

# JBIC Human Rights Policy

## Commitment to Respect Human Rights

The Japan Bank for International Cooperation (hereinafter, “JBIC”) stipulates, as its corporate philosophy, that “positioned at the crossroads of global business opportunities, JBIC is opening new venues to the future for the Japanese and global economy,” with the aim of contributing to the sound development of Japan and the international economy and society. In recognition of the importance of respect for human rights, JBIC has developed this Human Rights Policy (hereinafter, the “Human Rights Policy”) and is committed to endeavoring to respect human rights.

JBIC recognizes the Universal Declaration of Human Rights<sup>1</sup>, International Covenants on Human Rights<sup>2</sup>, ILO Declaration on Fundamental Principles and Rights at Work<sup>3</sup>, and Guiding Principles on Business and Human Rights<sup>4</sup> as international standards on human rights. Laws and regulations may vary by country or region. Nonetheless, JBIC will pursue methods to respect international human rights standards whilst also complying with local laws and regulations.

## Scope of Application

Executives and employees (executive officers and staff members) of JBIC will respect human rights in line with the Human Rights Policy. JBIC will share the philosophy behind the Human Rights Policy with its goods and services suppliers (hereinafter, the “Suppliers”) and clients, and expects such Suppliers and clients to endeavor to respect human rights.

## Executives and Employees

JBIC’s executives and employees are required to act in accordance with the spirit of fundamental human rights protection. When dealing with clients and Suppliers, JBIC will respect their human rights and conduct business in a fair manner.

JBIC prohibits discrimination of any kind, including on the basis of race, nationality, place of birth, gender, age, religion, belief, and disabilities. JBIC does not tolerate human rights violations, including sexual harassment, power harassment, maternity-related harassment, or any other type of harassment, forced labor, child labor, or human trafficking. JBIC also respects the freedom of association and collective bargaining rights of its staff members.

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<sup>1</sup> Universal Declaration of Human Rights ([English](#), [tentative Japanese translation](#))

<sup>2</sup> International Covenant on Economic, Social and Cultural Rights ([English](#), [tentative Japanese translation](#)), International Covenant on Civil and Political Rights ([English](#), [tentative Japanese translation](#))

<sup>3</sup> ILO Declaration on Fundamental Principles and Rights at Work ([English](#), [tentative Japanese translation](#))

<sup>4</sup> Guiding Principles on Business and Human Rights ([English](#), [tentative Japanese translation](#))

## **Cooperation with Suppliers**

JBIC will respect human rights in its relationships with its Suppliers. For example, JBIC will handle Suppliers' personal information appropriately based on its Privacy Policy and will strive to ensure that Suppliers do not receive discriminatory treatment.

In addition, JBIC will share the philosophy behind the Human Rights Policy with its Suppliers and expects them to respect human rights.

## **Cooperation with Clients**

JBIC will respect human rights in its relationship with clients. In relation to products and services provided to clients. For example, JBIC will handle the clients' personal information appropriately based on its Privacy Policy and will strive to ensure that clients are free from discriminatory treatment.

In addition, JBIC will share the philosophy behind the Human Rights Policy with its clients and expects them to respect human rights.

JBIC has established the Japan Bank for International Cooperation Guidelines for Confirmation of Environmental and Social Considerations<sup>5</sup> (hereinafter, the "Guidelines") for transactions with clients. Pursuant to the Guidelines, JBIC will confirm that appropriate environmental and social considerations, including human rights considerations, have been undertaken by project proponents and that outcomes are taken into account in decision-making on lending, equity participation, and guarantees (hereinafter, "Funding"). Following Funding decisions, JBIC will, if necessary, monitor or take steps to encourage to ensure that appropriate environmental and social considerations are undertaken.

## **Access to Remedies**

In the event that products or services provided by JBIC are found to have caused or contributed to adverse impacts on human rights, JBIC will take appropriate measures to remedy the situation.

JBIC has set up a whistle-blowing hotline (compliance helpline) to provide relief for those who have been negatively affected within JBIC. JBIC has also established a harassment hotline for JBIC's executives and employees, and an exclusive compliance hotline for local staff members of Representative Offices outside Japan.

Suppliers and clients can bring to JBIC's attention their concerns and complaints through a complaint counter (to the Legal Affairs and Compliance Office) as well as through members of JBIC's relevant groups, departments, and offices.

Furthermore, in the Guidelines, it is recommended that project proponents establish a point of contact for complaints in order to receive complaints from stakeholders such as local residents at an early stage and to promote their resolution.

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<sup>5</sup> Japan Bank for International Cooperation Guidelines for Confirmation of Environmental and Social Considerations (<https://www.jbic.go.jp/en/business-areas/environment.html>)

## **Governance and Management**

The Human Rights Policy is approved by the Board of Directors of JBIC and will be amended as necessary.

## **Education and Development**

JBIC will ensure that all its executives and employees are familiar with the Human Rights Policy and will strive to share a correct understanding and appreciation of human rights issues through means such as conducting training on human rights.

## **Stakeholder Engagement**

JBIC will disclose its human rights related activities appropriately and will strive to gain the understanding of its stakeholders.

In addition, JBIC has adopted objection procedures<sup>6</sup> concerning the Guidelines and has established Examiners for Environmental Guidelines, which act as an organ independent of JBIC's Funding departments. The Examiners for Environmental Guidelines will encourage dialogues between the parties concerned based on their consent, in order to assist early resolution of disputes concerning specific environmental and/or social problems caused by the JBIC-funded project, which arose due to JBIC's non-compliance with the Guidelines.

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<sup>6</sup> Summary of Objection Procedures Based on Guidelines for Confirmation of Environmental and Social Considerations (<https://www.jbic.go.jp/en/business-areas/environment/disagree.html>)