

The Yakult Group's Roadmap for Human Rights Due Diligence (HRDD)

Goal

Realizing a responsible value chain in which all human rights are respected

2022

- Establish a structure of HRDD
- Enhance understanding of international human rights norms
- Identify high-risk business and areas within the Group

2023–2024

- Consider establishment of a reporting system accessible within the Group and as well as to business partners
- Assess actual human rights risks within the Group
- Review the clarification of and response measures to salient human rights issues for the Group (Identification and response)

From 2025 onward

- Establish a system of HRDD
- Implement measures to address salient human rights issues for the Group

Improve and strengthen stakeholder dialogue

Strengthen information disclosure

Human Rights Due Diligence Action Plan (based on the UN Guiding Principles)

Items to be implemented		2022	2023–2024	2025 onward		
1. Implementation system	Establishment and operation of implementation system	Assign HRDD personnel to each department; capacity building of such personnel	Review clarification of and response measures to salient human rights issues for the Group (Identification and response)	Respond to salient human rights issues for the Group Establish and publish improvement plans and KPI targets to address salient human rights issues for the Group		
		Have HRDD personnel monitor progress in each department and report to HRDD promotion council, and have council report to the Board of Directors				
		Incorporate human rights into audit procedures	Conduct audits and report to HRDD promotion council	Conduct thematic audits Assess whether HRDD mechanism is firmly established		
2. Human resources development and training	Dissemination and penetration of the human rights policy	Conduct training on the human rights policy in and outside Japan	Revise content as needed			
		Set targets for and monitor training participation rates			Disclose how to enhance understanding, goals and participation rates	
	Other types of training	Conduct human rights training for entire Group and training on business and human rights for top management				
3. Identification, assessment, prevention, mitigation and remedy of human rights risks	Stakeholder dialogue	Identify relevant stakeholders, organize and disclose what has been implemented	Conduct dialogue with NGOs, international organizations and experts			
	Assess human rights risks and improve responses of each Group company	Identify and assess human rights risks through screening surveys and determine severity	Create and maintain assessment tools to address risks	Identify high-risk business and areas Conduct additional research (site visits, interviews)	Develop improvement plans based on evaluation results	Monitor and follow-up high-risk business and areas Expand scope of assessment as needed Review possible integration into audit process
		Review HRDD systems of subsidiaries				
	The Group's action to key human rights issues	Implement measures to address 14 key human rights issues for the group				
	Information disclosure	Disclose initiatives on the website and in various reports				
	Mandatory HRDD	Gather information on mandatory HRDD and take appropriate responses				
4. Establish reporting system accessible within the Group as well as to business partners	Inside the Group	Monitor, evaluate and improve operation of Compliance Hotline at domestic companies to improve usability and credibility				
		Confirm whether overseas offices have internal reporting systems	Consider methods for receiving complaints in offices without an internal reporting system	Establish internal reporting systems at overseas offices Improve understanding and accessibility for international/non-native users		
	Outside the Group	Consider establishment of a reporting system accessible to business partners ; confirm whether business partners have internal reporting systems	Establish reporting system accessible to business partners or adopt external reporting system	Promote understanding and improve accessibility of the system		