

Added benefits of respect for your stakeholders' rights:



Enhanced risk management

with less likelihood of business disruption, negative media/NGO campaigns, reputational damage and litigation.



Greater access to opportunities

with partners who require commitments that potential human rights impacts are being identified and addressed.



Positive recognition

from customers and key stakeholders for efforts taken to improve performance and address negative impacts.



Improved relationships

with employees and local communities, resulting in greater trust and maintaining the social license to operate.



Improved ability to attract

the next generation of young leaders, who are increasingly focused on companies' wider contributions to society.



Inclusion within stock exchanges

and financial institutions scrutinizing companies' non-financial performance (DJSI, Norwegian Pension Fund, FTSE4Good etc)

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Respect brings its own rewards

Human rights services

EY Japan
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Building a better working world

Preventing and mitigating human rights impacts is both ethical and smart business

Businesses today operate within a rapidly evolving landscape of global regulatory, investor and social expectations in the field of human rights. Effective management of these issues is no longer simply a matter for governments, nor a “nice to have”: it is a business priority.

Today’s leading companies know that it is not sufficient to simply follow the laws in individual countries: companies are expected to meet international human rights standards wherever they operate. NGO campaigns have focused on corporate compliance with human rights responsibilities throughout supply chains, and this activity will only increase in the lead up to the 2020 Olympics in Tokyo.

There is also a growing recognition that a more strategic approach to successfully managing these issues can help unlock commercial opportunities and add competitive advantage. We are now seeing leading companies integrate human rights into their internal audit structure and enterprise risk management programs more holistically.

Our Japan-based subject matter experts have taken leadership roles internationally in the human rights field and currently support the UN Global Compact Local Network Japan as well as sitting on the UN Global Compact’s Human Rights & Labor Expert Working Group. Please feel free to contact us.

Can you afford to ignore potential human rights impacts?

Inhibiting sustainable business growth

- ▶ Loss of customer loyalty
- ▶ Damage to brand value
- ▶ Missed business opportunities
- ▶ Loss of government procurement opportunities

Compliance risks

- ▶ New laws such as the UK Modern Slavery Act and the California Supply Chains Transparency Act require increased visibility into conditions in supply chains
- ▶ Increased scrutiny by regulatory bodies

Financial risks

- ▶ Reduced access to finance and responsible investment
- ▶ Regulatory fines
- ▶ Desertion by customers and employees
- ▶ Negative NGO/media campaigns

Increasing demands for due diligence and transparency

In June 2011, the UN Human Rights Council unanimously endorsed the “Guiding Principles on Business and Human Rights”, which requires business enterprises to respect human rights throughout their operations. In the intervening years, various new and proposed domestic laws in Europe and the US have incorporated the concept of “human rights due diligence” and many leading global companies have begun to align their internal processes with the requirements in the Guiding Principles.

Task list for globally competitive companies



Policy formulation

- ▶ Prepare a publically-available human rights policy informed by the UN Guiding principles



Due diligence

- ▶ Identify and assess actual and potential human rights impacts in domestic and overseas operations
- ▶ Integrate and act on these findings, tracking responses and communicating on how impacts are addressed



Stakeholder dialogue

- ▶ Communicate with stakeholders to receive valuable feedback on policies, potential impacts and reports, and build positive relationships at the same time



Training and education

- ▶ Offer dynamic human rights education that inspires and empowers employees
- ▶ Build capacity to identify and manage potential human rights impacts



Reporting and disclosure

- ▶ Meet increasing demands for transparency from customers, potential investors and ranking initiatives on the company’s human rights challenges and initiatives currently underway

EY CCaSS can:

- ▶ Support clients in the development of a well-researched and written policy that meets global standards.
- ▶ Carry out bespoke human rights due diligence strategies tailored to the sector, regions of operation and salient human rights risks
- ▶ Expertly prepare and facilitate constructive, interactive stakeholder dialogue that meets global standards.
- ▶ Tailor a lecture or e-learning programme that provides a global perspective on corporate human rights responsibilities.
- ▶ Provide a smart mix of theory and practical examples which allow employees to see a direct link between their day-to-day and the rights of their stakeholders.
- ▶ Harness its long and trusted history of supporting companies with non-financial reporting and assurance
- ▶ Support reporting pursuant to laws such as the Modern Slavery Act and standards such as the Human Rights Reporting Framework*

Make respect for rights a win-win

* The world’s first comprehensive reporting guidance for companies released in 2015