

シーフード産業と人権に関する

◎アンケート項目◎

企業名 Nippon Suisan Kaisha, Ltd.

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以下の質問への回答をお願い致します。

1. 水産業界における人権問題について

貴社は、本アンケート送付時点で、本事案で指摘されたような水産業界における人権問題（強制労働・奴隷労働・賃金問題など）について、把握されておりましたか。

Human rights issues in the fisheries industry have been regarded one of the most important matter for our company and we have included these issues in our materiality “CSR procurement”.

In line with this we have worked to promote sustainable procurements respecting human rights(CSR procurements) in collaboration with our suppliers.

Also as a member of SeaBOS(An initiative of 10 major seafood companies across the world which try to accomplish ocean stewardship collaborating with scientists) we address “eradication of IUU fisheries and forced labor” which is placed as one of the most important issues in SeaBOS activities.

In terms of human rights issues in the fisheries industry we try hard to keep paying attention, understand the situations and get relevant information through communication with industry groups and our suppliers.

2. 貴社における指導原則の実施方法・体制について

貴社は、水産業界における人権侵害（強制労働・奴隷労働・賃金問題など）を予防・軽減するために、具体的にどのような措置を実施されていますか。以下の各分野ごとに回答下さい。

(1) 人権方針の策定

We set our Human Rights Policy in Sep.2020. In line with this policy we have been working into practice based on U.N. “Guiding Principles on Business and Human Rights”, supporting the human rights which are described in “International Bill of Human Rights” and “ILO declaration on Fundamental Principles and Rights at Work”.

And we set the “Nissui Group Basic Procurement Policy” in Aug. 2017, which states that we should require our suppliers not to supply products related to “Forced Labor”, “Child Labor” or “Inhumane treatment of employees”.

These two policies were made through having dialogues with external stakeholders.

(<https://nissui.disclosure.site/en/themes/107>)

We have made CSR Supplier Guidelines for our suppliers and require them to follow

eleven items regarding Human Rights consideration.

[https://sustainability-cms-nissui-s3.s3-ap-northeast-1.amazonaws.com/pdf/en/CSR\\_Supplier\\_Guideline\\_e.pdf](https://sustainability-cms-nissui-s3.s3-ap-northeast-1.amazonaws.com/pdf/en/CSR_Supplier_Guideline_e.pdf)

(2) サプライヤーに対するトレーサビリティ（サプライチェーンの把握方法・体制）

We have set guidance meetings for our 1<sup>st</sup> layer suppliers that their transaction volume or importance level are high and in the meetings we explain our sustainable procurements with considerations of human rights and environment that we are working on.

We conduct surveys on achievement level of each supplier using check sheet and we also visit some of them to have interviews on site for confirmation. (We had made guidance meeting with online, and interviews were also made by online due to COVID-19 situations in 2020.)

(3) 人権デューディリジェンスの方法・体制

We started the Human Rights Project in the end of FY2019 and we have been launching the human rights due diligence. Currently we are identifying risks throughout value chains which should be addressed with priority. We move forward the risk assessment process with reference to country risks and IUU fisheries risks, etc.

From FY2021 the Human Rights Subcommittee will be newly established under CSR Committee whose chairman is our president and human rights issues will be addressed in executive level.

(4) 対話・救済手続（グリーバンスメカニズム）の方法・体制

We have grievance mechanisms for the employees of our group companies, however suppliers are not covered in them.

(5) その他

3. サプライヤーに対するトレーサビリティに関する状況について

(1) 貴社は、水産品について、サプライヤーをどこまで把握していますか（一次、二次、三次、およびそれ以降）。サプライヤーリストを公開されている場合は、公開先を記載してください。

It depends on product items and procurement routes.

(2) 水産業のサプライチェーンについて調査やモニタリングをどのように実施していますか（基準または手順等）。

We have started surveys from major 1<sup>st</sup> layer suppliers sequentially.

(<https://nissui.disclosure.site/en/themes/107>)

Regarding main raw materials we try to conduct surveys of including 2<sup>nd</sup> and 3<sup>rd</sup> layer suppliers on site at the beginning of the procurements. We would say that guaranteeing traceability of marine products is quite difficult due to its diversity and complexity of their supply chains and we recognize that it is a big issue. In order to work on these issues we have taken part in the Global Dialogue on Seafood Traceability(GDST) which was established by WWF and Global Food Traceability Center(GFTC) in Apr. 2017.

(3)貴社は、貴社の人権方針（ないしその他の調達コード等）に基づき、サプライヤーに対して人権尊重を求めるために、特にどのような措置を実施されていますか。

Based on the Nissui Group Basic Procurement Policy and CSR Supplier Guidelines, we promote CSR Procurements by using three types of check sheet in order to prevent human rights risks and environmental risks at our supply chains.

(<https://nissui.disclosure.site/en/themes/107>)

#### 4. 人権デューデリジェンスの実施状況

(1)人権デューデリジェンスプロセスまたは人権リスク評価を定期的に行っていますか。

We have started human rights due diligence since 2020 and we are now working on risk assessment. In terms of risks we will review them at regular basis by analyzing the risk assessment.

(2) 人権デューデリジェンスプロセスについての過去の調査レポートを公開しましたか。ある場合は、リンクを貼り付けてください。非公開の場合は、その理由を回答ください。

We have not opened it in public because it is still in progress. We are planning to put it on our company website in FY2021.

(3)人権デューデリジェンスプロセスにおいて、サプライチェーン上の労働者（漁船の乗組員を含む）に対する新型コロナウイルス対策の有無・内容について確認していますか。確認している場合は、その具体的内容（確認項目・確認結果含む）を回答ください。

We confirm that fisheries companies in NISSUI group(inside and outside Japan) deal with COVID-19 regarding crew in each company accordingly, but we have not confirmed the situations in our supply chains yet.

Examples of procedures for preventing COVID-19 in a foreign fishery company.

< Before boarding >

- All crew members take PCR test before boarding.
- After getting to the place of boarding all crew members stay at hotels more than a week in order to confirm no COVID-19 symptoms appear before boarding.

< During aboard >

- Hygiene equipment(masks, disinfecting solution, surgical gloves, etc.)are provided to all crew members.
- During vessel's stopping at a port crew members have to stay on board.
- Keep social distance at dining room.
- Carry out daily health check(body temperature, symptoms).
- Put on relevant posters inside a vessel for instructive purpose.
- Periodical disinfection in living area in a vessel

< During a vessel's stopping at a port >

- Put a shoe disinfection tank by the gangplank.
- Allow minimum visitors to enter the vessel(Customs officers, Quarantine officers)
- Loading materials or food are disinfected before brought into a vessel.
- Contractor workers or cargo handling workers are not allowed to enter living area of a vessel.

5. 対話・救済手続（グリーンバンスメカニズム）の実施状況

上記2(4)の体制について、水産業に従事する船上の労働者がアセスすることのできるグリーンバンスメカニズム（対話・救済手続）を設置している場合、本アンケート回答時までの実施状況（相談件数、相談内容、相談に対する対応内容等）を回答ください。

Grievance mechanisms for crew members of vessels outside of NISSUI group have not been introduced yet.

6. ステークホルダーエンゲージメント

上記2ないし5の体制構築・実施に際して行われている、下記のステークホルダーとのエンゲージメントの内容（頻度、テーマ、経営への反映など）について回答ください。

- 労働組合
- NGO
- 投資家
- 国際機関
- その他

We hold dialogues with stakeholders(NGO, specialists, etc.) at nonregular basis.

We have held total five dialogues during 2016 and 2020, discussing how to deal with

sustainability of marine resources, human rights issues, CSR procurements and IUU fisheries. Senior management members including the president take part in dialogues. Feedback from stakeholders are brought into the CSR Committee which is led by the president, discussed and then reflected in management and our operation.

(<https://nissui.disclosure.site/en/themes/151>)

In 2021 we plan to hold a stakeholder dialogue with a theme of human rights.

Also, we take part in SeaBOS(An initiative of 10 world major Seafood related companies which try to accomplish ocean stewardship supported by scientists).

“Eradication of IUU fisheries and Forced labor” is placed one of the most important issues in SeaBOS activities and we are trying to find solutions toward the goal with other member companies and scientists.

Our president participates in annual meeting of SeaBOS.

(<https://nissui.disclosure.site/en/themes/145>)

#### 7. 本件に対する対応

上記1で、把握していると回答された場合、本レポートで言及された事案について、上記2ないし5の人権デューデリジェンスやグリーンバンスメカニズム等の社内システムでどのように対応されたか回答ください。

We have confirmed that our procurements had nothing to do with the fishing vessel concerned(Longxing629 of Dalian Ocean Fishing Co.,Ltd. in China) in our supply chain. In the process of human rights due diligence we had a workshop regarding the risk analysis of value chains, in which we put this case(maltreatment of Indonesian crew in the Chinese fishing vessel) as a concrete example so that participants could recognize it's the most critical risk specifically in the fisheries industry as well as a reference of the risk analysis.

#### 8. 貴社における困難・障害

水産業界における人権状況を改善し、持続可能な水産業を実現する上でどのような困難・障害（法令の欠如、技術不足、産业内での協力体制など）があるか、回答ください。

We understand that transparency in supply chains is essential, however seafood supply chains in Japan are too complicated. So, we recognize that we need to solve many issues in different areas like mentioned above in order to realize it.

We will try to find solutions in continuing to collaborate with our stakeholders.