

## The 13th: 2024 Business and Human Rights Conference in Tokyo

In 2011, the Guiding Principles on Business and Human Rights ('UNGPs') were approved by the UN Human Rights Council, establishing a framework for respect for human rights in business activities. The Guiding Principles comprise three pillars - 'Duty to Protect', 'Responsibility to Respect' and 'Access to Remedy' - and call for concrete action by governments and companies.

In the 13 years since the Guiding Principles were approved, legislation and regulations requiring companies to implement and disclose their supply chain management practices around the world have accelerated. Under these circumstances, it is important for companies to promote initiatives based on the UNGPs, not only to comply with laws and regulations, but also to improve corporate credibility, risk management and sustainable growth. However, there are a wide range of challenges in putting the UNGPs into practice, including the understanding of management and relevant departments, cooperation with business partners, and the establishment of human rights due diligence and grievance mechanisms.

CRT Japan has prepared a full package of projects to enable companies to deal with any legislation, such as CS3D and CSRD, as long as they are properly addressing the UNGPs-based initiatives, rather than dealing with them individually. For this reason, it is important to correctly understand the basic ideas and essence of these UNGPs. In particular, human rights due diligence is key to a company's ability to engage with rights-holders.

The conference will provide a forum for company representatives facing these challenges to learn how to put effectively UNGPs into practice and find concrete solutions.

- **Panel Discussion by Overseas Experts**

The main topic of discussion by invited overseas experts: "How to engage with rights-holders".

- **Examples of Corporate Initiatives**

Examples of initiatives to respect human rights based on the UNGPs and to address human rights issues identified through human rights due diligence, as well as examples of initiatives to engage with rights-holders through human rights due diligence and transition to a grievance mechanism. Examples of such initiatives will be presented. While introducing these examples of initiatives, we would also like to introduce not only success stories, but also themes that have emerged and need to be addressed and challenged in the future.

- **Exchange of Views between Overseas Experts and Participants**

We would like to make this conference a place where participants can also learn to find clues to solving specific issues through question-and-answer sessions.

We hope that this conference will help companies in their efforts regarding business and human rights and contribute to the realization of sustainable growth and social responsibility.

Hiroshi Ishida

Executive Director, Caux Round Table Japan

**Host : Caux Round Table Japan**

**Cooperation : Ajinomoto Co., Inc., ANA Holdings Inc., JP Research & Consulting, Inc., Kao Corporation, Kubota Corporation, Mazda Motor Corporation, Mizuho Research & Technologies, Ltd., Morinaga Milk Industry Co., Ltd., Nippon Yusen Kabushiki Kaisha (NYK Line), Regrit Partners, TODA KOGYO CORP., Tokio Marine & Nichido Fire Insurance Co., Ltd., Tokio Marine dR Co.,Ltd.**

**Date and Time: 13:00-17:30, Friday, 25<sup>th</sup> October, 2024**

**Place: Online Zoom Conference**

Overview	
Date and Time	13:00-17:30, Friday 25 <sup>th</sup> October, 2024 (Zoom Connection starts at 12:45)
Host	Caux Round Table Japan
Cooperation	Ajinomoto Co., Inc., ANA Holdings Inc., JP Research & Consulting, Inc., Kao Corporation, Kubota Corporation, Mazda Motor Corporation, Mizuho Research & Technologies, Ltd., Morinaga Milk Industry Co., Ltd., Nippon Yusen Kabushiki Kaisha (NYK Line), Regrit Partners, TODA KOGYO CORP., Tokio Marine & Nichido Fire Insurance Co., Ltd. Tokio Marine dR Co.,Ltd.
Foreign Organization	Institute for Human Rights and Business, The Mission to Seafarers Philippines World Benchmarking Alliance, Work Better Innovations
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 [a] crt-japan.jp TEL: +81-3-5728-6365

Host



Cooperation



Tokio Marine dR Co.,Ltd.



Mizuho Research & Technologies

**Programme**

13:00 - 13:30	<p><b>Opening Remarks</b></p> <ul style="list-style-type: none"> <li>• <b>Hiroshi Ishida</b> Executive Director, Caux Round Table Japan "Introduction of Partner Companies with Caux Round Table Japan" JP Research &amp; Consulting, Inc., Regrit Partners, Tokio Marine dR Co.,Ltd., Tokio Marine &amp; Nichido Fire Insurance Co., Ltd., Mizuho Research &amp; Technologies, Ltd.,</li> </ul>
13:30 - 14:30	<p><b>Panel Discussion with Foreign Experts</b></p> <p>In this session, we will hold a panel discussion with global experts on key topics. We will explore what their organizations focus on in their activities.</p> <p><b>Key Topics:</b></p> <ol style="list-style-type: none"> <li>1. Consideration of the causal relationship between regulatory strengthening, such as the UNGPs and CS3D.</li> <li>2. The essential significance of due diligence related to human rights, environment, and AI, and how it is implemented</li> </ol> <p><b>Panelist</b></p> <ul style="list-style-type: none"> <li>• <b>Guna Subramaniam</b> Southeast Asia Regional Advisor, Migrant Workers Programme Institute for Business and Human Rights</li> <li>• <b>Talya Swissa</b> Engagement Manager, World Benchmarking Alliance</li> <li>• <b>Dr. Bonny Ling</b> Executive Director, Work Better Innovations</li> <li>• <b>Lailani O. Tolentino-Rahon</b> Country Manager, The Mission to Seafarers</li> <li>• <b>Rishi Sher Singh</b> Supply Chain Sustainability Expert, Advisor of Caux Round Table Japan</li> </ul>
14:30 - 14:40	<p><b>Break Time</b></p>
14:40 - 16:20	<p><b>Introduction of Japanese Companies' Approaches to Direct Communication</b></p> <p>In order for Japanese companies and organizations 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.</p> <ol style="list-style-type: none"> <li>1. <b>Human Rights Due Diligence/Impact Assessment (Japan)</b> <ul style="list-style-type: none"> <li>• <b>Chisato Hata</b> Global Talent Management &amp; Organization Development, ONO PHARMACEUTICAL CO.,LTD.</li> <li>• <b>Yohei Fukuda</b> Manager, Leader of Personal &amp; General Affair Group, TODA KOGYO CORP.</li> <li>• <b>Yoshiyuki Asada</b> Senior Expert, Corporate Services Division, Mazda Motor Corporation</li> <li>• <b>Miho Okada</b> Deputy Manager, ESG Promotion Department, KUBOTA Corporation</li> </ul> </li> <li>2. <b>Human Rights Due Diligence/Impact Assessment (Overseas)</b> <ul style="list-style-type: none"> <li>• <b>Mari Sato</b> General Manager, Sustainability Strategy, NICHIREI CORPORATION</li> <li>• <b>Yusuke Sunagawa</b> Manager, Planning Section Sustainability Department, Corporate Planning Division Kawasaki Heavy Industries, Ltd.</li> <li>• <b>Yosuke Todaka</b> Acting Head of CSR Division, General Manager, Head of CSR Planning Dept., The Yokohama Rubber Co., Ltd.</li> </ul> </li> </ol>

	<p>3. <b>Human Rights Due Diligence, Addressing and Monitoring human rights issues</b></p> <ul style="list-style-type: none"> <li>• <b>Yuko Tsutsui</b> Executive Officer Deputy Chief Executive of ESG Strategy Headquarters, Nippon Yusen Kaisha (NYK Line)</li> <li>• <b>Kei Saito</b> Deputy General Manager, Corporate Planning Division, Member of the Sustainability Committee, Nissin Foods Holdings</li> </ul> <p>4. <b>System and Operation of Grievance Mechanisms for Workers in the Field</b></p> <ul style="list-style-type: none"> <li>• <b>Shoichiro Ikebe</b> Manager, Worliding Inc.</li> <li>• <b>Chikako Miyata</b> Chief Sustainability Officer, Executive Vice President, Group CSO, ANA HOLDINGS INC.</li> </ul>
16:20 - 17:20	<p><b>Panel Discussion with Overseas Experts</b></p> <p>A panel discussion will be held with overseas experts on the following main topics. In addition, a question-and-answer session and exchange of opinions between the overseas experts and participants will be held to find clues to solving specific issues.</p> <p><b>Key Topics:</b></p> <ol style="list-style-type: none"> <li>1. <b>Stakeholder Engagement</b> How companies engage in dialogue and build cooperative relationships with stakeholders such as employees, customers, local communities, and NGOs.</li> <li>2. <b>Grievance Mechanisms</b> The mechanisms and procedures for receiving and appropriately handling complaints of human rights abuses from both within and outside the company.</li> <li>3. <b>Managing Risks in the Supply Chain</b> How to manage human rights and environmental risks throughout the supply chain and work with business partners to achieve responsible procurement.</li> <li>4. <b>CS3D and CSRD</b> What companies should be aware of regarding the strengthening of regulations and disclosure requirements in Europe.</li> <li>5. <b>Global Human Rights Norms and Local Contexts</b> How to navigate the differences between international human rights norms and local cultures and legal frameworks.</li> </ol>
17:20 - 17:30	<p><b>Closing Remarks</b></p> <p><b>Hiroshi Ishida</b> Executive Director, Caux Round Table Japan</p>

## Profile of Foreign Speakers



**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.



**Talya Swissa**  
**Engagement Manager**  
**World Benchmarking Alliance**

As Engagement Manager for the Social Transformation Team, Talya believes that identifying and mitigating human rights risks and impacts in the private sector is the new frontier of human rights work. In particular, Talya champions developing business strategies and solutions which include both sustainability and human rights targets as a means to promote systemic change.

Prior to the World Benchmarking Alliance, Talya worked for the International Federation for Human Rights (FIDH) in Paris, where she managed a project on integrating human rights into investment strategies. Her previous experience includes assisting in research for Human Rights Watch in Paris and New York and undertaking a civil service program with the United Nations High Commissioner for Refugees in Israel. Talya holds a BA in human rights from Columbia University in the city of New York, and a Master's from the Sciences Po School of International Affairs in Paris, with a focus on international law.



**Dr. Bonny Ling**  
**Work Better Innovations, Executive Director**  
**University of Nottingham Taiwan Research Hub, Senior Non-Resident Fellow**  
**Institute for Human Rights and Business, Research Fellow**

Dr. Bonny Ling is a practitioner and researcher working to contribute to positive social impact internationally and locally. With a background in international human rights and development, she has worked as a ESG analyst and consultant for international businesses driving change for corporate responsibility. Her professional background includes international public service with the UN in field assignments (Bosnia-Herzegovina, Cyprus and Liberia) and civil society. She co-founded the Taiwan Project for Business and Human Rights in 2023 and is a university lecturer on responsible

business. In 2024, she received the international Fletcher Women's Leadership Award for her work with the private sector to bring about decent work and economic growth.



**Lailani Tolentino-Rahon**  
**Country Manager**  
**The Mission to Seafarers Philippines**

Lailani has been the Country Manager of The Mission to Seafarers (MTS) in the Philippines since 2019. In this key leadership role, she is responsible for directing and managing the MTS Philippines team in Manila, as well as overseeing the Mission's comprehensive operations, programs, and services nationwide. She holds a bachelor's degree in computer science from AMA Computer University in the Philippines and has pursued postgraduate studies in Research and Development Management at the University of the Philippines Open University, providing her with a strong foundation in both technical and strategic areas.

She has over two decades of combined experience in corporate project management, systems and business process analysis, market research, and financial management, as well as significant volunteer and leadership roles in church lay organizations, which enhance her ability to lead and motivate her team. Under her leadership, MTS Philippines consistently delivers holistic welfare services to seafarers and their families across various seafaring communities in the country.

She is deeply committed to supporting the welfare and wellbeing of seafarers and their families, drawing from both her professional training and personal experience. Being a spouse of a seafarer gives her unique insights into the challenges faced by seafarers and their families, making the Mission's service and support even more impactful. The combination of her certifications in WeCare wellbeing programs, suicide alertness, pastoral communications, and counseling equips her with valuable skills to address the diverse needs of this community.



**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.