

**Promotion of Management That Respects Human Rights:
Keidanren's Position and Expectations
of Government regarding Business and Human Rights**

September 16, 2025
Keidanren

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I. Introduction

International community


- Economic globalization resulted in a growing recognition that companies, as well as states, are actors that should be involved in respecting human rights. The United Nations Human Rights Council endorsed the **Guiding Principles on Business and Human Rights** (the “Guiding Principles”) in 2011.
- The Guiding Principles establish three pillars—(1) the state duty to protect human rights, (2) the corporate responsibility to respect human rights, and (3) access to remedy—and require companies to conduct human rights due diligence (DD).

Japanese government

- In 2020, the government formulated the **National Action Plan on Business and Human Rights (2020-2025)** (NAP) to implement the Guiding Principles in Japan.

Keidanren

- Keidanren has encouraged member companies to make voluntary efforts to incorporate respect for human rights into their management, primarily through revision of its **Charter of Corporate Behavior** in 2017 as well as amendment to the **Implementation Guidance on Charter of Corporate Behavior** and formulation of the **Handbook for Management That Respects Human Rights** in 2021.
- Companies have been making progress in implementing human rights DD.

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- Respecting human rights is essential in all times and places, and requires constant improvement. It is necessary for the government to set a clear policy and for all stakeholders, including the business community, to work together as one.
 - To achieve solutions to domestic and international human rights issues, companies must work with the government, public agencies, international organizations, labor unions, consumers, and civil society such as nongovernmental organizations and nonprofits.
 - In connection with the government’s revision of the NAP by the end of 2025, Keidanren has compiled:
 - ✓ **The basic stance and future initiatives companies should take in working toward management that respects human rights; and**
 - ✓ **The Japanese government’s initiatives that Keidanren hopes will be included in the revised NAP.**

Reference: The UNGPs and Japan's NAP

Three Pillars of United Nations Guiding Principles on Business and Human Rights



The UN Guiding Principles on Business and Human Rights (UNGPs) (2011)

- Not legally binding, yet widely regarded as the de facto standard for Business and Human Rights
 - The first pillar : The state duty to protect
 - The second pillar : The corporate responsibility to respect
 - The third pillar : Access to remedy
 - If human rights are violated,
 - States take judicial and non-judicial measures to ensure affected individuals have access to remedies
 - Companies establish effective grievance mechanisms for individuals and communities negatively impacted by their operations

Japan's National Action Plan on Business and Human Rights (NAP) (2020–2025)

- Policy strategies developed by states, based on the Guiding Principles, to protect against corporate human rights impacts

1. Objectives

- To protect and promote human rights for society as a whole, including international society
- To ensure policy coherence in relation to business and human rights
- To ensure and enhance the international competitiveness and sustainability of Japanese business enterprises
- To contribute to achieving the SDGs

2. Fundamental Principles of the NAP

- Promote understanding and raise awareness of business and human rights among governments, related agencies, local authorities and companies
- Promote understanding and raise awareness of human rights among businesses and society at large
- Develop mechanisms to promote respect for human rights in supply chains
- Assure access to remedies and make improvements

3. Areas of the NAP

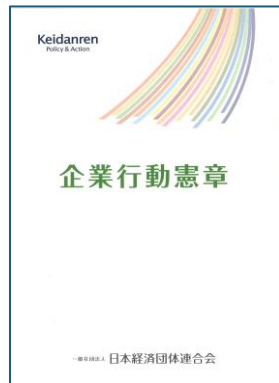
- Labor, Promotion and Protection of Children's Rights, Human Rights Associated with the Development of New Technologies, Rights and Roles of Consumers, Equality before the Law, Acceptance of and Coexistence with Foreign Nationals
- Public Procurement, Development Cooperation and Development Finance, Promotion and Expansion of the Business and Human Rights Agenda in the International Community, Human Rights Education and Awareness-Rising
- Measures Related to Domestic and Global Supply Chains and Promotion of Human Rights Due Diligence Based on the UNGPs, Support for SMEs regarding Business and Human Rights
- Judicial and Non-Judicial Remedy

4. Government's Expectations towards Business Enterprises

- The government expects Japanese enterprises, regardless of their size and sector of industry, to respect internationally recognized human rights; introduce the process of human rights due diligence based on the UNGPs and other related international standards



Reference: “Charter of Corporate Behavior”, “Implementation Guidance” and “Handbook for Management that Respects Human Rights”



“Article 4: Conduct business that respects the human rights of all persons” in the Charter of Corporate Behavior

- Introduced during the fifth revision of the Charter in 2017.



“Chapter 4: Respect for Human Rights” in the Implementation Guidance

- **For Keidanren member company executives**
 - Describes items necessary to understand the importance of human rights initiatives and to put them into action
- Description based on the content of the UNGPs
 - Provides examples of leading initiatives by corporations
 - Promotes voluntary initiatives based on each corporation’s circumstances and management decisions



Handbook for Management that Respects Human Rights

- **For managers**
 - Provides more specific and practical information
- Introduces examples of measures taken by corporations, reference materials, and websites, etc.

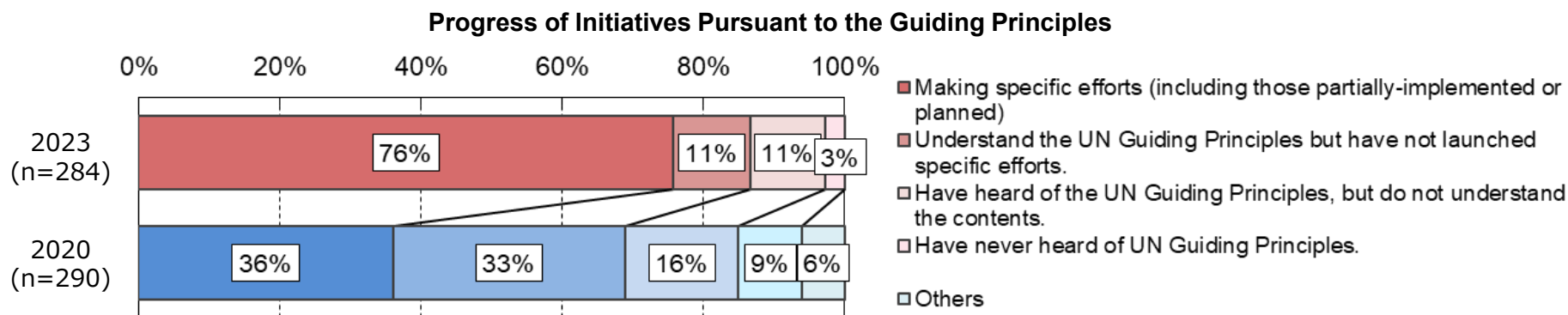
II. Basic Stance

➤ Corporate efforts to respect human rights should fundamentally remain voluntary and in accordance with the Guiding Principles.

- The results of the Keidanren's survey revealed a **steady increase** in corporate **voluntary efforts** pursuant to the Guiding Principles and a **growing awareness** among companies of **diverse human rights risks**.
- There is no universal solution to diverse human rights risks, and companies must face each case head-on to resolve the substantive issue intelligently.

➤ The Japanese government is urged to lend a careful ear to the challenges companies face and the requirements they have, and offer more measures to support companies' voluntary efforts based on their creativity and ingenuity in a way that meets corporate needs.

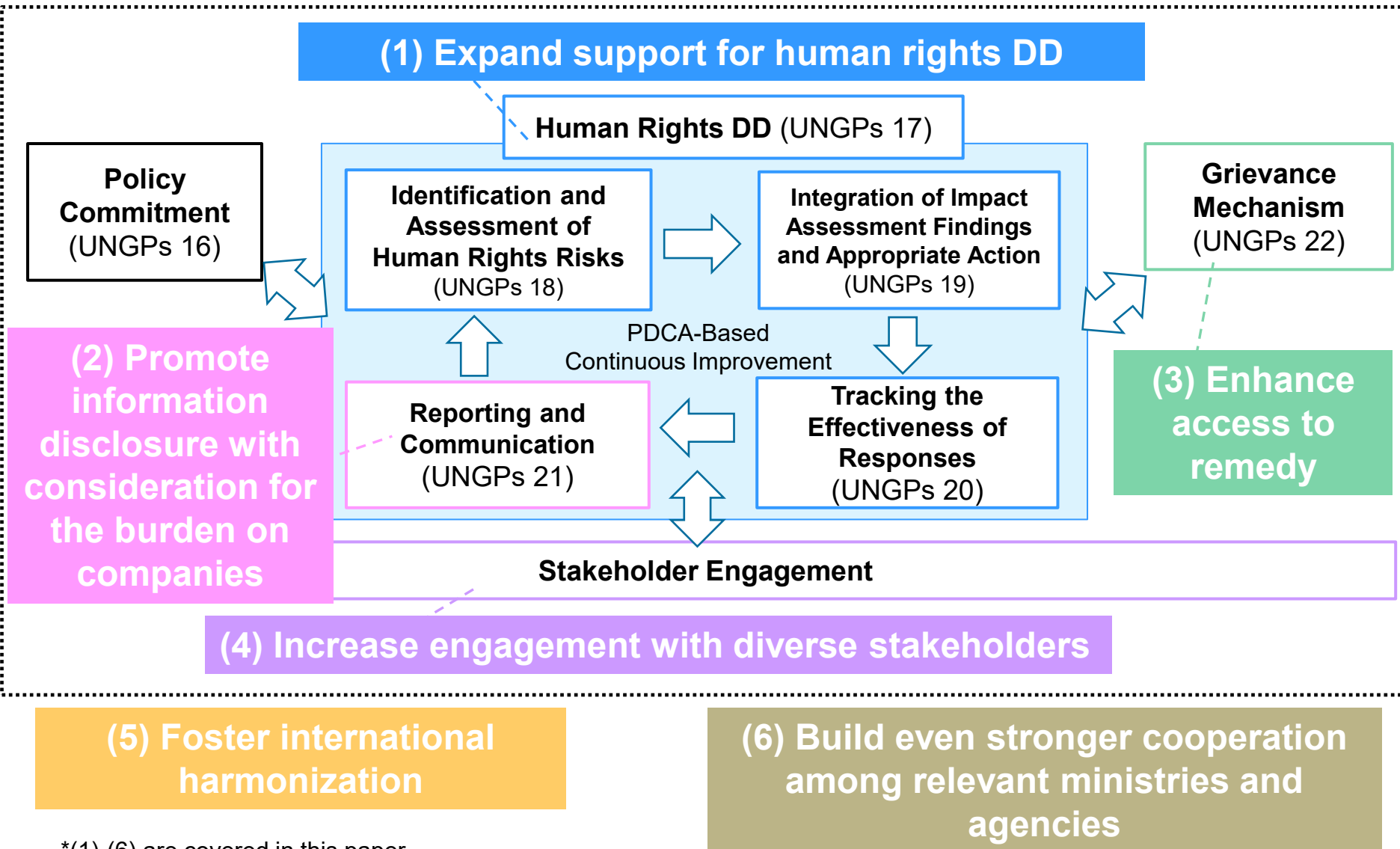
- The more efforts companies make to respect human rights, the more difficulties they encounter, such as challenges in visualizing supply chains or collecting accurate and timely information, and heightened awareness of complex problems that neither one company nor the corporate sector can resolve alone.



Source: Keidanren, *Key Findings of the Third Questionnaire Survey on the Implementation of Keidanren's Charter of Corporate Behavior* (January 2024)

III. Challenges and Initiatives for Management That Respects Human Rights

<Overview of corporate initiatives to respect human rights>



*(1)-(6) are covered in this paper.

III. (1) Expand Support for Human Rights DD

(i) Create and update government guidelines; (ii) Establish government human rights DD help desks

(a) Current status and issues

- Hard laws on human rights in Europe and the United States differ in the content of the human rights DD required, and also diverge from the Guiding Principles in that they impose legal sanctions for breaches.
- The human rights risks and focus points that companies need to consider vary by industry, etc., leaving areas that cannot be addressed by generic government guidelines or practical reference materials.
- Consultant fees and staff training costs for human rights DD have become a major burden for companies.



(b) Required initiatives

Companies:

- Have industry associations spearhead the development of guidelines based on that industry's voluntary judgment.
- Compile and publish best practices and case studies at the level of individual companies and industries.

The government:

- **Regularly update the Guidelines for Respecting Human Rights in Responsible Supply Chains.***
- **Establish new guidelines for companies to refer to when conducting follow-up surveys** as part of human rights DD.
- **Expand available information**, such as explanations of individual human rights issues and circumstances under which such issues may arise, and examples of measures to prevent or correct them.
- Provide assistance to industry associations in preparing guidelines, for instance by checking whether they are in accordance with international standards.
- **Establish government help desks in Japan and internationally to provide free advice to companies on human rights DD, making use of the Japan External Trade Organization (JETRO)**, which has a wealth of knowledge and can be expected to respond quickly.

* Guidelines for Respecting Human Rights in Responsible Supply Chains: The government's guidelines for all companies doing business in Japan that provide clear, concrete explanations of the initiatives respecting human rights that are required of companies based on international standards. Published in 2022.

Reference:

Representative Examples of Hard Laws on Human Rights in Europe and the U.S.

Country/ Region	Law	Overview
California, United States	The California Transparency in Supply Chains Act of 2010	Requires large manufacturers and retailers operating in California with global annual gross receipts of \$100 million or more to disclose efforts to eliminate slavery and human trafficking in their supply chains
United Kingdom	Modern Slavery Act of 2015	Requires for-profit organizations with global annual turnover exceeding £36 million to publish an annual statement detailing measures to prevent slavery and human trafficking
France	Devoir de Vigilance (Duty of Vigilance)	Requires parent companies based in France with more than a certain number of employees to prepare, implement, evaluate, and disclose vigilance plans covering human rights and environmental risks in their overseas subsidiaries and supply chains
Germany	Lieferketten- sorgfaltspflichtengesetz (Supply Chain Due Diligence Act)	Requires companies based in Germany with a workforce above a certain threshold to conduct and publicly report supply chain due diligence on human rights and environmental risks Note: In April 2025, the new coalition government announced plans to repeal this law.
United States	Uyghur Forced Labor Prevention Act	Requires importers to provide clear evidence that goods mined, produced, or manufactured in whole or in part in the Xinjiang Uyghur Autonomous Region were not made with forced labor; otherwise, such goods are subject to an import ban

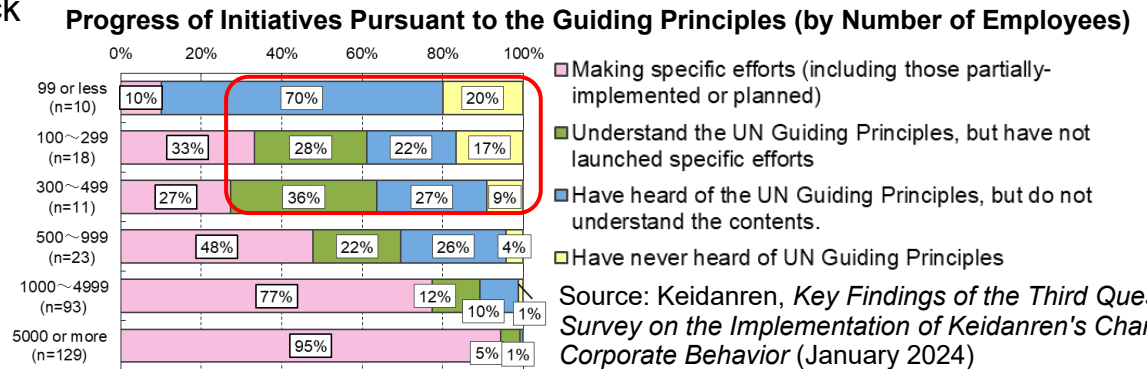
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https://www.jetro.go.jp/ext_images/_Reports/01/e386703c87743757/20210027.pdf (in Japanese),
<https://www.jetro.go.jp/biz/areareports/2022/42665c0ac0e7cd05.html> (in Japanese)

III. (1) Expand Support for Human Rights DD

(iii) Build capacity of SMEs

(a) Current status and issues

- In addition to not making progress in implementing initiatives pursuant to the Guiding Principles, small and medium enterprises (SMEs) lack human resources and capacity in the first place.



(b) Required initiatives

Companies:

- Ensure that large companies help their SME partners understand and implement human rights DD, for example by requesting participation in in-house training programs or sharing training manuals.

The government:

- **Expand government-led measures to support capacity building for SMEs** (e.g., raising awareness among top management, creating a human rights DD checklist for SMEs, developing incentives, and compiling a collection of best practices and case studies). In that process, instill the understanding that human rights DD is a means to fulfill the responsibility to respect human rights, not an end in itself.
- Work with associations of SME executives in parallel with industry associations mainly representing larger companies.

III. (1) Expand Support for Human Rights DD

(iv) Support more effective and efficient human rights DD in the supply chain

(a) Current status and issues

- Suppliers have to answer a questionnaire that is specific to each business partner, and buyers have to send out questionnaires to and analyze the answers from an enormous number of suppliers, creating a large burden on both sides.
- Although laws such as the European Union (EU)'s Battery Regulation require traceability in the supply chain, there is currently no system that allows companies to collect the necessary data while protecting suppliers' trade secrets.



(b) Required initiatives

Companies:

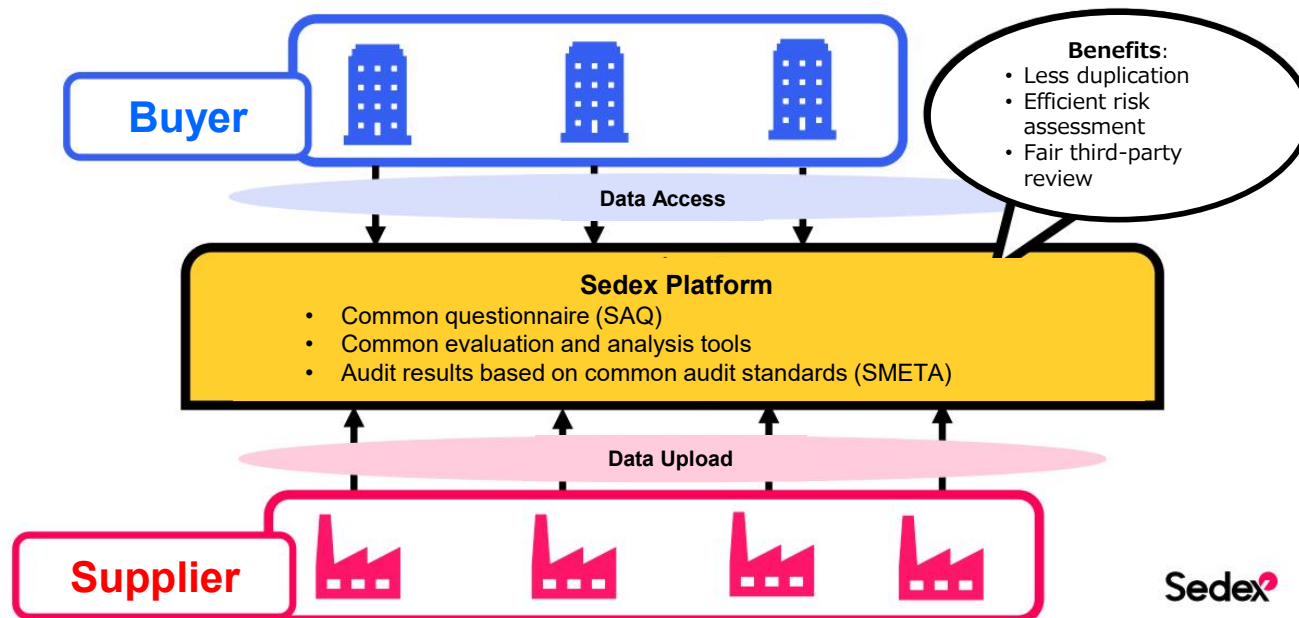
- Consider using private sector-led platforms or industry association-led frameworks to reduce the human rights DD burden.

The government:

- **Take action to reduce the burden on both suppliers and buyers**, such as providing model questions or a standard questionnaire for suppliers, developing a platform that enables DD information to be shared as necessary, and establishing a system that enables DD to be conducted while protecting suppliers' trade secrets.

Reference: Supplier Ethical Data Exchange (Sedex)

- A non-profit organization established in the UK in 2004
- Provides a platform for managing and sharing corporate ethics information with the aim of promoting responsible business practices across the supply chain
- Currently has 85,000 member companies in 180 countries
- Through the world's largest data platform, companies can store and share self-assessment questionnaires, analysis results, and external audit reports

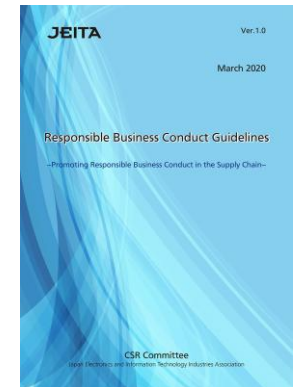


References: Initiatives by the Japan Electronics and Information Technology Industries Association (JEITA)

- The CSR committee of the JEITA provides various frameworks to support corporate efforts on human rights

Responsible Business Conduct Guidelines and Self-Assessment Questionnaire

- Free guidelines published as a model code of conduct for implementing supplier CSR.
- Includes detailed explanations of standards to be observed, background, key considerations, and relevant international norms.
- Guidelines on human rights and labor, developed with support from the ILO Japan Office, ensure consistency with international standards.
- Developed a self-assessment questionnaire as a tool for suppliers to evaluate their CSR Efforts.
- Both the guidelines and self-assessment questionnaire are also published in English and Chinese.



Education and Awareness Activities for the Supply Chain

- Developed training tools for suppliers (mainly SMEs) and continuously held seminars for member companies and their business partners using these tools.

Sustainable Procurement Partnership (SPP)

- The goal of this partnership is to strengthen SME initiatives and build a sustainable, responsible supply chain across the electrical and electronics industry.
- As a trial program, conducted dialogues with SME executives and workshops for practitioners with support from the ILO Japan Office and the Japan Federation of Labor and Social Security Attorney.

III. (2) Promote Information Disclosure with Consideration for the Burden on Companies

(a) Current status and issues

- Some countries and regions have laws or regulations in place that require disclosure of human rights DD information, such as the EU's Corporate Sustainability Reporting Directive (CSRD), the United Kingdom's Modern Slavery Act 2015, and the California Transparency in Supply Chains Act of 2010 in the United States.
- There are several initiatives that call for disclosure of human rights–related information. Unless consistency and harmonization between different standards and specifications are ensured, companies may face increasing costs of compliance and a resultant decline in competitiveness.



(b) Required initiatives

Companies:

- Keep abreast of various countries' and regions' disclosure regulations on human rights DD, along with the discussions of the ISSB,^{*1} TISFD,^{*2} and the like, and make policy proposals based on practical experience from their own perspective as the main actors in practice.

The government:

- In promoting disclosure policies regarding corporate respect for human rights, aim for consistency and harmonization with international standards, and take into account the rapidly increasing burden of sustainability information disclosure on companies.
- **Engage in policy dialogues with governments implementing overseas initiatives to ensure interoperability among information disclosure standards and encourage them to avoid additional compliance burdens on companies.**

^{*1} The ISSB, or International Sustainability Standards Board, is an organization established in 2021 with the aim of developing international standards for environmental, social, and governance (ESG) information disclosure, including climate change risk, in order to improve the consistency and comparability of corporate sustainability disclosure. It published IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information* and IFRS S2 *Climate-related Disclosures* in June 2023.

^{*2} The TISFD, or Taskforce on Inequality and Social-related Financial Disclosures, is an initiative established in September 2024 to develop an international framework for businesses and financial institutions to appropriately disclose risks and impacts related to inequality and social issues.

III. (3) Enhance Access to Remedy

(a) Current status and issues

- The Guiding Principles call for ensuring access to effective remedy as one way of responding to human rights abuses that are caused or contributed to by corporate activities.
- It has been pointed out that companies' approach to grievance mechanisms are ineffective. The establishment of mechanisms available to all stakeholders can be a significant challenge, particularly in the case of human rights issues in a supply chain that includes overseas suppliers.



(b) Required initiatives

Companies:

- Increase the effectiveness of internal grievance mechanisms by interacting with stakeholders.
- If it is difficult for a company to establish an effective mechanism on its own, make use of external platforms such as JaCER*¹ and JP-MIRAI.*²

The government:

- **Organize and provide information on the existing alternative dispute resolution (ADR) procedures** available.
- Set up multilingual help desks to make this service more accessible to non-Japanese users.
- **Publicize Japan's National Contact Point for Responsible Business Conduct (NCP)**, which has been established by the government in accordance with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

*1 JaCER, or Japan Center for Engagement and Remedy on Business and Human Rights, is an organization that provides the Engagement and Remedy Platform, a nonjudicial grievance mechanism in compliance with the Guiding Principles, with the aim of helping and facilitating its member companies' grievance handling from a professional standpoint.

*2 JP-MIRAI, or Japan Platform for Migrant Workers towards Responsible and Inclusive Society, is a platform that aims to make Japan the country of choice by protecting the rights of foreign workers in Japan, improving their living and working environments, and thereby engaging foreign workers responsibly.

Reference: OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

- In 1976, the OECD introduced the “**Guidelines for Multinational Enterprises**” to recommend and encourage responsible business conduct by multinational enterprises in adhering countries.
- The Guidelines are not legally binding but provide principles and standards for responsible business conduct in a wide range of fields
- The 2023 revision added new provisions clarifying the scope of due diligence for downstream supply chains, expectations for enterprises for alignment with international targets on climate change and biodiversity, and due diligence related to technology, including data collection and use. The title was also changed to the “**Guidelines for Multinational Enterprises on Responsible Business Conduct.**”

National Contact Points (NCPs)

- Established in 2000 to promote the Guidelines, handle inquiries, and assist in resolving issues.
- The Japanese NCP consists of the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.
- In 2008, the NCP Committee of Japan was established by the Japanese NCP, Keidanren on behalf of the business industry, and Rengo (Japanese Trade Union Confederation) on behalf of workers.



III. (4) Increase Engagement with Diverse Stakeholders

(a) Current status and issues

- In pursuing initiatives to respect human rights, it is necessary to engage with diverse stakeholders from the perspective of fairness, objectivity, and effectiveness.
- Some companies do not have sufficient experience in engaging with diverse stakeholders, or may not have the expertise to achieve meaningful engagement with rights-holders as required by the Guiding Principles.



(b) Required initiatives

Companies:

- Accumulate experience through proactive engagement with diverse stakeholders, particularly rights-holders, and develop the dialogue into a two-way, ongoing engagement that can lead to true resolution of issues.

The government:

- **Promote engagement that will facilitate true resolution of issues, such as by publishing a collection of case studies that summarize what human rights issues have been discussed with which rights-holders.**
- Utilize neutral and trustworthy organizations, or train experts, that can play a facilitator role for engagement between companies and stakeholders.
- Continue to improve operation of the government's Roundtable for Promoting the National Action Plan on Business and Human Rights (the "Roundtable")^{*1} and Working Group on the NAP on Business and Human Rights (the "Working Group").^{*2}

^{*1} Roundtable: A forum for a wide range of stakeholders to cooperate in promoting initiatives related to the implementation and review of the NAP.

^{*2} Working Group: A forum for more specific and practical discussions under the Roundtable.

III. (5) Foster International Harmonization

(i) Work to influence the European Commission

(a) Current status and issues

- In the EU, the Corporate Sustainability Due Diligence Directive (CSDDD),* which is to govern human rights DD, entered into force in July 2024 with phased-in application intended to begin in July 2027; and the CSRD,* which is to govern nonfinancial reporting, entered into force in January 2023 with phased-in application intended to begin in the 2024 financial year. However, with changes in the environment surrounding the EU, it has indicated a policy shift toward simplifying regulations with a view to increasing corporate value and competitiveness, and announced an Omnibus package.



(b) Required initiatives

Companies:

- Closely monitor the status of the CSRD and CSDDD review discussions, and proceed with initiatives to respect human rights in accordance with the Guiding Principles.
- If the EU debate does not take into account the reality faced by companies and the content is of questionable effectiveness or unnecessarily increases the burden on companies, work on influencing EU policy through business organizations in the EU as appropriate.

The government:


- **Engage in a policy dialogue with the European Commission to encourage it to harmonize obligations across the EU, ensure interoperability with international standards, and publish guidelines at least two years before the CSDDD becomes applicable.**
- Provide Japanese translations of the CSRD, CSDDD, member state laws derived from them, and other laws and regulations based on the government's unified interpretation, in time for Japanese companies to comply.

* See slide 18 for the CSDDD and slide 19 for the CSRD.

Reference: EU's Corporate Sustainability Due Diligence Directive (CSDDD)

〈CSDDD〉

- Mandates human rights and environmental due diligence for companies above a certain size, regardless of industry.
- Due diligence covers the entire “chain of activities,” including the company itself, its subsidiaries, and both direct and indirect business partners.
- Requires covered companies to develop and implement transition plans for climate change mitigation aligned with the Paris Agreement.
- Penalties include fines of up to 5% of global turnover and public disclosure for non-compliant companies.



In February 2025, the European Commission published the **Omnibus Package** to significantly simplify sustainability due diligence and reporting obligations.


〈Details of Proposed Amendments〉

	CSDDD (Original Directive)	Omnibus Package (Proposed Amendments)
Corporate Due Diligence Responsibility	Responsible for adverse impacts that have arisen or may arise at indirect business partners	Full due diligence required only if there is plausible information indicating that adverse impacts have arisen or may arise beyond direct partners in the value chain
Civil Liability	Establishes an EU-wide framework to pursue civil liability for non-compliant companies	Member states may rely on existing national laws; no obligation to create new civil liability systems
Effective Date	Earliest: July 2027	Postponed by 1 year to July 2028
Due Diligence Frequency	Once per year	Once every 5 years

Reference: EU's Corporate Sustainability Reporting Directive (CSRD)

〈CSRD〉

- Requires companies above a certain size to disclose sustainability information, including human rights and environmental aspects.
- Non-EU companies are also subject to these reporting obligations if they meet the specified criteria.



In February 2025, European Commission published the **Omnibus Package** to significantly simplify sustainability due diligence and reporting obligations.

〈Details of Proposed Amendments〉

	CSRD (Original Directive)	Omnibus Package (Proposed Amendments)
Scope (EU Companies)	Large companies and listed SMEs	Large companies with more than 1,000 employees
Scope (Non-EU Companies)	Group net turnover in the EU exceeds €150M for two consecutive years and: (i) Subsidiary in the EU is a listed or large company (ii) Branch in the EU has net turnover exceeding €40M	Group net turnover in the EU exceeds €450M for two consecutive years and: (i) Subsidiary in the EU is a large company (ii) Branch in the EU has net turnover exceeding €50M
Effective date	EU companies: FY starting in 2025 Non-EU companies: FY starting in 2028	EU companies: Application postponed by 2 years (FY starting in 2027)

III. (5) Foster International Harmonization

(ii) Support developing countries; (iii) Handle conflict-affected countries appropriately

(a) Current status and issues

- Some developing countries have problems such as inadequate legal systems to guarantee human rights, an insufficient number of enforcement officials who also lack skills, corruption, and collusion, which cannot be resolved by one company alone.
- Numerous protracted conflicts exist around the world; there are several areas of potential conflict in East Asia too.



(b) Required initiatives

Companies:

- Through programs implemented by the ILO, OECD, and United Nations Development Programme (UNDP), cooperate with developing countries on capacity building for occupational health and safety, human resource development, and other skills.
- Continue to conduct heightened human rights DD* in potential conflict areas, even in peacetime.
- Consider in advance such matters as whether to exit in the event of an actual conflict and how to mitigate the adverse impact on the human rights of local employees and other rights-holders, so that any decision to exit results in a responsible exit.

The government:

- Cooperate with international organizations such as the ILO, OECD, and UNDP and maintain close coordination among ministries and agencies to provide assistance to developing countries—for example, drafting NAPs, developing legal systems, and providing education within supply chains.
- **Consider a foreign policy that does not contribute to human rights abuses in conflict-affected countries and potential conflict areas, but helps to improve them.**
- **Develop guidelines that will be useful for companies conducting heightened human rights DD in practice.**

* Heightened human rights DD is undertaken to ensure that the company's activities do not contribute to violence in a conflict-affected context, by identifying flash points, potential triggers, or the forces that are driving the conflict.

III. (6) Build Even Stronger Cooperation Among Relevant Ministries and Agencies

(a) Current status and issues

- Although the current NAP purports to promote stronger cooperation among relevant ministries and agencies, cooperation within the Japanese government remains inadequate.
 - The EU has made it a standard practice to treat human rights issues and environmental issues in an integrated manner based on their nature, while in Japan these issues have not been incorporated into policy in a form that transcends the boundaries between ministries.
 - Insufficient cooperation among ministries and agencies is exemplified by the separate guidelines for human rights DD and environmental DD established by the Ministry of the Environment; the Ministry of Economy, Trade and Industry; and the Ministry of Foreign Affairs.



(b) Required initiatives

The government:

- **Further enhance cooperation among relevant ministries and agencies beyond their respective jurisdictions.**
 - **Develop integrated guidelines for conducting combined human rights and environmental DD** to address the environment and human rights together as a new perspective on human rights issues.
 - Explore and explain domestic and foreign regulations on artificial intelligence (AI) ethics from a human rights perspective to ensure consistency between ethics regulations and AI utilization policies.
- Reflect cooperation among ministries and agencies in the revised NAP—specifically in the section concerning AI, technology, and human rights, and the section concerning the environment and human rights, both included as new human rights challenges in the draft revision of the NAP.

IV. Conclusion

Requests to the government

- We urge the Japanese government to incorporate the suggestions herein into the revised NAP to be released by the end of 2025 and implement them.
- As human rights issues become more high-profile, efforts should be focused on improving the public's understanding and awareness. The government is also called upon to encourage public-private partnerships, as well as the participation of a wider range of stakeholders, in those areas that cannot be addressed by the corporate sector alone, while assisting with corporate initiatives.
- As part of this, **the roles of the Roundtable and the Working Group, and other methods of stakeholder involvement in the implementation and monitoring of future NAPs as required by the Guiding Principles, should be specifically outlined in the revised NAP.**

Future initiatives by companies and the business community

- Efforts to respect human rights are a task without end, and companies must proactively conduct management that respects human rights in accordance with the Guiding Principles, while engaging and collaborating with stakeholders.
- To this end, companies should increase management commitment and strengthen efforts to raise internal awareness. Companies and the business community are also committed to promoting human rights DD initiatives and timely disclosure of information with an awareness of international trends, and to offering their opinions on the policies of Japan and other countries from a practitioner's perspective.