness of the scope of the target group and the content of the report). Inadequate multilingual support and inability to identify human rights abuses among vulnerable groups. Lack of expertise in dealing with LGBTQ issues, which could lead to human rights abuses being left unattended or could cause secondary damage. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

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|---|--------------------------------------|--|--|---|---|---|---|---|---|---|---|--|--|---|---|
| Suppliers | 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 at raw material suppliers (plantations, quarries, etc.) Children may be exposed to child labour including temporary staff and contract employees. | | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| | 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, financial issues, possession of passport, 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. | | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| | Assessment | Human rights violations at suppliers | <ul style="list-style-type: none"> The risk of reputational damage due to human rights violations at upstream suppliers that have not been fully investigated, such as secondary suppliers and production contractors (residual risk of not grasping the actual situation) There is a risk that human rights violations may be left unattended due to a lack of understanding of the actual situation by visiting and interviewing foreign employees of suppliers, foreign technical interns, and training implementers (companies where interns work), which are socially vulnerable groups. | | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| | Grievance Mechanism | Effectiveness of the reporting point for employees | <ul style="list-style-type: none"> There is a risk that the grievance mechanism is not in place, or that it is in place but is not functioning (there is a risk that the reporting desk will become a mere formality due to insufficient protection of whistleblowers, lack of awareness of the scope of the target group and the content of the report). Inadequate multilingual support and inability to identify human rights abuses among vulnerable groups. Lack of expertise in dealing with LGBTQ issues, which could lead to human rights abuses being left unattended or could cause secondary damage. | | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| | Mutual information management system | | | <ul style="list-style-type: none"> Inadequate information sharing systems with primary and secondary suppliers may lead to human rights issues among supplier employees. | | | | ✓ | ✓ | ✓ | | | | | |
| Business partners | M&A | Human Rights Assessment in Acquisition Audits | <ul style="list-style-type: none"> Reputational risk due to inadequate human rights assessment of potential M&A targets during acquisition audits | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ |
| | Business partners | Human rights issues at business partners | <ul style="list-style-type: none"> Reputational risk when human rights issues become apparent within a business partner, whether upstream or downstream. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ |
| Planet / Society | Local residents | Health hazards in daily life | <ul style="list-style-type: none"> Air pollution, emissions of chemical substances, and wastewater caused by business operations that may be harmful to the health of local residents | ✓ | ✓ | ✓ | ✓ | | | | | | | | ✓ |
| | | Infringement of living space and time | <ul style="list-style-type: none"> Risk of impact on land rights of indigenous peoples and local communities due to construction of new sites Risk of impact on the daily lives of indigenous peoples and local communities through noise, air pollution, and traffic safety due to business operations | ✓ | ✓ | ✓ | ✓ | | | | | | | ✓ | |
| | Natural Environment | Water stress | <ul style="list-style-type: none"> The risk of drought in the area due to the use of large amounts of water. | ✓ | ✓ | ✓ | | | | | | | | | ✓ |
| | | Terrestrial resources | <ul style="list-style-type: none"> Manufacturing products may cause an adverse impact on the protection of forest eco-systems. Abandoning waste or illegally dumping it because of not selecting an appropriate contractor. | ✓ | ✓ | ✓ | ✓ | | | | | | | | ✓ |
| | | Marine resources | <ul style="list-style-type: none"> Manufacturing plastic products may cause an adverse impact on the protection of marine eco-systems. | ✓ | | | | | | | | | | ✓ | ✓ |
| | Relations with governments | Bribery and Corruption | <ul style="list-style-type: none"> Bribes may be demanded when obtaining permits and licenses. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | |
| Relationship with countries with low awareness of high human rights risks | | | <ul style="list-style-type: none"> Reputational risk due to inadequate human rights assessment of potential M&A targets during acquisition audits. | | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ |

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|---------------------------|--|--|---|---|---|---|---|---|---|---|---|---|
| Investors | Relationship with investors | Disclosure of non-financial information (human rights) | <ul style="list-style-type: none"> Lack of adequate human rights due diligence and disclosure may lead to reputational risk. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Consumers | Relationship with Consumers | Health and safety | <ul style="list-style-type: none"> The risk of inadequate measures to improve the quality and safety of products and to reduce risks to consumers. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | | <ul style="list-style-type: none"> Inadequate communication of correct information may lead to inappropriate use of products, to the detriment of both consumers and manufacturers. | ✓ | | | | ✓ | ✓ | ✓ | ✓ | |
| | | | <ul style="list-style-type: none"> Insufficient traceability of materials and products may cause disadvantages to both consumers and manufacturers. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | | <ul style="list-style-type: none"> The risk of insufficient resolution of consumer issues through innovation. | ✓ | | | | | | ✓ | | |
| | | Privacy | <ul style="list-style-type: none"> There is a risk that personal information such as customer records, monitor data, surveillance cameras, purchasing behavior, privacy information contained in cookies, and shipping addresses may be leaked, mismanaged, processed, transferred, or used inappropriately. | ✓ | | | | ✓ | ✓ | ✓ | ✓ | |
| | | Respect for the individual | <ul style="list-style-type: none"> Advertising and sales activities may promote stereotypes of uniform beauty, gender, generation, etc. There is a risk that the use of AI, etc. may cause the provision of algorithms and information that may promote consumer misperceptions and stereotypes. | ✓ | | | | | ✓ | ✓ | ✓ | |
| | | Children's health and safety | <ul style="list-style-type: none"> Possibility of violating children's rights, interfering with their healthy development, or threatening their safety and health There is a risk of not ensuring equal access to products that meet the needs of children according to their growth characteristics. | | | | | | ✓ | ✓ | ✓ | |
| | | Harassment and discrimination | <ul style="list-style-type: none"> Risk of evoking discrimination or bullying, and giving the impression that it is condoned or encouraged. Possibility of causing disadvantages in use due to differences in gender, age, race, religion, LGBTQ, disability, BLM, etc. | | | | | | ✓ | ✓ | ✓ | |
| | | Sustainable society | <ul style="list-style-type: none"> Risk of environmental impact due to disposal of plastic products, containers, and packaging. | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ |
| | | Ethical advertising and marketing | <ul style="list-style-type: none"> Risk of human rights violations without prior confirmation that advertising marketing does not induce discrimination and harassment. Risk of recurrence of human rights violations due to advertising and marketing without applying the lessons learned to future business activities when such violations occur. | | | | | | | ✓ | ✓ | ✓ |
| Monitoring and assessment | <ul style="list-style-type: none"> Failure to actively identify human rights violations through advertising and marketing (e.g., through SNS monitoring) and neglect/recurrence of human rights violations. | | | | | | | ✓ | ✓ | ✓ | | |

3.4 Food and Beverage Sector

| Key human rights issues in food sector | | | Area of risk occurrence | Concrete issues | Value Chain | | | | | | |
|--|----------------------|---------------|--|--|-------------|----------|---------|---------|-----------|------|---------|
| | | | | | Developme | Research | Procure | Produce | Transport | Sell | Consume |
| Core operation / Supply chain | Workplace conditions | Working hours | global | <ul style="list-style-type: none"> Long working hours may occur at all work in own manufacturing factories including those of suppliers, and in logistics drivers. When production such as seasonal items concentrates, forced labour may occur to keep the delivery date. Due to the impact of COVID-19 (increasing demand for home-cooked meals due to staying at home), overwork occurred because of increased production. It became more common to work remotely due to changes in working styles, which leaves a problems regarding working hour management (unpaid overtime). | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Wages | global | <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 in palm farms and fishing grounds. Introducing efforts effectively to the society such like fair trade enables to increase consumer's safety and corporate value, as well as pay fair wages to local workers. The wages of foreign workers may not meet the minimum standard of living. Housing for them may not be well taken care. Securing wages according to working hours (compliance with laws and regulations in each country) Wages are not guaranteed due to factory operation suspension, lockdown, etc. given the influence of COVID-19. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | | Japan | (The impact of COVID-19) <ul style="list-style-type: none"> Unfair treatment to foreign workers and technical intern trainees such as unfair low wage and termination of employment contract Unfair treatment to dispatched workers such as unfair low wage and termination of employment contract Unreasonable deduction from salaries that is not determined in advance (e.g., bathroom usage fees, etc.) have occurred and are not mentioned in detail on a pay slip. | | | | | | | |
| | Health and safety | global | <ul style="list-style-type: none"> The health and safety of employees and workers may be threatened due to excessive work, inadequate measures against work-related accidents, handling of chemical substances including agrichemicals, and dangerous work in a process of manufacturing products including raw material suppliers and a process of research and development (Employee = including perspective of persons with disabilities). In order to reduce risks, it is important to consider and address cultural differences and diversity such as color barrier-free (consideration of coloring) and direction of opening and closing the door, display of their own language for foreign workers, and support for heavy-duty work by using supporting tools. The physical burden on logistics drivers is heavy (unloading containers and freezer operations), and health considerations may be lacking. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | | <ul style="list-style-type: none"> A heavy workload at distribution centre hub (unloading containers, working in the freezer, etc.). The impact on vulnerable people will be even greater. In addition, there may be a lack of health considerations. Insufficient support for clinic, clothing, food, housing and mental health support for foreign workers Insufficient precautions to prevent infections in the workplace (not limited to COVID-19, but also other diseases and infectious diseases) Insufficient precautions to prevent infection of children. Parents may abuse or neglect children due to the influence of COVID-19. Not all employees have a thorough medical examination | | | | | | | | |
| | Disciplinary action | global | <ul style="list-style-type: none"> Compliance with the implementation of disciplinary action for an employee who engages in harassing behaviour Implementation of appropriate disciplinary action in accordance with laws, regulations and office regulations | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |

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|-------------------------------|--|----------------------------------|--------|---|---|---|---|---|---|---|---|
| | | Employment | global | <ul style="list-style-type: none"> Discrimination may occur during the recruitment process, based on race, gender, religion, origins including overseas, sexual orientation, sexual recognition, disabilities, ethnicity and beliefs. Debt labour occurs through recruitment fees to sending organizations and payments to foreign language education institutions. There is also a domestic problem of employing workers without being aware of the background. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Discrimination | During work | global | <ul style="list-style-type: none"> Safety education may be fully given to workers including foreign employees, disabled persons and temporary workers. Also, they may receive unequal treatment in safety education. Workers may be forced to have unstable employment form. Sexual, power, maternity, SOGI harassment. Harassing behaviour to people who tested positive for COVID-19 and their families Insufficient support and work environment for people with disabilities | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | During work | Japan | <ul style="list-style-type: none"> Manuals that support multiple languages, multiple religions, and consideration of the work environment are necessary. Discrimination may occur due to differences in nationality and religion. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Discrimination | Assessment, Treatment, Dismissal | global | <ul style="list-style-type: none"> Discrimination may occur in assessment and treatment based on race, gender, religion, origins, LGBT, SOGI, disability, ethnicity, beliefs, medical history (HIV etc.), care for family members, and Infertility treatment. It is necessary to support life for foreign workers and their families, and to prevent isolation in the community. Fair promotion and pay increase according to the evaluation of foreign technical intern trainees. Lack of communication creates sense of isolation. No rewarding evaluation or treatment is given. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | | Japan | <ul style="list-style-type: none"> Female managers in Japan still remain uncommon. Delays in barrier-free. The disabled may not find the work rewarding An increase in child labour due to widening of the income gap and the increasing number of poor people Confirming whether tier 2, tier 3 suppliers engage in child labour especially in the developing countries. | | | | | | | |
| | Child labour (elementary students) | | global | <ul style="list-style-type: none"> Child labour under the minimum labour age may occur. Children may lose the right to education. Children may suffer from mental and health problems. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Employment under 18 years of age | | global | <ul style="list-style-type: none"> Involvement in night labour and dangerous labour | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Core operation / Supply chain | Forced or compulsory labour | | global | <ul style="list-style-type: none"> Forced labour against immigrant workers may occur. Illegal immigrants may receive inhumane treatment. Forced labour in procurement process of agriculture, forestry and fisheries may occur (Working environment at the fishery working site). Long working hours may occur due to excessive requests from business partners. Conclusion of an employment contract is required. Employment contracts should be prepared in local languages, or in the language of foreign nationals. (Global) Confirming whether employees of tier 2, tier 3 suppliers experience excessive working hours, especially in the developing countries. | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | | Japan | <ul style="list-style-type: none"> Exploitation of technical intern trainees (e.g. taking a passport away), engagement in dangerous labor. Slave labour in procurement process of agriculture, forestry and fisheries (working environment in domestic livestock sites) Forced savings at the time of contract (Employers take passbook seal away from employees) Support for technical intern trainees who have difficulty going home during the COVID-19 crisis | | | | | | | |
| | Freedom of association and collective bargaining | Conflict with local law | global | <ul style="list-style-type: none"> Freedom of association and the rights of collective bargaining under international human rights regulations may not be fully ensured in countries in which unions are not permitted, or unions are permitted but poorly implemented. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Access to Remedy | | global | <ul style="list-style-type: none"> It is necessary to address grievances throughout the value chain. Concerning consumption, it is necessary to provide 24/7 customer support and multilingual printing. It is essential to establish not only whistleblowing system, but also grievance mechanisms for external stakeholders. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Protection of Privacy | | Japan | <ul style="list-style-type: none"> Use of data of security cameras for food defense may infringe on privacy. | | ✓ | ✓ | | | | |

| | | | | | | | | | | | |
|------------------------|---|---------------------------------|--------|---|---|---|---|---|---|---|---|
| Community | Resources | Use of natural resources | global | <ul style="list-style-type: none"> Due to large-scale agriculture, fishery and forestry at suppliers of raw materials, communities may face a decrease in agricultural production and catches of fish. Impact may be given on access to water, local ecological systems (air pollution, soil pollution, contamination by waste and plastic waste), and lives and traditions of local and Indigenous people. A single crop production (switch to cash crops) may cause the loss of a self-sufficient food system. | ✓ | ✓ | ✓ | ✓ | | | |
| | | Climate change | global | <ul style="list-style-type: none"> Reduced yield due to global warming Impact on the living area due to the occurrence of natural disasters caused by climate change | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Impact on community | | global | <ul style="list-style-type: none"> Negative impact on community lifelines due to pollution (noise, vibration, foul odor, waste, etc.) associated with construction and operation Infringement of access to evacuation shelters in the event of a disaster | | ✓ | ✓ | ✓ | | | ✓ |
| | Access to land | Title to land | global | <ul style="list-style-type: none"> Titles to the land of local people or indigenous groups may be ignored at the occasion of land enclosure, especially when constructing such as fields, ponds, factories/manufacturing sites, and waste treatment plants. Deprivation of the rights of local people may occur due to the enclosure of agricultural lands. | | ✓ | ✓ | | | | ✓ |
| | Investment to community | | global | <ul style="list-style-type: none"> The withdrawal of local factories and projects may reduce employment in the surrounding area, which may lead to a decline of the local economy. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Access to remedy | | global | <ul style="list-style-type: none"> Attention on not only foreign workers at work, but also their home environment is required. Also, grievance should be addressed. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Society and government | Relations with society and governments | Bribery and corruption | global | <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. | | ✓ | ✓ | | ✓ | ✓ | |
| | Relations with governments and companies with low awareness of human rights | | global | <ul style="list-style-type: none"> Human rights violations such as human trafficking may occur due to collusion between the sending organization and relevant government of the country concerned. Expansion, business operation, and procurement in countries where occupational safety laws and regulations are not in place | | ✓ | ✓ | | ✓ | | |
| Consumer | Health and safety | Provision of proper information | global | <ul style="list-style-type: none"> Incorrect food labeling (ingredients, misrepresentation) may cause health hazard/ religious issues to consumers. Inappropriate marketing may lead to incorrect eating habits of consumers, especially minors and the elderly. (health damage caused by overdose of specific ingredients) Inappropriate advertising and PR may cause more discrimination. | ✓ | | | | ✓ | ✓ | |
| | | Quality control | global | <ul style="list-style-type: none"> Insufficient quality control (storage conditions, hygiene control, process control, transportation control, etc.) and hygiene training for employees may cause health hazards to consumers. Insufficient measures against intentional quality degradation (food defense) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Responsible disposal | global | <ul style="list-style-type: none"> Waste (food residue, plastic waste, etc.) may not be treated properly, causing environmental deterioration. Child labour and forced labour in waste disposal work may occur. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Privacy Protection | | global | <ul style="list-style-type: none"> Risks of leaking personal information gained through consumer campaigns, mail order sales, and member registration. Storage management, information processing management, information transfer management (including contractors) are required. | | | | ✓ | ✓ | ✓ | |

3.5 Pharmaceutical Sector

| Key human rights issues in pharmaceutical sector | | | Concrete Issues | Value Chain | | | | | | | | |
|--|--------------------|--------------------------|--|-------------|---------|---------|---------|-----------|------|---------|---------|---|
| | | | | Research | Develop | Procure | Produce | Transport | Sell | Consume | Dispose | |
| Core operation/ Supply chain | Working conditions | Working hours | <ul style="list-style-type: none"> Long working hours may occur due to concentration of clinical trial on developed products, concentration of production due to approval of new products, increased production due to pandemic occurrence, and product recall. Long working hours may occur due to excessive customer support. Long working hours may occur due to insufficient labor management based on labor laws of each country / region. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Wage | <ul style="list-style-type: none"> Wage standards may not conform to living standards in the local area. Proper wages for overtime work may not be paid due to non-compliance with labor laws of each country / region. There may be unfair treatment (assessment, low wages) for non-permanent employees (including foreign workers) and foreign technical intern trainees | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Health and safety | <ul style="list-style-type: none"> Employees' health and safety may be harmed due to dangerous work at research and development sites, handling of animals, cells, compounds or pharmaceuticals, and insufficient occupational safety and health (defective protective equipment, insufficient education, etc.) Incomplete SDS may jeopardize health and safety of employees and transport workers. Description of instructions, signs and others may not be correctly understood by all the workers, which may jeopardize health and safety. Health and mental damage may occur due to long working hours and social isolation. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | Health and safety | <ul style="list-style-type: none"> During the clinical development stage of pharmaceutical production, the health and safety of subjects may not be managed properly due to poor ethics of contract research organizations. Moreover, improper involvement in clinical data may occur. | | ✓ | | | | | | | |
| | | Disciplinary actions | <ul style="list-style-type: none"> Unfair disciplinary actions may be executed by companies. Unfair disciplinary actions may be executed due to the fact that no whistle-blower system has been established. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Excessive monitoring | <ul style="list-style-type: none"> Excessive monitoring of employees and control of their working conditions. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | Discrimination | Employment | <ul style="list-style-type: none"> Discrimination may occur based on characteristic or attribute such as birthplace, nationality, sex, SOGI, age, race, belief, religion, and presence of disease. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | During work | <ul style="list-style-type: none"> Harassment (sexual harassment, power harassment, maternity harassment, SOGI harassment) Discrimination in employment form may occur based on gender, birthplace, nationality, age, race, religion, SOGI, presence of disease. Unstable employment form may be forced. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Redundancy and dismissal | <ul style="list-style-type: none"> Organized dismissal may occur based on race, sex, SOGI, age, belief, religion, presence of disease. Unfair pressure may be given based on differences in employment form. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

| Key human rights issues in pharmaceutical sector | | | Concrete Issues | Value Chain | | | | | | | | |
|--|--|--|--|-------------|---------|---------|---------|-----------|------|---------|---------|---|
| | | | | Research | Develop | Procure | Produce | Transport | Sell | Consume | Dispose | |
| Core operation/ Supply chain | Child labour | Legal compliance to employment age Employment and dangerous work under 18 years of age | <ul style="list-style-type: none"> • Child labor under the minimum age of each country may occur. • The following problems may arise if young workers under the age of 18 are hired. <ul style="list-style-type: none"> - Loss of educational opportunities - Exploitation - Mental and physical damage | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Forced or compulsory labour | Forced or compulsory labour | <ul style="list-style-type: none"> • Immigrants, refugees, non-permanent workers including foreign workers, foreign technical intern trainees may be exposed to forced labour by being taken disadvantage of their vulnerable positions. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Freedom of association and collective bargaining | Freedom of association and collective bargaining | <ul style="list-style-type: none"> • Participation in labor unions and similar organizations may be obstructed due to retaliation, intimidation or harassment from business people. The opportunity for labor-management consultation is not substantially secured. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Measures not permitted by domestic law | <ul style="list-style-type: none"> • Freedom of association and collective bargaining rights (in accordance with international law) may not be ensured in countries where trade unions and similar organizations are not recognized or not applied in practice even if recognized. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Community | Resources | Use of natural resources | <ul style="list-style-type: none"> • Bio-piracy may occur in sourcing natural compounds that are essential for drug development. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Environmental impact of pharmaceutical products | Health and safety | <ul style="list-style-type: none"> • The environment may be polluted by a leakage of animals, cells, pharmaceutical products and chemical compounds to nature. • The health of residents may be harmed due to the environmental pollution. And, the environmental pollution may spread to animals and plants that residents live on. • Abuse of water and land in factories and local construction sites. | ✓ | | | ✓ | ✓ | | ✓ | ✓ | |
| | Local residence | Right of residence | <ul style="list-style-type: none"> • Forced eviction due to new construction of factories, etc. • Effects on local communities due to inadequate disaster prevention measures at factories, offices, etc. | ✓ | ✓ | | ✓ | ✓ | ✓ | | ✓ | |
| Relations with governments | Operations in pre and post conflict countries | Product supply risk | <ul style="list-style-type: none"> • Products may not be provided to people in needed due to unstable social situations. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Entry post conflict | Product supply risk | <ul style="list-style-type: none"> • Products may not be provided to people in needed due to unstable social situations. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Bribery and corruption | Relations with authorities | <ul style="list-style-type: none"> • Illegal acts may be conducted for authorities (central governments and local governments) to make a smooth approval for manufacturing and selling. | | ✓ | | ✓ | ✓ | | | | |
| | | Relations with medical persons (including researchers) | <ul style="list-style-type: none"> • Falsified data on research, clinical trials and prescription. Illegal acts may be conducted to request to create data that gives advantage in sales and promotion. | ✓ | ✓ | ✓ | | | ✓ | | | |
| Governments with poor human rights awareness | Relations with public policies | <ul style="list-style-type: none"> • Company's support for national / local public health measures may be used for propaganda by authorities with poor human rights awareness, and for individuals with political beliefs. • Improper treatments may be given due to insufficient governmental counter measures against counterfeit medicines. | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |

| Key human rights issues in pharmaceutical sector | | | Concrete Issues | Value Chain | | | | | | | | | | |
|--|-------------------------|---|--|-------------|---------|---------|---------|-----------|------|---------|---------|---|---|---|
| | | | | Research | Develop | Procure | Produce | Transport | Sell | Consume | Dispose | | | |
| Access to Remedy | Grievance | Relationship with patients and study subjects | • Appropriate remedy may not be provided due to insufficient or undeveloped systems. | | ✓ | | | | | | ✓ | | | |
| | | Employee and Supply | • Appropriate remedy may not be provided due to insufficient or undeveloped systems. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | |
| Consumers | Relations with patients | Health and safety | • Inadequate efforts to combat counterfeit medicines. | | | | ✓ | ✓ | | | ✓ | ✓ | | |
| | | | • Risk of health hazards due to abuse and misuse. | | | | | ✓ | | | ✓ | | | |
| | | | • Risk of health hazards due to delayed reporting of adverse drug reactions. | | | | | | ✓ | | | ✓ | | |
| | | | • Injuries due to product defects or accidents during handling (including doctors, nurses, | | | | | | | | | ✓ | ✓ | |
| | | | • Risk of using investigational or therapeutic drugs on patients without sufficient prior explanation. | | ✓ | | | | | | ✓ | | | |
| | | | • Risk of health damage to patients due to side effects of medication or incorrect medication. | | | | | | | | | ✓ | | |
| | | | • Damage to the environment and human health due to inappropriate disposal of unused medicines and used medicines by patients (in the U.S. and other countries, flushing medicines down the toilet is considered a problem). | | | | | | | | | | ✓ | ✓ |
| | | | • Risk of taking inappropriate prescription and treatment due to exaggerated PR of product | | | | | | | | ✓ | | ✓ | |
| | | | • Risk of not being able to provide medicines in a timely and appropriate manner due to depopulation of the region and reduced access to healthcare caused by changes in the supply-demand balance. | | ✓ | | ✓ | | | | ✓ | | ✓ | |
| | | • Risk that the drug are not approved and marketed in the country in question, despite clinical trials, and are not reach patients. | | | | | | | | ✓ | | ✓ | | |
| | | • Risk of being forced to take vaccinations, and the risk of human rights violations by not taking vaccinations. | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | | Response to rare diseases | • Medicines may not be approved and sold to patients in a certain country despite conducting clinical trials. | ✓ | | | | | | | ✓ | | | |
| Others | Public health | Actions to pandemic | • New pandemic virus may endanger lives of people and deteriorate the public health of | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | |
| | | | • Social unrest and security deterioration caused by pandemic may hinder business activities and make it difficult for drugs to be supplied. | | | | ✓ | ✓ | ✓ | | ✓ | | | |
| | | | • Production of therapeutic products may be delayed due to manufacturing efficiency when pandemics occur. | | | | ✓ | ✓ | ✓ | | ✓ | | | |
| | | | • Inappropriate use of antimicrobial agents may lead to an increase in infections caused by AMR (Antimicrobial Resistance) bacteria that are ineffective against existing antimicrobial agents, leading to deterioration of public health and endangering human life. | | | | | | | | ✓ | ✓ | | |
| | Personal information | Management of health information of individuals | • The risk that personal information, including personal health records (including genetic information), may be leaked or misused to identify individuals or violate their privacy. • There is a risk that personal information obtained in the course of business by healthcare professionals, patients, and employees may be leaked to a scope beyond the permission of the | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | |

3.6 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) Dispose: disposal, recycle

| Key human rights issues in logistics and transport sector | | Concrete issues | Value Chain | | | | | |
|---|----------------------|-------------------|--|-----|------|------------|---------|---|
| | | | Create | Buy | Sell | Transporto | Dispose | |
| Core operation/ Supply chain | Workplace conditions | Working hours | 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. <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. • Working remotely may make it difficult to maintain work-life balance • From the aspect of having a certain public interest, overwork and long working hours may occur due to the demand for nesting in the Covid-19 and traffic restrictions during the Olympics. | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Low wages | <ul style="list-style-type: none"> • Low wages may not meet the living standard for workers and their families. • Working hours may get longer due to expansion of mail-order markets, wages per unit of time may decrease. • The pandemic affected distribution volume and overall business volume, resulting in failure to obtain stable income. • If performance increases under Covid-19, employees may lose motivation because their wages are not commensurate with their efforts and they are not rewarded with special compensation, etc. | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Health and safety | <p>At the site of the logistics and transport industry, there is always 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 of piracy occurrence and regions with geopolitical risks, such as the Straits of Holmes. <p>[shipping business]</p> <ul style="list-style-type: none"> • Due to the highly public nature of the business, there is a risk of secondary damage from industrial accidents in the event of a disaster. • Risk of mental health problems due to long working hours • Threats to health and safety, child labor and forced labor in the company's supply chain (in addition to employees) • Risk of increased mental health problems due to telecommuting (signs are not easily visible to others) • The risk of infection due to inadequate countermeasures against infectious diseases, including Covid-19, in workplaces where telecommuting is difficult. • There is a risk of health hazards due to a shortage of fresh food stock if the ship is unexpectedly delayed for a long time due to the Covid-19 or if the voyage continues. • As passenger demand slows due to the corona disaster and the number of employees being transferred outside the company expands as a measure to maintain employment, changes in the working environment could lead to mental health problems among employees and a decline in their motivation. | | ✓ | ✓ | ✓ | ✓ |

| | | | | | | | | |
|---------------------------------|-----------------|--|--|---|---|---|---|---|
| Core operation/ Supply chain | Discrimination | Employment Environment and Requirement | <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, the disabled, 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. (They are more likely to experience such unequal treatments under these uncertain times) • There may be uniform treatment to workers without due concern for diversity (SOGI). • Discrimination against people who tested positive for COVID-19. • Employment environment and treatment of senior workers (through employment extension and retirement age extension systems)(problems with senior drivers) • Prejudice and discrimination against unvaccinated employees may occur. | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Foreign Workers | Employment Environment and Conditions | <p>(Domestic)</p> <ul style="list-style-type: none"> • There is a risk that foreign nationals employed under the technical internship system will be subjected to unfair treatment (forced long working hours, unpaid wages, unfair deductions from salaries, etc.). • Discrimination in hiring foreign technical interns based on whether or not they have been vaccinated (e.g., forcing them to be vaccinated in the workplace, giving priority to those who have been vaccinated). <p>(Overseas)</p> <ul style="list-style-type: none"> • There is a risk of human rights abuses such as child labor and forced labor occurring at business partners in overseas supply chains. • There is a risk of non-payment of wages for work performed prior to regular employment. | | ✓ | | ✓ | |
| Community | Resources | Use of natural resources | <p>In addition to fossil fuels, diversification of energy sources makes a progress including non-conventional natural gas resources and power generation by natural energy.</p> <ul style="list-style-type: none"> • 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. | | | ✓ | | ✓ |
| | | Use of infrastructure | <ul style="list-style-type: none"> • Potential for contributing to sustainable development by efficient use of natural resources (positive impact) • In the procurement stage of ingredients necessary for operations, human rights may be threatened in water and sanitation in the area of procurement. [Aircraft] • The use of SAF fuel (aviation biofuel), which is positioned as a renewable alternative aviation fuel, may result in passengers having to bear the relatively high cost of such fuel. • Measures to reduce emissions of sulfur oxides, nitrogen oxides, etc. by switching fuels or installing scrubbers on ships in operation in accordance with Sox and Nox regulations [Shipping]. <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 centers after disasters, and maintain basic infrastructure for local daily life (positive impact). • In addition to the shortage of human resources in the domestic labor market, there is a risk that cargo stopped due to the dockers' strike may affect customers or the supply chain. • Airport handling operations for foreign flights, which are expected to increase further in the future, will have to be handled in a short period of time due to the demand from the government. In addition to the shortage of human resources in the domestic labor market, if it becomes difficult to hire foreign workers, it may become difficult to maintain air traffic operations [Aviation industry]. | ✓ | ✓ | | ✓ | |

| | | | | | | | | | | |
|------------------------|------------------------------|------------------------|---|---|---|---|---|---|---|--|
| | Security | | <ul style="list-style-type: none"> Accidents may cause an adverse effect 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 and regions with geopolitical risks or by armed guards hired by a company to protect logistic centers 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 fishermen (Shipping industry). Risk of contamination of foreign substances in foods and products passed on to general consumers at food factories and food warehouses (Food Defense [Food Warehousing and Food Logistics]) | | | ✓ | | ✓ | | |
| Community | 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) | ✓ | | | ✓ | ✓ | | |
| | Customers | Transportation | <ul style="list-style-type: none"> Unnecessary stresses may be caused when various customers use public transportation [Airline] Risk of leakage of personal information / privacy customers provide to us Customers' risk of getting infected with the coronavirus The introduction of the Vaccine Passport may restrict services. | | | | | ✓ | ✓ | |
| 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 | Human trafficking | <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. Risk of unintentional and indirect involvement in transport of persons involved in child prostitution and organ sales. [Airline] | | | | ✓ | ✓ | ✓ | |
| | Digitization | | <ul style="list-style-type: none"> Technological evolution (AI, IoT, etc.) may cause unforeseen privacy / human rights issues, and cyber terrorism. Digital divide (Who can and can not benefit from digitalization) Introduction of AI in the transportation flow, elimination of manpower shortage and human error by IT, and possible reduction of crew. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Access to remedy | | <ul style="list-style-type: none"> Remedy may not be provided if human rights issues in general occur | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |

3.7 Apparel (clothing)

Creation: Research, development, design, and design **Purchase:** Construction of facilities, procurement (fabrics, sub-materials) **Manufacturing:** Production, manufacturing (sewing)

Transportation: Storage, logistics **Sales:** Sales, marketing, retailing **Use:** Consumption, utilization, maintenance, packaging (wrapping) **Disposal:** Disposal, recycling, waste plastic

| Key human rights issues in apparel sector | | Concrete issues | Value chain | | | | | | | |
|---|----------------------------|-------------------|--|----------|---------------|-----------|-------|-----|---------|--|
| | | | Creation | Purchase | Manufacturing | Transport | Sales | Use | Discard | |
| Business / Supply Chain | Treatment in the workplace | Working hours | <ul style="list-style-type: none"> • There is a risk of long working hours due to (a) a production plan that incorporates overtime work or a situation where the sewing site absorbs delays in the upstream plan, (b) a wage level that does not match the local standard of living, (c) a piece-rate wage system, or (d) factory reasons such as a large volume of defective or reworked products. • Due to inappropriate work management, there is a risk that the legally stipulated days off will not be granted or that overtime limits will not be observed. • Labor standards violations may be occurring due to lack of understanding of technical intern trainees' actual work conditions (Japan) • The possibility of insufficient support for technical intern trainees due to lack of support in the local language (Japan) • Overtime work, overwork by managers, and overwork by deemed managers (Japan) • Overwork due to telework (Japan) | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | | Wages | <ul style="list-style-type: none"> • Pressure from buyers to reduce costs may result in non-compliance with the minimum wage. • In some countries, the minimum wage is revised frequently, and there is a risk that the minimum wage will not be complied with. • Inadequate compliance with laws and regulations or inadequate work management that may result in inappropriate compensation for overtime work • Risk of not being paid fair remuneration based on productivity • The issue of equal pay for equal work by regular and irregular workers (salesperson) | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | | Health and Safety | <ul style="list-style-type: none"> • There is a risk that safety and health training, including disaster prevention training, first aid training, and handling of hazardous chemicals, will not be thoroughly implemented. • There is a risk that health hazards may occur due to lack of measures to deal with work environments that are harmful to health (noise, vibration, illumination, room temperature, ventilation, local exhaust, etc.). • Risk of causing pregnant women, young women, and others to engage in dangerous or harmful work • Personal protective equipment (PPE) is not provided in dangerous or hazardous workplaces, and appropriate education and training is not provided, which may cause harm to workers. • Machinery and equipment that are required to be inspected are not inspected, and there is a risk of harm to workers. • Risk of harm to workers due to inadequate safety and protective devices in machinery and equipment. • Aging buildings, illegal construction, emergency exits, evacuation routes, etc. are in illegal conditions and may cause harm to workers. • Risk of accidents or health hazards due to improper storage of chemical substances • Risk of mental health problems (risk of mental health problems) such as anxiety and stress about infection among production workers who cannot telework (Japan) • Leakage of personal information may cause psychological problems due to invasion of privacy. | ✓ | ✓ | ✓ | ✓ | ✓ | | |

| | | | | | | | | | | |
|--------------------------------|--|--|---|---|---|---|---|---|---|---|
| Business / Supply Chain | | Disciplinary measures | <ul style="list-style-type: none"> • Risk of unfair discipline or treatment due to inappropriate work rules • The risk of unfair contracts being entered into with non-regular employees without proper explanation (e.g. unfair dismissal) | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | Discrimination | When hired At Work Diversity | <ul style="list-style-type: none"> • Possibility of unequal recruitment and hiring with restrictions on nationality, race, religion, gender and age. • Possibility of unequal treatment in terms of working conditions, training and promotion opportunities because of gender and age (disrespect for women). • Possibility of harassment with disregard for diversity • Possibility of unequal treatment for LGBTQ people • Risk of discrimination in recruitment due to disability or illness • Risk of privacy breaches and discrimination in recruitment due to personal data leaks | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | Child Labour | Minimum age | <ul style="list-style-type: none"> • The risk of child labour being carried out under the minimum age without checking identification or on the basis of forged identification. • There is a risk that children may be working in supply chains (e.g. subcontracting) in developing countries and that brokers may be recruiting children. | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | Forced Labour | Forced overtime Human trafficking | <ul style="list-style-type: none"> • There is a risk of being forced to engage in compulsory overtime work. • Workers may be forced to work under working conditions that they have not agreed to because the labour contract (employment contract) is not clearly stated in writing. • In Japan, there is a risk of restricting the free movement of technical intern trainees by depositing their passports, alien registration cards and residence cards and by compulsory savings. • There is a risk that migrants and refugees are forced into forced labour overseas, taking advantage of their vulnerable position (especially in Tier 2 and above, where the reality of forced labour may be hidden). | ✓ | ✓ | ✓ | ✓ | | | |
| Business / Supply Chain | Freedom of association | Freedom of association and collective bargaining | <ul style="list-style-type: none"> • Refusal to form a trade union, refusal to bargain collectively without just cause, detrimental treatment of union members or threat of dismissal • The threat of dismissal on the grounds of strike action. • There is a risk that labour-management consultations and collective bargaining are not sufficiently institutionalised and managed (i.e. have become a formality). In addition, although the right to collective bargaining is recognised, there is a risk that negotiations are not actually taking place (particularly at overseas production plants). | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Community | Resources | Global warming | <ul style="list-style-type: none"> • Efficient use of energy and removal of CO2 (climate change) • CO2 emissions due to excessive electricity consumption in production plants and sales outlets • The problem of CO2 emissions from unaccountable (unplanned) mass production and mass disposal | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | Water stress | <ul style="list-style-type: none"> • The use of large quantities of water and the pollution of rivers by toxic chemicals in tanneries, dyeing and plating plants, etc., may have a negative impact on the health of nearby residents and on the local environment. | ✓ | ✓ | ✓ | | | | |
| | | | <ul style="list-style-type: none"> • Large amounts of water used in the production of raw materials (cotton, cattle, natural rubber) leading to water depletion and possible water pollution. | ✓ | ✓ | | | | | |
| | | Biodiversity conservation | <ul style="list-style-type: none"> • The production of wooden products (paper materials) may have a negative impact on the conservation of forest ecosystems. • Microplastics generated by washing synthetic fabric products may lead to marine pollution. • Materials sourced through untraceable routes may lead to environmental and soil pollution (e.g. organic cotton, wool). | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Depletion of natural resources | <ul style="list-style-type: none"> • Depletion of natural resources with limits, such as oil and gas • Innovative and efficient product design | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |

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|-----------------|------------------------------|------------------------------|--|---|---|---|---|---|---|---|---|
| | | | <ul style="list-style-type: none"> Wasteful product design can lead to the generation of large amounts of waste during fabric cutting, which can lead to the depletion of limited resources. | ✓ | ✓ | ✓ | | | | | |
| | | Waste management | <ul style="list-style-type: none"> Risk of illegal dumping of waste due to neglect or failure to use appropriate contractors. Failure to reduce waste could have a negative impact on the environment. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Community | | Indigenous rights | <ul style="list-style-type: none"> Threats to the livelihoods of people living in countries where pulp is sourced (e.g. evictions, violence) In developing countries where laws and regulations are not yet in place, though there is compliance with local laws, there is a risk of causing local environmental pollution and health hazards to the population. | ✓ | ✓ | ✓ | ✓ | | | | |
| | Discrimination | Diversity | <ul style="list-style-type: none"> The risk of discrimination (unconscious bias/LGBTQ etc.) through inappropriate expressions in advertising and other media. | ✓ | ✓ | ✓ | ✓ | | | | |
| Consumer issues | Relationships with consumers | Health and Safety | <ul style="list-style-type: none"> Changing consumer attitudes and fostering the Ethical Market, a positive way to promote Fairtrade The system of circular economy (e.g. recyclable materials) has not been established due to insufficient efforts to raise consumer awareness of recycling. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | | | <ul style="list-style-type: none"> Improving the quality of products and their safety and reducing the risks to consumers Health hazards due to inclusion of hazardous substances in final products Health risks to consumers due to battery failure, wearable devices, fires in the use of new materials, etc. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | | <ul style="list-style-type: none"> Improved traceability of materials and products | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | | | <ul style="list-style-type: none"> Risk of invasion of privacy and discrimination due to personal data leakage | ✓ | ✓ | ✓ | ✓ | ✓ | | | |
| | | Consideration with diversity | <ul style="list-style-type: none"> Insufficient consideration of diverse (LGBTQ) consumers | | | | | ✓ | ✓ | | |

List of Participants for 2021 Human Rights Due Diligence Workshop

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| AOYAMA TRADING Co., Ltd. | General manager of public relations department | Michitake Hasebe |
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