



(1) Basic Policy for **Packages for Businesses 2023**(as of January 2023)

In light of the challenges faced by businesses and the experience of the 2022 pilot project, JP-MIRAI will provide **Packages for Businesses** to complement the participating companies' activities related to Business and Human Rights and provide comprehensive support.

1. Improvement of corporate activities to **promote understanding**

- a. Corporate training (A few times a year; personnel of related companies (including suppliers) can participate)
- b. Individual support (referral to advisors, lawyers (limited use), consultants, etc. (Each company should have a contract with a consultant.))
- c. Study tour (for separate fee; a few times a year; destinations in 2023 include such as Vietnam and Indonesia etc.)

2. **Identification of potential human rights risk for migrant workers in real time** (Strengthening of human rights DD and prompt measures) [See Page 8]

1. Introduce Migrant Worker Self-Check Sheet

- Feed information back to participating companies with attention to personal information protection. (Statistical processing)
- Establish a system to enable the company to take prompt measures in case a serious problem is found.

3. Changes in the structure of the **multilingual consultation desk** (Change of consultant placement according to the number of cases)



(1) Basic Policy for **Packages for Businesses 2023** (as of January 2023)

4. Actions for **diverse supply chain management**

- a. Diversify participation methods (including direct contract between supplier and JP-MIRAI Service)
- b. Improve reporting method (Share information with participating companies in case of serious case or lawyer guiding support (personal information to be provided with the consent of the worker))
- c. **Coordinate with the internal reporting system.** (With the consent of the migrant worker, contact the internal reporting office of the participating company and shift to monitoring.)
- d. Industry associations, supervising organizations, registered support organizations, etc., can also use the package for monitoring with cooperation of the employer.

5. Official implementation of a **remedy mechanism (ADR)** (in cooperation with Tokyo Bar Association)

6. Introduction of a **certification system.** [See page 12.] (Create a mechanism to allow small to medium-sized enterprises that are not covered by SC management to participate (in 2023).)

7. **Other improvements** (1. Organize/clarify workflow; 2. Improve the application, 3. Enhance information security, 4. Strengthen the structure of the secretariate, etc.)

8. **Cost reduction using economies of scale** (Get as many participating companies as possible.)

9. Clarification of requirements for participation – responsibilities of brand holders

- a. Establish Human Rights Policy (covering supply chain management)
- b. Explain to related companies and gain enough understanding and cooperation (for phased expansion to the supply chain).
- c. Develop an internal reporting office. (It is recommended to include migrant workers employed by suppliers.)
- d. Make sure the company and related companies will not take actions that give disadvantages to migrant workers in case there is an issue.



JP-MIRAI=Private Company Collaboration Program 2023

(4) Perspective of the Activities for “JP-MIRAI=Private Company Collaboration Program 2023”

Support corporate activities from the side

2-1. Support to businesses and organizations (NEW)

1. Guidelines for companies employing migrant workers and corporate training
2. Advice from advisors and lawyers
3. Study tours in the countries sending workers
4. Referral to consultants, etc.

Work jointly and learn

3-2. Workshops, breakout sessions, etc.

1. Study group on the fee to be paid before arrival in Japan
2. Zero fee breakout session, etc.

Consultation and remedy for prompt problem solving

2-2. JP-MIRAI Assist (consultation and remedy)

1. Operate consultation desk (corporate lot).
2. Promote the use of ADR for migrant workers. (Collaboration with Tokyo Bar Association)

Feed back the consultation details, etc. to the companies

Identify issues with migrant workers of the company/SC and improve prompt measures

1-1.2 Migrant Worker Self-Check Sheet (NEW)

(Under development as part of JP-MIRAI application) provide data to companies

JP-MIRAI will provide the following tools to manage “Domestic Supply Chain” of Private Company;

- 1) Consultation desk and Remedy program for Migrant Workers and Remedy,
- 2) Sharing risk information of HR Due Diligence,
- 3) Mutual Learning.

Be worthy to be selected + Cooperate with good companies and organizations

2-3. JP-MIRAI certification (NEW)

1. Create criteria for JP-MIRAI certification
2. Establish network (Cooperation with the certifying organization)
3. Issue certificates

System that covers small and medium-sized companies

2-4. Study on overseas supply chain management (NEW)

3. Send information within and outside Japan (as good practice)

JP-MIRAI=Private Company Collaboration Program 2023



(5) Program and Participation Fee

Name	Outline	Participation fee (before tax)	Corporate training	Advisor consultation	Referral to consultant, etc.	Provision of human rights violation risk info	Multilingual Consultation desk and remedy mechanism	Lawyer's guidance for problem solving
SC Management Basic Program	<ul style="list-style-type: none"> ● Subscribers and their SC companies can use various services such as Training, advisor and lawyer consultation, consultation desk, remedy mechanism, etc. ● Subscribers receive information about SC companies' risks and activities related to human rights for supply chain management.. 	100,000 yen/month + 5000 yen/month for each SC company	Available for subscribers and SC companies	Available for subscribers and SC companies	Referral only (for separate fee)	Available for subscribers and SC companies	Available for subscribers and SC companies	Available (up to 2h/year)
SC Management Expansion program	<ul style="list-style-type: none"> ● Expansion program cover provision of information about the migrant workers** who use desk general consultation from JP-MIRAI, and consultation and remedy are also available for Japanese workers. ● Subscribers are provided with communications and case information preferentially as premium partners. 	200,000 yen/month + 5000 yen/month for each SC company	Available for subscribers and SC companies Individual workshops can be arranged.	Available for subscribers and SC companies	Referral only (for separate fee)	Available for subscribers and SC companies	Available for subscribers and SC companies Japanese workers can also use consultation	Available (up to 4h/year)
Stand alone program	<ul style="list-style-type: none"> ● Supporting business and human rights activities conducted by a contracting company ● Available services include participation in training, advisor consultation, provision of human rights risk information, consultation desk, and remedy mechanism. 	50,000 yen/month (for small and middle-size companies*: 10,000 yen/month)	Available	Available	Referral only (for separate fee)	Available	Available	<For separate fee>

* Companies with 300 or fewer employees as specified in the Small Business Act

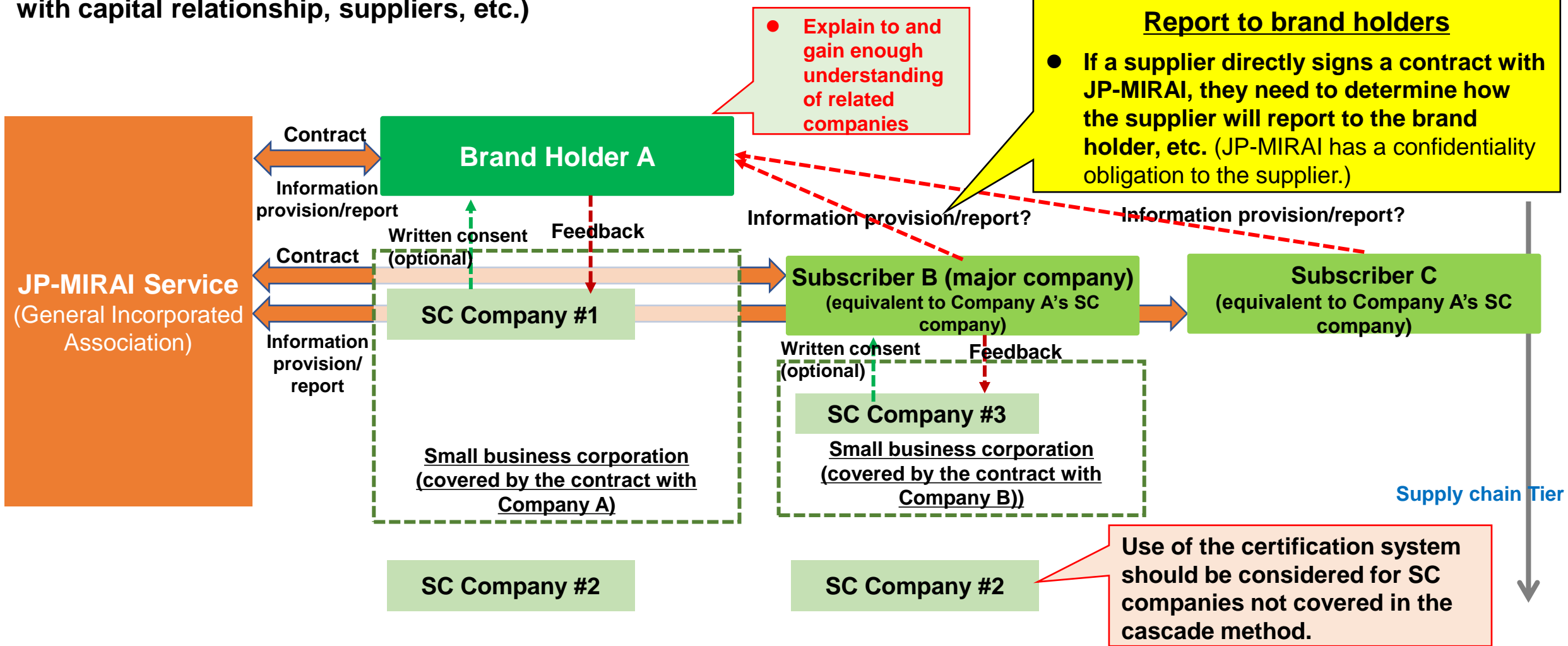
** General users (migrant workers) of JP-MIRAI application registered via other routes than the routes of subscribers or related companies and who are obviously subscribers' related companies

JP-MIRAI=Private Company Collaboration Program 2023 (Detail)



0. Prior Study Stage

Determine the SC management method before system introduction through discussion with related companies (those with capital relationship, suppliers, etc.)



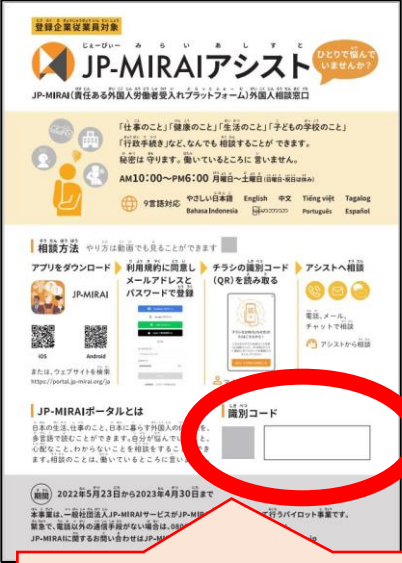
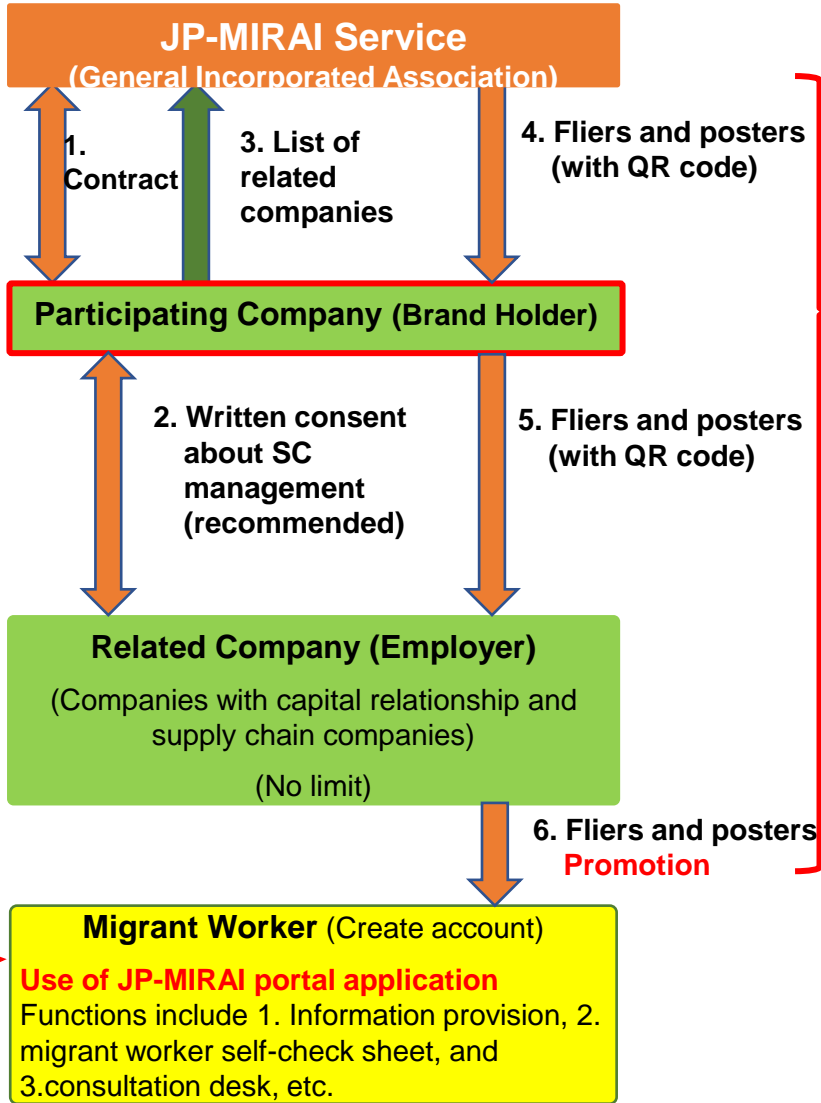


JP-MIRAI=Private Company Collaboration Program 2023 (Detail)

1. Preparation Stage (After Signing Contract)

- Roles (responsibilities) of participating companies (BHs)**
- Establish human rights policy (covering SC management)
 - Explain to related companies and gain enough understanding and cooperation
 - Establish internal reporting office
 - Make sure the company and related companies will not take actions that give disadvantages to migrant workers in case there is an issue

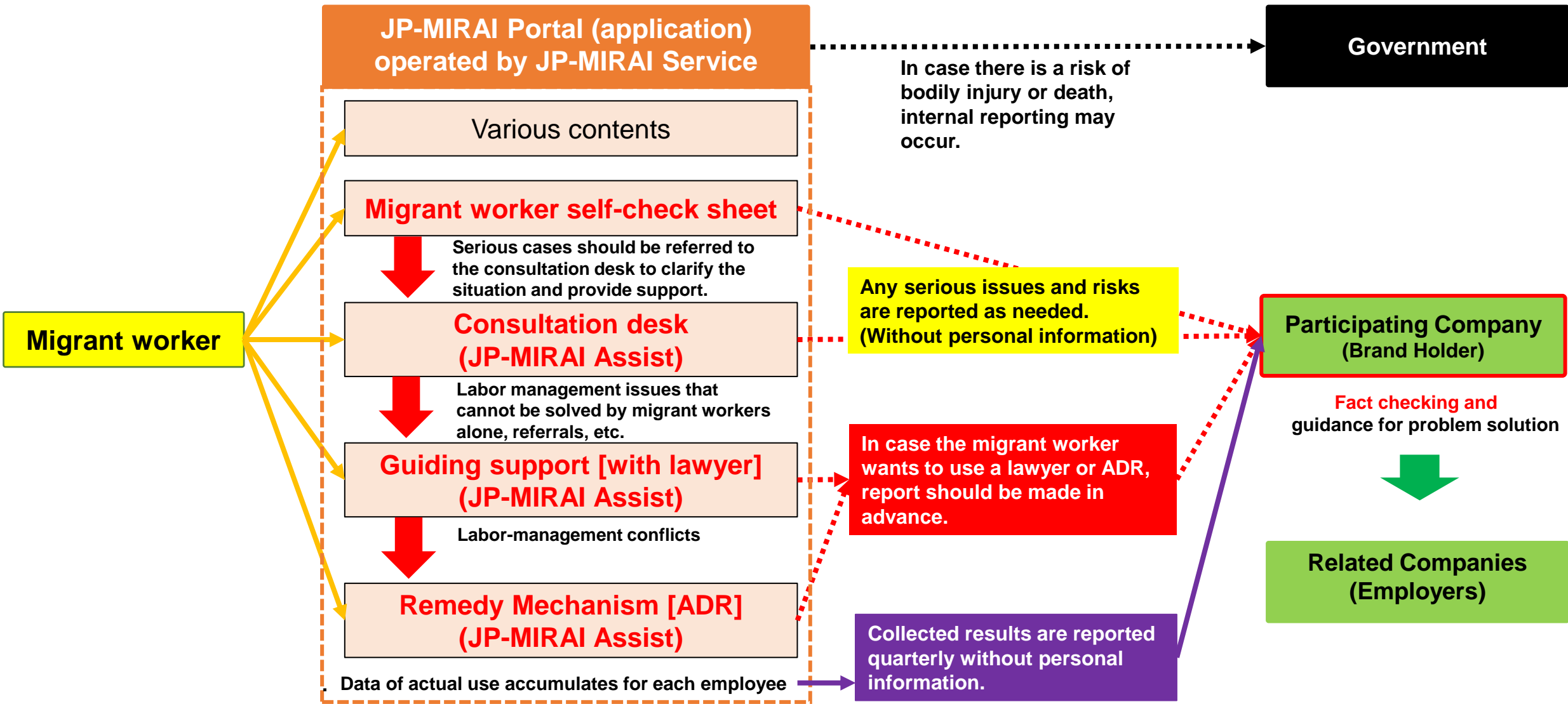
- Privacy Policy**
- Migrant workers are asked to agree to the privacy policy based on the Act on the Protection of Personal Information when creating a user account.
 - JR-MIRAI does not provide personal information to outside parties (including participating corporations) without the consent of the person.



- Fliers and posters (to be created for each corporation)**
- Brief operating instructions in 9 languages (and an operating instruction video)
 - Fliers and posters have a QR code for a link to the portal site (including corporate numbers of the participating company and related companies). If you create an account using the link, BH and employer will be identified.



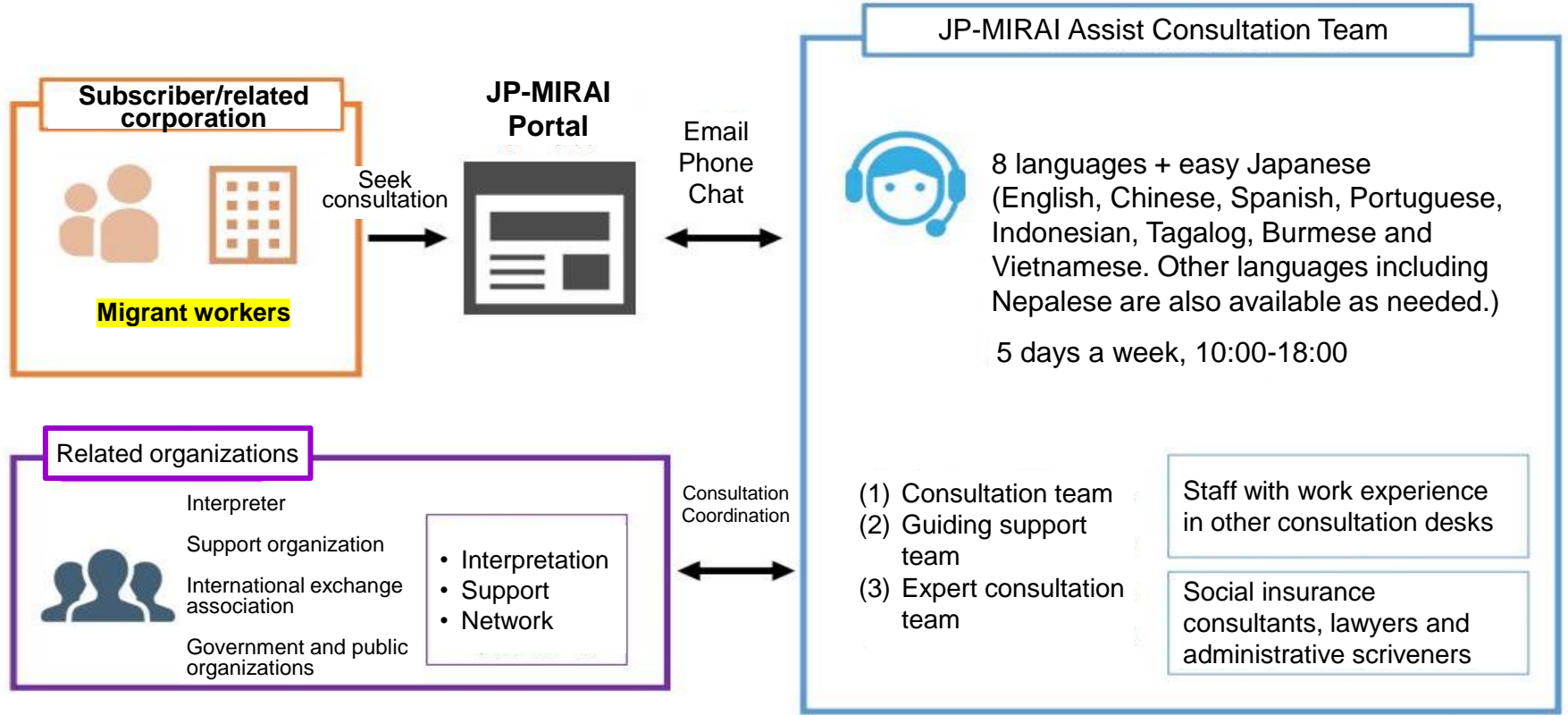
2. JP-MIRAI Portal (Application)/JP-MIRAI Assist Utilization Stage





2. Consultation Desk (JP-MIRAI Assist)

Implementation Structure



Service provider

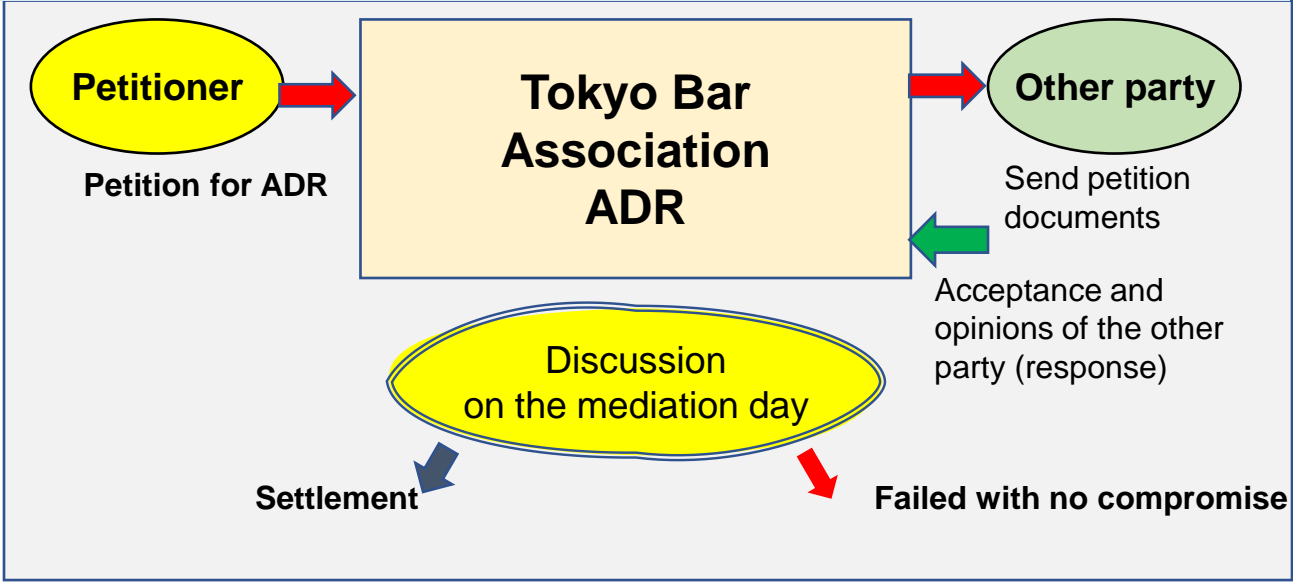
Name	CINGA (Citizen's Network for Global Activities)	
Office	2-3 Kanda Kosho Center Building 6F, Jinbo-cho, Kanda, Chiyoda-ku, Tokyo 101-0051	
URL	https://www.cinga.or.jp/	Having won contracts for similar services from Tokyo Regional Immigration Services Bureau, Tokyo Metropolitan Government, Organization for Technical Intern Training, etc.
Representative	Kazuo Okubo	
Established	October, 2004	



3. Remedy Mechanism (Use of Tokyo Bar Association ADR)

ADR・・・**Alternative Dispute Resolution** (Dispute resolution processes without a trial)
→Typically mediation process (Process to resolve conflict with mediators working between the parties in conflict and providing support for their discussion)

- <Characteristics of ADR>**
- Mediation of a third party.
⇒ **Neutral and fair.**
 - Quicker resolution compared with a trial (in most cases).
⇒ **Good for both workers and management.**
 - Unlike a trial, it is closed, and information can be managed.
⇒ **Lower risk for reputational damage. It can be open at the company's discretion.**
 - Overwhelmingly more cost effective, considering the risk of reputational damage by report from outside and trial cost.
⇒ **Knowhow for case handling can be collected and used by sharing case examples on the platform.**
 - Flexible about subjects. (For example, workers can ask for explanation of reasons.)
 - The parties can reach conclusion with a high level of satisfaction.
 - Future-oriented and sympathetic resolution can be found.



- 2 mediators – A lawyer mediator with knowledge of law practice on migrant workers and a lawyer mediator with knowledge of labor dispute practice on employer side
- Mediation process with interpreter (as needed) (Documents can also be prepared in other languages than Japanese for migrant workers.)
- Online procedures will be available for web meeting scheduling, etc. so that mediation can be provided for distant locations.



The JP-MIRAI Program provides comprehensive support to the corporate efforts required by the Guiding Principles on Business and Human Rights .

