

The 14th: 2025 Business and Human Rights Conference in Tokyo

In 2011, the United Nations Human Rights Council endorsed the *Guiding Principles on Business and Human Rights* (hereinafter “UNGPs”), establishing an international framework for respecting human rights in corporate activities. The UNGPs are built on three pillars: the State duty to protect, the corporate responsibility to respect, and access to remedy, calling on both governments and businesses to take concrete action.

Fourteen years after their adoption, laws and regulations requiring companies to implement and disclose supply chain management have been accelerating worldwide. In this context, initiatives based on the UNGPs have become an essential priority—not only for regulatory compliance, but also for enhancing corporate credibility, managing risks, and achieving sustainable growth. At the same time, effective implementation faces various challenges, including building understanding among management and relevant departments, collaborating with business partners, formulating human rights policies, and establishing human rights due diligence (HRDD) processes and grievance mechanisms.

Our organization promotes a comprehensive approach based on the UNGPs, rather than responding separately to each regulation such as the Corporate Sustainability Due Diligence Directive (CS3D) and the Corporate Sustainability Reporting Directive (CSRD). A correct understanding of the principles’ core concepts and essence is key to responding effectively to all relevant regulations.

In particular, HRDD serves as a central tool for enabling engagement with rights-holders and achieving supply chain transparency.

This conference will provide a platform for corporate stakeholders facing such challenges to learn practical methods for implementing the UNGPs effectively and to identify concrete solutions.

Programme Overview

- **Panel Discussion with International Experts**
Invited international experts will discuss the main theme: effective engagement with rights-holders.
- **Corporate Case Studies**
Presentation of corporate initiatives to respect human rights in line with the UNGPs, including responses to issues identified through human rights impact assessments as part of HRDD. In addition to success stories, challenges encountered and future areas for action will also be shared.
- **Interactive Session with Experts and Participants**
Through Q&A and open discussions, speakers and participants will explore potential approaches to address specific challenges.

We hope this conference will further advance corporate initiatives on business and human rights, contributing to sustainable growth and the fulfilment of 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.,
Mazda Motor Corporation, 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: 10:00-16:30, Friday, 24th October, 2025

Format: In-person (AP Tokyo Marunouchi) and online via Zoom (live streaming)

CAUX ROUND TABLE

Overview	
Date and Time	10:00-16:30, Friday 24 th October, 2025 (Zoom Connection starts at 9:45)
Host	Caux Round Table Japan
Cooperation	Ajinomoto Co., Inc., ANA Holdings Inc., JP Research & Consulting, Inc., Mazda Motor Corporation, 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	Office of the United Nations High Commissioner for Human Rights, OECD Centre for Responsible Business Conduct, Mission to Seafarers Philippines, World Benchmarking Alliance, Ethical Impact, Work Better Innovations, Walk Free
Capacity	Registration will close once the maximum capacity for Zoom streaming is reached. Multiple participants from the same company are welcome; however, if we receive many applications, we may ask you to adjust the number of attendees.
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



Cooperation



Tokio Marine dR Co.,Ltd.

Programme

10:00 - 10:30	<p>Opening Remarks</p> <ul style="list-style-type: none"> Hiroshi Ishida Executive Director, Caux Round Table Japan <p>Presentation Overview</p> <ul style="list-style-type: none"> Reflections on implementing initiatives based on the UNGPs in corporate practice Introduction of partner companies of the Caux Round Table Japan (JP Research & Consulting Co., Ltd.; Regrit Partners, Inc.; Tokio Marine & Nichido Fire Insurance Co., Ltd.; Tokio Marine dR Co., Ltd.) Nomination of CRT Japan Advisors
10:30 - 12:00	<p>Panel Discussion with Foreign Experts In this session, we will hold a panel discussion with global experts on key topics.</p> <p>Key Discussion Topics:</p> <ul style="list-style-type: none"> Reflections on the causal relationship between the UNGPs and the strengthening of regulations such as the CS3D The fundamental significance and implementation methods of human rights due diligence and grievance mechanisms Key points raised by NGOs and activists when criticizing companies <p>Panelist</p> <ul style="list-style-type: none"> Namit Agarwal Social Transformation Lead, World Benchmarking Alliance Neill Wilkins Ethical Impact, Independent Business Advisor; CRT Japan Advisor Bonny Ling (Ph.D.) Executive Director, Work Better Innovations Lailani O. Tolentino Country Manager, The Mission to Seafarers Rishi Sher Singh Specialist in Business & Human Rights, CRT Japan Advisor Nathanael Foo Principal, Business & Human Rights, Walk Free
12:00 - 13:30	<p>Break Time</p>
13:30 - 15:30	<p>Introduction of Japanese Companies' Approaches to Direct Communication 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> <p>【Human Rights Impact Assessment for Smallholder Palm Oil Farmers】</p> <ul style="list-style-type: none"> Lin Chia Tan Manager, Commodity Chemicals, Procurement-Strategic Sourcing-Raw Materials, Global, Kao Corporation Kei Saito Deputy General Manager, Corporate Planning Division, Member of the Sustainability Committee, Nissin Foods Holdings <p>【Case Study of Human Rights Due Diligence for Technical Intern Trainees】</p> <ul style="list-style-type: none"> Nami Ohno

	<p>Sustainability Promotion Department, Sustainability Division, Morinaga Milk Industry Co., Ltd.</p> <ul style="list-style-type: none"> • Yoshiyuki Asada Program Manager, Corporate Services Div., Mazda Motor Corporation • Yohei Fukuda Manager, Leader of Personal & General Affair Group, TODA KOGYO CORP. <p>【Identification, Addressing, and Monitoring of Issues Based on Overseas Human Rights Impact Assessments】</p> <ul style="list-style-type: none"> • Yuko Tsutsui Managing Executive Officer, Chief Executive of Sustainability & Transformation Headquarters, Nippon Yusen Kabushiki Kaisha <p>【 From “Defensive” to “Proactive”: Structures and Operations of Grievance Mechanisms】</p> <ul style="list-style-type: none"> • Shoichiro Ikebe Executive Officer, Worlding Inc. • Akifumi Tomi Corporate Sustainability, Senior Director, ANA HOLDINGS INC.
15:30 - 16:15	<p>Panel Discussion with Overseas Experts</p> <p>We will examine the challenges that must be addressed in future business and human rights initiatives, as well as recent developments in the Corporate Sustainability Due Diligence Directive (CSDDD).</p> <p>Panelist</p> <ul style="list-style-type: none"> • Mauricio Lazala Chief, Business and Human Rights Section, Office of the United Nations High Commissioner for Human Rights (OHCHR) • Kate Wilson Project Manager - Asia Team, Centre for Responsible Business Conduct Organization for Economic Co-operation and Development (OECD)
16:15 - 16:30	<p>Closing Remarks</p> <ul style="list-style-type: none"> • Hiroshi Ishida Executive Director, Caux Round Table Japan

Profile of Foreign Speakers



Mauricio Lazala Leibovich

Office of the United Nations High Commissioner for Human Rights (OHCHR)

Chief of the Business and Human Rights Section

Mr. Mauricio Lazala Leibovich is currently Chief of the Business and Human Rights Section at the Office of the United Nations High Commissioner for Human Rights. Mauricio has an extensive background in civil society, with more than two decades of work experience in research, advocacy, policy, and management. His areas of expertise include business and human rights, digital rights, civic space, corporate accountability, and organizational development. Mauricio has worked in multiple countries and is fluent in three languages. He holds a BA in Political Science and a MA in Law.

**The Office of the United Nations High Commissioner for Human Rights (OHCHR) is an international body mandated to protect and promote human rights worldwide, representing the United Nations in monitoring, advising, and providing support on human rights situations.*



Kate Wilson

Organisation for Economic Cooperation and Development (OECD)

Project Manager - Asia Team, Centre for Responsible Business Conduct

Ms. Kate Wilson leads the OECD's work with governments, business and civil society across the Asia-Pacific region to promote responsible business conduct. Prior to working for the OECD, Kate worked for the Australian Treasury in the areas of Responsible Business Conduct and Australia's engagement with multilateral finance institutions. She also worked for many years in the Australian Department of Foreign Affairs and Trade, shaping Australia's development, foreign policy, and trade relationships with countries in Southeast Asia. Kate holds a Bachelor's degree (with Honours) from the University of Queensland, Australia and a Master of Arts in Asia Pacific Policy Studies from the University of British Columbia, Canada

**The Organisation for Economic Co-operation and Development (OECD) is an international organisation that promotes policy coordination and information sharing among member countries to foster economic growth, expand trade, and advance sustainable development.*



Lailani Tolentino-Rahon

Country Manager

The Mission to Seafarers Philippines

Ms. Lailani Tolentino-Rahon 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.

**The Mission to Seafarers is an international Christian charity that provides welfare support, pastoral care, and practical assistance to seafarers and their families in ports around the world.*



Namit Agarwal
World Benchmarking Alliance
Social Transformation Lead

Mr. Namit Agarwal is the Head of Social at the World Benchmarking Alliance, where he leads WBA's work on the Social Benchmark, Corporate Human Rights Benchmark, and Gender Benchmark. His work focuses on generating data-driven engagement and corporate action on social issues and drive accountability. With over 15 years of experience, Namit has worked at the intersection of research, grassroots engagement, and policy advocacy through his previous roles at organisations such as Oxfam and CARE. He has engaged extensively with companies, investors, and civil society to advance responsible business practices and strengthen human rights due diligence. Namit also contributes to several global and national platforms: he serves on the Board of the Business and Human Rights Resource Centre, is part of the Steering Committee of the Taskforce on Inequality and Social-related Financial Disclosures (TISFD), a core group member of India's National Human Rights Commission on Business and Human Rights, an Advisory Committee member of Fair Finance Asia, and a member of the Editorial Board of Business and Human Rights Journal.

**The World Benchmarking Alliance (WBA) is an international non-profit organisation that evaluates and compares (benchmarks) corporate efforts on sustainability and social responsibility, with the aim of promoting better business practices.*



Neill Wilkins
Ethical Impact, Independent Business Advisor
CRT Japan Advisor

Mr. Neill Wilkins has over 20 years experience in the world of Business and Human Rights. He was formerly part of the Campaigns Team at The Body Shop International helping to deliver programmes focused on human rights, community trade and environmental best practice. More recently Neill was Head of the Migrant Workers Programme at the Institute

for Human Rights and Business leading the organisation's efforts to improve business practices relating to migrant workers globally. Neill has worked closely with businesses and trade associations in all sectors and locations and also engaged regularly with civil society organisations, trade unions, academia, UN organisations and Governments. He has taken part in a number of UK Government consultations and regularly worked with the office of the UK Independent Anti-Slavery Commissioner. Neill is widely regarded for his experience and insight relating to migrant workers and the challenges they face, along with those who recruit and employ them. He is part of a trusted network of key stakeholders supporting the rights of migrant workers across all sectors and geographies. Neill is an experienced speaker and presenter at events ranging from small company briefings to addressing major conferences. He is a regular participant at business and human rights events globally. In everything he does Neill works to try to demystify the world of business and human rights, to move beyond jargon and relate to challenges at the most human level possible.

**Ethical Impact is a business consultancy specializing in guidance, support, and training on human rights.*



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.

**Work Better Innovations is a community interest (non-profit) company that conducts specialised research and projects in collaboration with clients to build ethical supply chains around the world.*



Nathanael Foo

Walk Free

Principal, Business and Human Rights

Mr. Nathanael Foo serves as Principal for Business and Human Rights at the international human rights organisation *Walk Free*, working to eradicate modern slavery. He focuses on engaging with the private sector to address modern slavery in supply chains, collaborating with governments, stock exchanges, investors, and companies. His career to date has spanned grassroots programmes, impact measurement, venture operations, and impact investing in the fields of human trafficking and modern slavery. He holds an MBA from the University of Western Australia and Copenhagen Business School, with a focus on business and international development. In recognition of his work, Mr. Foo has been named an "Australia-ASEAN Emerging Leader" by the Australian Prime Minister's Office and the Department of Foreign Affairs and Trade, and a "Young Social Pioneer" by the Foundation for Young Australians.

**Walk Free is an international NGO dedicated to ending modern slavery, driving global action through research, awareness-raising, and policy advocacy.*

**Rishi Sher Singh****Specialist in Business & Human Rights (B&HR)****CRT Japan Advisor**

Mr. 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 keynote 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.