

Summary of the National Action Plan on Business and Human Rights (Revised Edition)

December 2025

Inter-Ministerial Committee on Policy Promotion for the Implementation of Japan's National Action Plan on Business and Human Rights

Chapter 1 Towards the Revision of the National Action Plan (NAP) (Background and Work Process)

1 2020-2025 Initiatives and Outcomes

In response to growing societal demands regarding business and human rights, the Japanese government (Government) has promoted the following initiatives since formulating the NAP in October 2020 to foster respect for human rights and improve the business environment for Japanese business enterprises and within global supply chains. It has also conducted seminars and events both in Japan and abroad for Japanese business enterprises - including those expanding overseas and SMEs - and their suppliers.

- “Guidelines on Respecting Human Rights in Responsible Supply Chains” (September 2022)
- Government Policy “On Human Rights Consideration in Public Procurement” (April 2023)
- “Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains” (April 2023)
- “Guidebook for Respecting Human Rights in Food Enterprises” (December 2023)
- “Business and Human Rights at Work Checklist” (October 2024)
- Compiling collections of good practices on corporate human rights due diligence initiatives

2 Initiatives by Japanese Business Enterprises and International Trends

- Japanese business enterprises are promoting the formulation and publication of human rights policies, implementation of human rights due diligence, and remedial measures.
- Overseas, legal frameworks related to business and human rights are being established, particularly in Western countries, to which Japanese business enterprises operating overseas must respond.

3 Goals to Be Pursued Through the Revision and Implementation of the NAP

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

4 The NAP Revision Process

- The draft of the New Action Plan was prepared based on stakeholder consultations at the Roundtable and the Working Group for Promoting the NAP on Business and Human Rights (the Roundtable and the Working Group) and discussions at the Inter-Ministerial Committee on Policy Promotion for the Implementation of Japan's NAP on Business and Human Rights (the Committee), and after completing the public comment procedure.

5 Identification of Priority Areas

- The New Action Plan clearly indicates the priority areas Japan should focus on by seeking to clarify [the challenges Japan must address and the direction it should pursue](#) in a way that is easily understood both domestically and internationally, and by reframing the conventional measures taken by relevant ministries and agencies, traditionally approached by individual policy areas as isolated points or areas, so as to [treat these measures in a more cross-cutting and comprehensive manner](#) from the perspective of business and human rights.

Chapter 2 Priority Areas See next pages for details.

Chapter 3 Government's Expectations Towards Business Enterprises

The Government expects Japanese business enterprises, regardless of their size, sector, or other factors, to respect internationally recognized human rights, and to make utmost efforts to respect human rights, taking into account the UNGPs and other relevant international standards.

Chapter 4 Framework for Implementation and Review of the NAP

The implementation status of the revised NAP will be confirmed every year by the Committee. The Roundtable and the Working Group will be continued as a place for dialogue with stakeholders. The necessity of revision will be considered approximately five years after the publication of the revised NAP.

Appendix

- (Appendix I) Framework for Implementing the NAP
- (Appendix II) Instruments on Business and Human Rights and Related Websites
- (Appendix III) Consultation Centers of Relevant Ministries and Agencies and Other Entities

1 Human Rights Due Diligence and Supply Chains

Directions of Measures

- Continue dialogue with multi-stakeholders regarding information provision and support measures that promote business enterprises' efforts to respect human rights within supply chains.
- Ensure that independent administrative agencies and other entities undertake initiatives to respect human rights in accordance with the UNGPs.
- Promote the implementation of the UNGPs through dialogue and collaboration with foreign countries.
- Continue efforts to conclude and implement economic partnership agreements (EPA/FTA) and investment agreements that benefit a wide range of people, including workers.
- Continue efforts to realize decent work.
- Improve trading conditions and business practices for SMEs and other entities.

2 Promotion of Policies to Ensure That "No One Will be Left Behind"

- (1) Gender Equality
- (2) Foreign Workers
- (3) Children and Young People
- (4) Persons with Disabilities
- (5) Elderly Persons

Directions of Measures

- Implement the design, operation, and review of systems from a human rights-protecting perspective with a view to giving consideration to the circumstances of rights holders and to ensuring that "no one will be left behind".
- Provide information and good practices obtained through related initiatives.

3 Thematic Human Rights Issues

(1) AI, Technology, and Human Rights

Directions of Measures

- Promote innovation of AI while mitigating risks.
- Promote international cooperation in the field of AI.

(2) Environment and Human Rights

Directions of Measures

- Promote Environmental Due Diligence that takes both human rights and environmental issues into account.
- Consider human rights in climate change adaptation and mitigation policies.

4 Capacity Building for the Promotion of the Implementation of the UNGPs

Directions of Measures

- Provide information, advice, and support to businesses, including SMEs.
- Promote awareness-raising through the provision of education and training.

5 Corporate Information Disclosure

Directions of Measures

- Conduct discussions on corporate human rights disclosure as necessary, taking into account developments in international standards.
- Promote enhanced corporate disclosure through dissemination of the reference casebook of good practices on the disclosure.

6 Public Contracts Including Public Procurement and Subsidized Projects, etc.

Directions of Measures

- Promote respect for human rights in public procurement by business enterprises, etc.
- Consider incorporating human rights initiatives into the assessment criteria for publicly subsidized projects, consistent with international agreements and current laws and regulations.

7 Access to Remedy

Directions of Measures

- Establish opportunities for dialogue and engagement with stakeholders to strengthen the functions of the Japanese NCP (National Contact Points).
- Continue to review a framework for human rights remedy system while taking into account the circumstances of human rights remedies based on individual laws.
- Promote corporate activities including the establishment and operation of a grievance mechanism that complies with the UNGPs.
- Continue and strengthen measures based on individual laws and regulations.
- Appropriately operate and review as necessary the grievance mechanisms operated by independent administrative agencies and other entities.

8 Establishment of Implementing and Monitoring System

Directions of Measures

- Regularly identify priority areas to be addressed by Japan, and consider implementing a system to evaluate the relevant measures from the perspectives of the "output," "outcome," and "impact," etc.
- Consider establishing an effective review system to conduct periodical assessments.
- Consider implementing a system to make clearer disclosures to stakeholders regarding the progress of measures and achievement of targets.