Guidelines on Corporate Responsibility for Human Rights

Focusing on the importance of human rights due diligence in UN Guiding Principle (2011) which is integrated into GC, ISO26000, OECD guideline and other global CSR initiatives, the Guidelines on Corporate Responsibility for Human Rights is established as a self-assessment tool for companies to respect human rights in their management and operations including value chain management. The global trend show that human rights is not just an element of CSR but a management perspective throughout CSR.
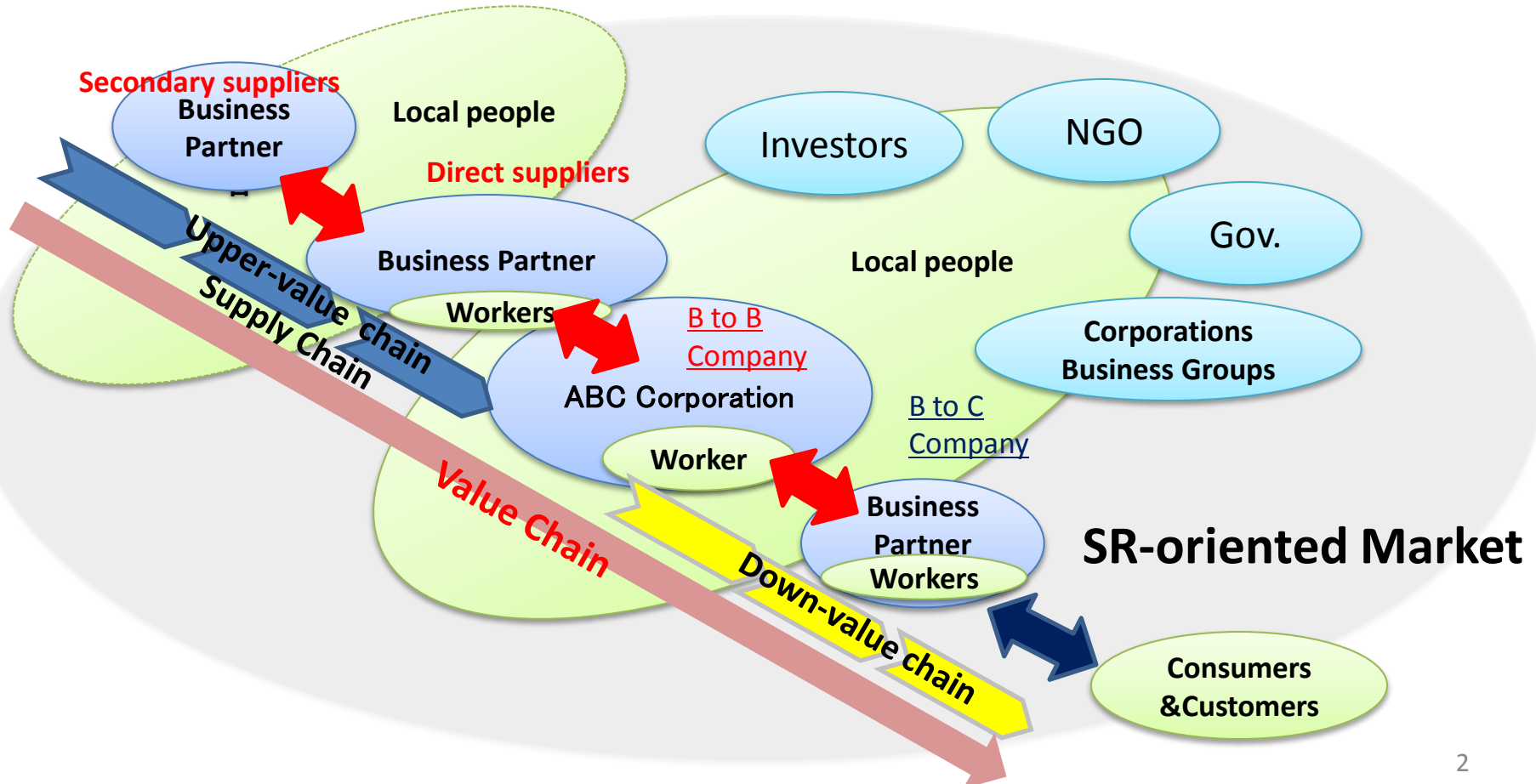
Background & Concepts of Guidelines

Background

Mainstreaming of human rights in CSR in the world

UN "Protect, Respect and Remedy" Framework (2008) & Guiding Principles on Business and Human Rights (2011)

ISO26000/2010 (2010) / Global Reporting Initiative: Update of G 3.1 (2011) / OECD Guidelines Update (2011)

CSR national policies like EU and its member states/ BOP Business

Need of "SR-oriented Market":

Corporations have interactive relationships with their stakeholders. Their direct and indirect impact extends beyond countries or regions they operate. Also stakeholders affect business activities through their actions like SRI.

Secondary suppliers

Business Partner

Local people

Investors

NGO

Direct suppliers

Gov.

Upper-value chain

Supply Chain

Business Partner

Workers

B to B Company

Local people

Corporations Business Groups

ABC Corporation

Worker

B to C Company

Value Chain

Business Partner

Workers

SR-oriented Market

Down-value chain

Consumers &Customers

Background & Concepts of Guidelines

Background

   Mainstreaming of human rights in CSR in the world
   Need of "SR-oriented Market"

Concept 1.

   Reconsider "human rights" as "management"

Corporate Responsibility for Human Rights:

   To reconsider CSR from the perspective of human rights and seek more sustainable business and management

"Management" means…

 ***Continuity** and **effectiveness**

   Plan-Do-Check-Act process

***Systematization**

   From top executives to operations and value chain

Self-assessment guideline on CR4HR

   First part: **Management** of CR4HR

      + Second part: **Performances** of CR4HR

Concept 2.

   Issue-based approach and universal approach

"Issue-based approach":

   To reconsider current human rights situation from the perspectives of vulnerable people like Braku, Ainu, foreigners and women…etc

"Universal approach":

   To analyze corporate activities toward human rights according to processes and stakeholders

Cross-issue management of human rights

（wider coverage of issues:"beyond **labour and discrimination-centric perspective**"）

Contents of Guidelines

Management of CR4HR

Integrate human rights into organization and management (including the process of Plan-Do-Check- Action.

Top Management Leadership

Human Rights Policy

Check

Act Human Rights System and Mechanism **Plan**

| Value Chain Management | Diversity Management | Interest and Contribution to international human rights agenda |
| Human Rights Education | Grievance Mechanism | Engagement with Stakeholders |

Do

Reporting and Disclosure

Rights of workers
 Protection for basic labour rights
 Just and favourable working condition
 Child and elderly care support
 Respect for HR in overseas operations
 Elimination of child labour and forced labour
 Protection of Personal info on workers

Rights of Minority Workers
 Prohibition of discrimination against minority workers
 Women's rights
 Rights of people with disabilities
 Elderly peoples' rights
 Rights of non-regular workers

Rights of Consumers and Customers
Initiatives to ensure the rights of consumers and customers
Communication with consumers and customers
Initiatives for the benefit of consumers and customers belonging to minority groups

Rights of Population Affected by Business Activities
 Human rights conditions of population affected by business activities

Human Rights Issues in global community
 Philanthropic social action programs
 Social action programs leveraging goods and services
 Core business activities

Performance of CR4HR

**Specific actions
toward human rights issues**

Concept of Guidelines : Guidelines and ISO26000

ISO26000	Our Guidelines	
	Management	Performance
Organizational governance		
6.2.1 Overview of organizational governance		
6.2.2 Principles and considerations		
6.2.3 Decision-making processes and structures	（1）（2）（3）（5）（9）（10）	（2）①②
Human Rights		
6.3.1 Overview of human rights		
6.3.2 Principles and considerations		
6.3.3 Due diligence	（1）（2）（3）（4）（5）（6）（10）	（4）①
6.3.4 Human rights risk situations	（3）④	
6.3.5 Avoidance of complicity	（1）（4）（7）	（4）①
6.3.6 Resolving grievances	（8）	
6.3.7 Discrimination and vulnerable groups	（4）（5）（6）	（2）①②③④⑤（4）①
6.3.8 Civil and political rights	（7）	
6.3.9 Economic, social and cultural rights	（7）	
6.3.10 Fundamental principles and rights at work		（1）①⑤/（2）①
Labour Practices		
6.4.1 Overview of labour practices		
6.4.2 Principles and considerations		
6.4.3 Employment and employment relationships	（4）	（1）①②④⑥（2）①②⑤
6.4.4 Conditions of work and social protection		（1）①②③④
6.4.5 Social dialogue		（1）①
6.4.6 Health and safety at work	（8）	（1）②（2）②③④⑤
6.4.7 Human development and training in the workplace		（1）②

ISO26000	Management	Performance
The environment		
6.5.1-6.5.6	×	×
Fair operating practices		
6.6.1-6.6.7	×	×
Consumer Issues		
6.7.1 Overview of consumer issues		
6.7.2 Principles and considerations		
6.7.3 Fair marketing, factual and unbiased information and fair contractual practices		（3）①
6.7.4 Protecting consumers' health and safety		（3）①③
6.7.5 Sustainable consumption		（3）①
6.7.6 Consumer service, support , and complaint and dispute resolution		（3）②
6.7.7 Consumer data protection and privacy		（3）①
6.7.8 Access to essential services	×	×
6.7.9 Education and awareness		（3）①
Community involvement and development		
6.8.1 Overview of community involvement and development		
6.8.2 Principles and considerations		
6.8.3 Community involvement	（7）（9）	（5）①②③
6.8.4 Education and culture	（7）	
6.8.5 Employment creation and skills development		（4）①（5）①②③
6.8.6 Technology development and access		（5）①②③
6.8.7 Wealth and income creation	（3）④	（4）①（5）①②③
6.8.8 Health		（3）①（5）①②③
6.8.9 Social investment		（5）①②

Concept of Guidelines: Guidelines and GRI G3

GRI G3	Our Guidelines	
	Management	Performance
4. Governance, Commitments and Engagement		
Governance		
4.1	(3)	
4.2	(3)	
4.3	×	×
4.4	×	×
4..5	×	×
4.6	×	×
4.7	(3)	
4.8	×	×
4.9	(3)	
4.10	(3)	
Commitments to external initiatives		
4.11	(3)	
4.12	(7)	
4.13	(7)	
Stakeholder engagement		
4.14	(9)	
4.15	(9)	
4.16	(9)	
4.17	(9)	
Social Performance Indicators		
Labor Practices and Decent Work Performance Indicators		
Employment		
LA1		(1)②
LA2		(1)④
LA3		(2)⑤
Labor / Management Relations		
LA4	×	(1)①
LA5		(1)①
Occupational Health and Safety		
LA6		(1)②
LA7		(1)②
LA8		(1)②／(4)①
LA9		(1)②
Training and Education		
LA10		(1)②
LA11		(1)②
LA12		(1)②
Diversity and Equal Opportunity		
LA13	(5)	(2)①②
LA14		(2)②

GRI G3	Our Guidelines	
	Management	Performance
Human Rights Performance Indicators		
Investment and Procurement Practices		
HR1		(1)④
HR2	(4)	
HR3	(6)	
Non-discrimination		
HR4		(2)①
Freedom of Association and Collective Bargaining		
HR5		(1)①
Child Labor		
HR6	×	(1)⑤
Forced Labor		
HR7		(1)⑤
Security Practices		
HR8	(2)	(4)①
Indigenous rights		
HR9		(4)①
Society Performance Indicators		
SO1	(3)④	(4)①
SO2–SO8	×	×
Product Responsibility Performance Indicators		
Customer Health and Safety		
PR1		(3)①
PR2		(3)②
Product and Service Labeling		
PR3		(3)②③
PR4	×	×
PR5	×	×
Marketing Communication		
PR6		(3)①
PR7		(3)①
Customer Privacy		
PR8		(3)①
Compliance		
PR9	×	×