

## The 12th: 2023 Business and Human Rights Conference in Tokyo

Twelve years after the UN Guiding Principles on Business and Human Rights were endorsed by the UN Human Rights Council in 2011, governments have in recent years accelerated legislation requiring companies to implement and disclose their supply chain management practices. In the face of an increasingly challenging business environment, the need for companies to disclose their supply chain management practices has accelerated.

The environment in which companies operate is becoming increasingly challenging, we hear many concerns from those in charge who have started working on the UNGPs but are unable to move forward easily.

In particular, understanding management and relevant departments, cooperation with business partners, how to conduct human rights due diligence and grievance mechanisms, etc...

Therefore, in this conference, we will change our thinking a little this year from the past and ask what we should specifically do to spread effective UNGPs within the corporate group, and introduce examples of initiatives by other companies. Through the exchange of opinions on what overseas experts think of these corporate initiatives, we hope to provide clues to solving the problems you face every day.

The conference will invite overseas experts on business and human rights to discuss global trends and the most pressing issues related to business and human rights, and to introduce case studies of companies' efforts to prevent and deal with human rights violations.

The conference will discuss how companies can prevent and deal with human rights violations based on the following keywords, while introducing examples of initiatives by companies that have put them into practice.

- Back to the starting point  
Building a management system with an external perspective based on the UNGPs (a necessary element for management decision-making)
- Focusing on the big picture  
Building a foundation of trust with rights holders is more important than building mechanisms in developing responsible supply chains and grievance mechanisms.
- Self-directedness  
On initiatives that involve third-party organisations and stakeholders rather than the company's own initiatives
- Heart of Compassion  
Use of a hybrid between "born evil" approach (doubting everyone is doing evil), "born good" approach (believing everyone is inherently good)

Hiroshi Ishida  
Executive Director  
Caux Round Table Japan

**Host : Caux Round Table Japan**

**Sponsor : Ajinomoto Corporation, ANA Holdings Corporation, Suntory Holdings Ltd.  
Shiseido Company, Limited, Sekisui Chemical Company, Ltd, NYK Line, Ltd.**

**Date: 13:00-17:00 Friday, 20<sup>th</sup> October, 2023**

**Place: Online Zoom Conference**

Conference Overview	
Date	13:00-17:00, Friday 20 <sup>th</sup> of October (Zoom Connection starts at 13:45)
Host	Caux Round Table Japan
Sponsor	Ajinomoto Corporation, ANA Holdings Corporation, Suntory Holdings Ltd. Shiseido Company, Limited, Sekisui Chemical Company, Ltd, NYK Line, Ltd.
Foreign Organization	UNDP Bangkok Regional Hub, Institute for Human Rights and Business, Verisk Maplecroft, World Benchmarking Alliance
Capacity	Applications will be closed when the capacity of Zoom is exceeded. However, we may ask you to adjust the number of participants if we receive many applications.
Cost	Free
Language	Simultaneous interpretation between Japanese and English.
Registration	Please send an email to the following contact address with name of organization, department/title, name, email address and phone number. Zoom link will be sent before the conference.
Notes	Please note that no videos or presentation materials will be distributed during the conference. Please note that no video or presentation materials will be distributed in a different medium at a later date.
Contact	Caux Round Table Japan Email: info [at] crt-japan.jp TEL: +81-3-5728-6365

Host



Sponsor



**Programme**

<p>13:00 - 13:30</p>	<p><b>Opening Remarks</b>  <b>Hiroshi Ishida</b>          Executive Director, Caux Round Table Japan</p> <p><b>Relationships between CRT and UNGPs</b>  <b>Morihisa Kaneko</b>          Vice Chair, Caux Round Table Japan</p>
<p>13:30 – 14:30</p>	<p><b>Dialogue with Foreign Experts</b>          In this session, we will exchange views with international experts on the main agenda items. In the process, the session will examine what each organisation focuses on in its activities.</p> <p><b>Main agenda items</b></p> <ol style="list-style-type: none"> <li>1. The concept of Duty of Care and Living Wages</li> <li>2. What does human rights and environmental due diligence really mean?</li> <li>3. What are the pressure points in addressing the UNGPs?</li> </ol> <p><b>Sean Christopher Lees</b>          Business and Human Rights Specialist          United Nations Development Program (UNDP) Bangkok Regional Hub</p> <p><b>Guna Subramaniam</b>          Southeast Asia Regional Advisor, Migrant Workers Programme          Institute for Business and Human Rights,</p> <p><b>Jill van de Walle</b>          Research Analyst, World Benchmarking Alliance</p> <p><b>Annabel Mulder</b>          Research Analyst, World Benchmarking Alliance</p> <p><b>Rishi Sher Singh</b>          Supply Chain Sustainability Expert, Advisor of Caux Round Table Japan</p>
<p>14:30 - 14:45</p>	<p><b>Break</b></p>
<p>14:45 - 16:05</p>	<p><b>Introduction of Japanese Companies' Approaches to Direct Communication (Presentation)</b>          In order for Japanese companies and organisations to build a management system with an external perspective based on the UNGPs in order to fulfil their responsibility to respect human rights, case studies will be presented on the implementation of human rights due diligence, responsible supply chains, and corrective measures. In addition, how companies can improve traceability, manage human rights risks and appropriately disclose information to ESG investors will be discussed with overseas experts.</p> <p><b>Seeing is Believing</b>          This section presents examples of initiatives to address human rights issues identified in human rights due diligence impact assessments.</p> <p><b>Yuko Tsutsui</b>          Executive Officer Deputy Chief Executive of ESG Strategy Headquarters          Nippon Yusen Kabushiki Kaisha, Ltd.</p> <p><b>Yumiko Watanabe</b>          General Manager, Sustainability (Social) Group, Sustainability Development Dept.          AJINOMOTO CO., INC.</p>

	<p><b>Atsushi Hirata</b>          Director and Senior Managing Executive Officer, In charge of compliance,          Chief Human Resource Officer (CHRO) , ITO EN, LTD.</p> <p><b>Secrets for sincerely listening to rights-holders in the field on the establishment of a grievance mechanism system</b></p> <p><b>Nobuyoshi Yamaguchi</b>          Vice president Procurement Strategic Sourcing – Raw Materials, Global          Kao Corporation</p> <p><b>Chikako Miyata</b>          Chief Sustainability Officer, Exective Vice President, Group CSO          ANA HOLDINGS INC.</p>
<p>16:05 – 16:50</p>	<p><b>Discussion and Summary with Overseas Experts and Participating Companies</b></p> <ul style="list-style-type: none"> <li>● How do the initiatives of Japanese companies compare with those of European and American companies?</li> <li>● What should be the ideal state of the effectiveness of grievance mechanisms?</li> <li>● What do you think about the nature of the responsibility that top management should follow in human rights policies?</li> <li>● What should be done about the feasibility of efforts to spread penetration into the supply chain?</li> </ul>
<p>16:50 – 17:00</p>	<p><b>Close</b></p> <p><b>Hiroshi Ishida</b>          Executive Director, Caux Round Table Japan</p>

## Profile of Foreign Speakers



**Sean Christopher Lees**

**Business and Human Rights Specialist**

**United Nations Development Programme (UNDP) Bangkok Regional Hub**

Sean Lees is a Business and Human Rights Specialist at the United Nations Development Programme (UNDP) Asia/Pacific, serving in this role since 2017. In this capacity, Sean promotes responsible business action in India, Indonesia, Malaysia, Mongolia, Myanmar, Sri Lanka and Thailand. He advises companies on the most salient sustainability risks, drafts standard-setting guidance, and promotes policy development that advances business engagement in environment and human rights issues. Sean joined UNDP in 2007 and worked on human rights and rule of law issues in Afghanistan, Fiji, Iraq, and Sudan. Sean also served as a policy officer at the Executive Office of the UN Secretary-General in New York City. Prior to his work with the UN, Sean was a legal advisor to both the US Department of Justice and Department of Homeland Security.



**Guna Subramaniam**

**Southeast Asia Regional Advisor, Migrant Workers Programme**

**Institute for Human Rights and Business**

Guna has extensive experience spanning almost 20 years in the nonprofit sector. This includes building partnerships with multiple stakeholders in business and human rights, managing investigations in wildlife trafficking, and technical expertise in the performing arts. Prior to joining IHRB, Guna was at Issara Institute where he conducted research on forced labour and human trafficking in fishing vessels. He also led its Ethical Recruitment pilot programme, facilitating collaborative meetings between recruitment agencies and supply chain businesses in the apparel, seafood and agriculture sectors. Guna has a Masters in International Community Development from Victoria University. He received an 'Outstanding Achievement' award for his research thesis which focused on gaps and blindspots of stakeholders involved in addressing human trafficking and forced labour in the fisheries sector.



**Jill van de Walle**

**Research Analyst**

**World Benchmarking Alliance**

Jill is a Research Analyst in the social transformation team. She is passionate about WBA's core mission to integrate human rights and sustainability in business practices and ultimately ensure a just and sustainable global transformation. Prior to joining WBA, Jill worked at Sustainalytics, assessing companies' human rights and labour rights impact and due diligence systems in tech manufacturing and textile industries in China. She also previously worked at RCS Global on due diligence, traceability and ESG risks in battery material supply chains. She holds a Masters in International Public Management from Sciences Po Paris School of International Affairs and an LLB in International and European Law from the University of Groningen. During

her studies, she did multiple internships in a consultancy, a think tank and an international organisation and she spent a year studying Chinese at Shanghai Jiao Tong University.



**Annabel Mulder**  
**Senior Researcher - Human Rights**  
**World Benchmarking Alliance**

Annabel joined oversees the research process for our Corporate Human Rights Benchmark, guiding the methodology, assessment and ranking of high-risk companies on human rights. Before joining WBA, Annabel worked at the Dutch Ministry of Foreign Affairs and the Dutch Ministry of Justice and Security, where she worked on legal capacity building and human rights promotion. Annabel holds an MA in International Relations with a specialisation in human rights and a BA in International Studies with a specialisation in South and Southeast Asia from Leiden University.



**Rishi Sher Singh**  
**Specialist in Business & Human Rights (B&HR)**  
**Supply Chain Sustainability and Manufacturing**

Rishi Sher Singh is a specialist in Business & Human Rights (B&HR), Supply Chain Sustainability and Manufacturing. Rishi's work goes beyond traditional audits and towards creating meaningful dialogue on opportunities and challenges of businesses, especially in supply chains. His passion is to design and implement innovative solutions for businesses which create positive impacts on people, planet and performance. To bridge the gap between theory and practice in B&HR, Rishi also engages with academic institutions (India, UK & Canada) for action research projects. Rishi's key areas of implementation are UN Guiding Principles (Pillar 2 & 3) and Sustainable Development Goals (SDGs- 1,5,10, 12 & 17). Some of Rishi's impactful work includes Human Rights Impact Assessments (HRIA) for multinational companies, mapping of Mica supply chain in India, enabling Gender Equality within factories and promoting circular economy. At Hewlett Packard Company (2005-10), Rishi piloted a unique capacity building model for suppliers & contract manufacturers, which was instrumental in shaping HP's current supplier capability programme. Rishi has directly trained more than 1,150 managers and workers on Responsible Business practices and facilitated various multistakeholder forums on Business & Human Rights- in the Electronics sector (in Chennai) and Garments sector (India & Bangladesh). Rishi is a key note speaker at local and global events and forums. Rishi holds a degree in Mechanical Engineering, MBA in International Business from University of Birmingham (UK), trained in transformative methods by Landmark Education and certified project manager from Deloitte.