

13<sup>th</sup> October 2015

## Report of 2015 Business and Human Rights Conference in Tokyo

On 16<sup>th</sup> and 17<sup>th</sup> September 2015, “2015 Business and Human Rights Conference in Tokyo” convened, co-hosted by Caux Round Table Japan (CRT-Japan), Vice Chair of United Nations Working Group on the issue of human rights and transnational corporations and other business enterprises, Institute for Human Rights and Business, and Business & Human Rights Resource Centre. This conference aimed at (1) enhancing awareness and understanding on the latest trends of business and human rights, (2) learning emerging good practices to advance a respect of human rights, (3) facilitating the implementation of the United Nations Guiding Principles. It invited global human rights experts and discussed with the participants animatedly human rights issues that emerged as of paramount important from the Stakeholder Engagement Program organized by CRT-Japan this year, including Empowerment of Women, Food Issues, Labor Issues, and Sexual Minority. In addition, the conference addressed the themes of Supply Chain, Corporate Governance, Grievance Mechanisms, and Mega-Sporting Events. Approximately the 200 participants attended the conference in 2 days. Prior to the conference, the 7 individual dialogues were conducted between global initiative organizations and sponsoring companies/related organization.

### Host

- Caux Round Table Japan
- Vice Chair of United Nations Working Group on the issue of human rights and transnational corporations and other business enterpriser
- Institute for Human Rights and Business
- Business & Human Rights Resource Centre



(The picture with sponsoring companies and speakers)

### Sponsors/Cooperation

ASICS Corporation, NIPPON EXPRESS CO., LTD., Nippon Yusen Kabushiki Kaisha (NYK LINE), Mitsubishi Heavy Industries, Ltd., Cotyledon Technology Co.,Ltd., FUJIFILM Holdings Corporation



### Global Initiative Organizations

- Institute for Human Rights and Business (IHRB)
- Business & Human Rights Resource Centre (BHRRC)
- German Institute for Human Rights (GIMR)
- The Danish Institute for Human Rights (DIHR)
- International Corporate Accountability Roundtable (ICAR)
- Sedex


### Supporting companies/organizations

Research Center for Sustainable Peace, Institute for Advanced Global Studies, The University of Tokyo, Social Design Lab., Rikkyo University, SBI University, E-Square Inc., TOPPAN PRINTING CO., LTD., Sustainability Communication Hub Co., Ltd., CSO Network Japan, Cetus & General Press Inc., Brain Center Inc

**Day I: 16<sup>th</sup>**

In opening remarks, Dr. Puvan J Selvanathan, a Vice Chair of UN Working Group on Human Rights and Transnational Corporations and other business, sent his video message, expressing his expectation that this conference would help to build trust between different stakeholders which is




**Dr. Puvan J Selvanathan**  
 Vice-Chair, UN Working Group on Human Rights and Transnational Corporations and Other Businesses, Geneva

*(Opening Remarks by Dr. Puvan)*



*(Opening Remarks by Mr. Ishida)*

absolutely necessary to progress on the agenda for Business and Human Rights, and would facilitate the implementation of the Guiding Principles into business practices. Mr. Hiroshi Ishida, Executive Director of CRT-Japan, emphasized the importance of taking an initiative proactively in line with the three principles of “Fairness”, “Integrity” and “Honesty”. Also, he expressed his expectation that discussions in this 2-day conference would be advanced and meaningful with respect for each other and spirits of “what is right rather than who is right”.

On Day I, the morning session examined the theme of “Introduction to Global Trends of Business and Human Rights”. Under this theme, IHRB, BHRRC, DIMR, DIHR, ICAR and Sedex provided leadership perspectives on the agenda for business and human rights, and current global trends. The addressed issues were as followed: “Top 10 Business and Human Rights Issues 2016” initiated by IHRB, human rights issues in Mega-Sporting Events, development of “National Action Plan”, the business contribution to sustainable development post-2015, state implementation of the UNGPs in Germany, human rights issues in Japan, and social and environmental issues in supply chains in Asia. Many participants offered their opinions regarding this session that they could gain their understanding on current trends of business and human rights and contents of on-going activities of global initiative organizations. Also, they felt the need for bringing these business and human rights perspectives into daily business operations to advance a respect of business and human rights within and outside their companies.



*(6 organizations from overseas were invited)*



*(Discussions were lively and interactive)*

The afternoon session addressed the human rights issues that emerged as of paramount important from the Stakeholder Engagement Program organized by CRT-Japan this year, including Empowerment of Women, Labor Issues, Food Issues and Sexual Minority. Japanese NGOs (Gender Action Platform, Solidarity Network with Migrants Japan, Japan Farmers GAP Association, and NijjiroDiversity) gave presentations on these agendas respectively, while NYK LINE presented their activities



*(Discussion between companies and NGOs)*

on empowerment of women. After the presentations, the foreign speakers, the Japanese speakers and the companies that participated in the Stakeholder Engagement Program this year conducted a panel discussion on challenges and ways of addressing these raised issues. Through this, it became clear that companies should conduct a dialogue with integrity with human rights victims and NGOs supporting them, and implement their human rights due diligence processes. By taking this legitimate approach, companies can gain trust from different stakeholders.



*(Mr. Tomita from Nestlé Japan Ltd)*

Mr. Hideki Tomita from Nestlé Japan Ltd. presented cases showing how Nestlé strived to create shared values for the company (shareholders) and societies by solving social issues globally. In addition, he shared that Nestlé Japan has evaluated their own unique material issues for the first time in 2015 while taking into account issues that are characteristic of Japan, and will work on each issue to create shared values at a local level.

Next, Ms. Miho Okada from CRT-Japan, introduced “Sustainable Navigation” developed by CRT-Japan. It is a comprehensive framework of CSR activities, assisting companies to develop their CSR activities in a more effective and efficient way. She stressed that CRT-Japan would continue to provide a series of services corresponding to steps illustrated in the framework, including dialogue with stakeholders, identifying material issues, reviewing current CSR activities, and developing a more effective approach. ,

In the end of the first day of the conference, Mr. Hiroshi Ishida from CRT-Japan delivered his closing remarks, saying that it became very important for companies to implement the UN Guiding Principles into their businesses in collaboration with their stakeholders, in order to conduct business smoothly on the global stage.



*(The photo with speakers of the first day)*

## Day II: 17<sup>th</sup>

Day II focused on the 4 themes that Japan should address.

Theme 1 put focus on introduction to Sedex that offers the common platform for sharing ethical supply chain data, and introduction to

business cases of Japanese members of Sedex. First, Mr. Allan Lerberg Jørgensen from Denmark Institute for Human Rights shared his expertise on how companies should address human rights globally when the rules of the game are changing. Mr. Dan Murray

from Sedex introduced the common platform that Sedex provides for

sharing ethical supply chain data as a means to improve data and cost management. Mr. Takashi Matsuse from Kao Corporation presented Kao's activities for sustainable procurement. He shared an overview of Kao Human

Rights Policy and Kao's plan to utilize Sedex for human rights due diligence processes. Lastly, Mr. Yosuke

Umegane from Japan Airlines Co.,Ltd. highlighted that JAL Group will enhance its risk management by utilizing Sedex with a perspective of CSR, and facilitate its responsible procuring practices further.



*Mr. Murray from Sedex*



*(Mr. Kitajima from Unilever Japan.)*



*(Ms. Aizawa from IHRB)*

In Theme 2, Unilever Japan Holdings K.K. gave a presentation on corporate governance and business and human rights. In addition, IHRB conducted a workshop on “Corporate Human Rights Benchmark” (CHRB). Mr. Takayuki Kitajima from Unilever Japan Holdings K.K. presented how Unilever addresses salient human rights issues for their business with a different set of policies and activities, and emphasized the importance of building and sustaining a strong culture of integrity and compliance within the company.

After his presentation, Ms. Motoko Aizawa from IHRB presented an overview and content of CHRB. Objectives of CHRB are making corporate human rights performance easier to see and simpler to understand for a wide range of audience, and creating a positive competitive environment, encouraging companies to race to the top of the annual ranking by commending and rewarding companies doing well while pointing the way forward to better performance. The participants conducted a group discussion on this framework.

The discussion went lively and interactive among the speaker and

the participants, indicating a high interest in this initiative. Later, CRT-Japan collected and summarized their comments, and submitted them to the IHRB office.

In Theme 3, presentations and discussions on grievance mechanisms were conducted. At first, Ms. Lillian Tseng from ASICS Corporation gave the presentation on “Partnership with ILO – The Better Work Programme-”. She explained why ASICS joined the Better Work Programme and how ASICS supports suppliers making long-term changes. Secondly, Mr. Christopher Schuller from GIMR noted the 4 types of grievance mechanisms and emphasized that companies need to create a fair and effective grievance mechanism. Mr. Saul Takahashi from BHRRC shared that it is essential to conduct a continuous engagement with local stakeholders in order to gain a social license. Lastly, Ms. Miho Okada from CRT-Japan introduced an overview, framework and process of the grievance mechanism which CRT-Japan is working on.



*(Mr. Takahashi from BHRRC)*



*(Ms. Amis from IHRB)*

Theme 4 focused on “Mega-Sporting Events and Business and Human Rights”, and presentations and discussions were conducted. Ms. Lucy Amis from IHRB highlighted the risks factors across Mega-Sporting Events life-cycle (planning & land development, infrastructure and construction, procurement of goods and service, and event-time) and reviewed good emerging practices in the past events. In addition, she touched the recent collaborative works with CRT-Japan to facilitate human rights in the forthcoming the 2020 Tokyo Games. Mr. Tamari Toshikazu from Japan Football Association introduced some activities relating to anti-corruption, education for next-generation, and leadership in line with the UN Global Compact. After the presentations, Mr. Hisahiro Sugiura from the Tokyo

Organising Committee of the Olympic and Paralympic Games (TOCOG) and Mr. George Yoshimoto from ASICS Corporation joined a panel discussion. Mr. Sugiura noted that it is important to recognize human rights issues arising from global procuring activities and create a system to handle complaints. Mr. Yoshimoto shared that ASICS Corporation has advanced in promotion of human rights led by top-management since NGOs pointed out abuses of human rights in factories related to ASICS Corporation in the 2004 Athens Olympics Games.

Lastly, Dr. Yasunobu Sata from The University of Tokyo gave the closing remarks at the conference. He noted the necessity of businesses in contributing to peace-building in the situation that protecting human rights by states becomes more difficult. He also suggested adding an element of peace building in the UN Global Compact, and emphasized that in order to practice business and human rights, companies should recognize “Corporate Peace Responsibility” and facilitate Human Security in collaboration with stakeholders.



*Closing remarks by Mr. Sato*

### List of foreign and domestic speakers

- **Puvan J Selvanathan** Vice-Chair,  
UN Working Group on Human Rights and Transnational Corporations and Other Businesses, Geneva
- **Motoko Aizawa**, Managing Director and Chair of IHRB US Board, Institute for Human Rights and Business
- **Lucy Amis**, Research Fellow (Mega Sporting Events), Institute for Human Rights and Business
- **Saul Takahashi**, Japan, Korea & Pacific Islands researcher & Representative,  
Business & Human Rights Resource Centre
- **Christopher Schuller**, Legal Adviser, Business and Human Rights of the German Institute for Human Rights,  
German Institute for Human Rights
- **Amol Mehra, Esq.**, Director, International Corporate Accountability Roundtable
- **Dan Murray**, Head of Membership Development & Marketing, Sedex
- **Allan Lerberg Jørgensen**, Department Director of Human Rights and Development,  
The Danish Institute for Human Rights
- **Mariko Saito**, Programme Specialist, Gender Action Platform
- **Yuko Tsutsui**, Deputy General Manager, Human Resources Group, NYK Line
- **Ippei Torii**, President, Solidarity Network with Migrants Japan
- **Ryuichi Tagami**, President, Japan Farmers GAP Association
- **Maki Muraki**, Founder, Main Representative, NPO NijiDiversity
- **Hideki Tomita**, Manager, Marketing & Communications Division Corporate Affairs Group Stakeholder Relations  
Section, Nestlé Japan Ltd.
- **Takashi Matsuse**, Vice President, Procurement – Planning, Global, Vice President SCM Strategy and  
Planning – Procurement, Global Kao Corporation
- **Yosuke Umegane**, Senior Director, Planning Group, Purchasing, Japan Airlines Co.,Ltd.
- **Takayuki Kitajima**, Representative Director, General Counsel North East Asia Legal Group, Unilever Japan  
Holdings K.K.
- **Lillian Tseng**, Manager of the Supply Chain, CSR Team, CSR Sustainability Department, Global Legal &  
Compliance Div., ASICS Corporation
- **George Yoshimoto**, General Manager, CSR Sustainability Department Manager, ASICS Corporation
- **Hisahiro Sugiura**, Executive Director of Games Operations, The Tokyo Organising Committee of the Olympic  
and Paralympic Games
- **Tamari Toshikazu**, Deputy Director, Administration Department Personnel Affairs Group, Japan Football Group
- **Yasunobu Sato**, Ph.D, Professor (Attorney-at-law), Director of Research Center for Sustainable Peace, Institute  
for Advanced Global Studies, Graduate Program on Human Security, Graduate School of Arts & Science, The  
University of Tokyo
- **Hiroshi Ishida**, Executive Director, Caux Round Table Japan
- **Miho Okada**, Director, Caux Round Table Japan

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