

Prevention of Human Trafficking

Collective action to prevent human trafficking

All Nippon Airways Co., Ltd.



Promoting business and human rights under the leadership of top management

Becoming a sponsor of the Tokyo Olympic and Paralympic Games and the enactment of the Modern Slavery Act in the United Kingdom in 2015 triggered ANA to promote human rights at full scale. ANA's Group CSR/Risk Management/Compliance Committee, which consists of full-time directors and corporate auditors, made a decision to promptly promote human rights throughout the Group. To promote such efforts, ANA decided to implement the guidance for business contained in the United Nations Guiding Principles on Business and Human Rights, which is an international instrument on human rights. In addition, ANA decided to include environmental, social and governance issues (ESG) in ANA Group's medium-term Corporate Strategy clearly stating that it will integrate and implement actions on human rights into its core business.

In 2016, the ANA Group released its Policy on Human Rights and the Statement on Modern Slavery and Human Trafficking, signed by the CEO. In order to understand the potential risks of ANA's business activities on human rights, it conducted a human rights impact assessment. In the assessment, based on objective data, ANA



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reviewed general risks in its business, including those of group companies that offer services other than air transport, such as trading companies, and specific risks of countries in which ANA operates. ANA also conducted interviews across the group to narrow down priority issues on human rights. As a result, the company identified four major human rights issues: the human rights of migrant workers in Japan, supply chain management of In-flight meals and items, prevention of bribery, and prevention of the use of airplanes in human trafficking.

With regard to migrant workers in Japan, ANA has started activities to understand the working environment for migrant workers engaged in ground handling at airports and catering businesses. For example, ANA conducted

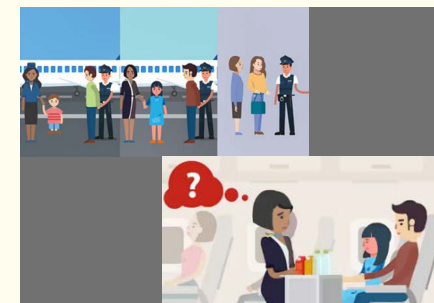
interviews and check on these workers' housing with third parties.

In 2018, ANA was the first Japanese company to issue a "human rights report," with the belief that it is important to disclose the progress of human rights initiatives even if they are not complete. Proactive dialogue and information disclosure have created cooperation with stakeholders in Japan and overseas. Insights that ANA has gained through engagement with stakeholders have helped to advance its actions further.

Initiatives to Prevent Human Trafficking

ANA has engaged dialogue with overseas experts to better understand the importance of addressing human trafficking involving airlines. Among ANA's four priority issues, human trafficking is a challenge highly relevant to the airline industry due to the fact that aircraft is one of the means of transporting victims. In the United States, where prevention measures are more common, there are nonprofit organizations (NPOs) that offer programs to train flight attendants on what they can do to help prevent human trafficking. ANA invited one of the NPOs to Japan and held a workshop. Based on what they learned from the NPO, ANA has developed its own procedures for notifying the Immigration Bureau when a flight attendant discovers a suspicious case on board. ANA introduced the procedure in April after carefully considering the safety of flight attendants and providing thorough explanations to the attendants.

In addition, in order to enhance its understanding of human rights among employees, ANA continuously conducts e-learning to all its employees (approximately



40,000). The key topic changes every year. In fiscal 2018, ANA put focus on prevention of human trafficking. The content of e-learning, such as the relationship between airlines and human trafficking, was developed in collaboration with UN agencies, and was made easy-to-understand.

Today, as employees are increasingly aware of and interested in respecting human rights, prevention of human trafficking is regarded as an issue related to business itself. Yet, it is sometimes extremely difficult to identify human trafficking. For example, there are cases where women come to Japan with the dream of becoming a fashion model, but the job they think they are getting is a lie. It is difficult for a single company to respond to these issues alone. Recognizing the importance of taking collective action, ANA invited other airline companies as well as UN agencies, NGOs, and related ministries to the abovementioned workshop. ANA hopes that its initiative can help the prevention of human trafficking across Japan. For this reason, ANA is considering working with other companies in the same industry, airport companies, and the National Police Agency to promote initiatives to prevent human trafficking further.

NOTE



MNE Declaration
par.10, par.11, par.25



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Sustainable
Development
Goals

Related SDGs
Goal 8, 17