



HUMAN RIGHTS REPORT 2018





MESSAGE FROM OUR CEO	02
OUR NUMBERS	03
OUR JOURNEY TO RESPECTING HUMAN RIGHTS	04
OUR POLICIES AND STATEMENTS	05
ANA GROUP GOVERNANCE	06
ANA DUE DILIGENCE	08
ENGAGEMENT WITH STAKEHOLDERS	10
PERIODIC ADVICE	12
TOWARDS TOKYO 2020 GAMES	14
APPENDIX	15



Shinya Katanozaka

President and Chief Executive Officer

Safety is of the utmost importance to the ANA Group, and is the very foundation of our business management. Based on this foundation, the ANA Group aims to be the world's leading airline group, both by generating economic and social value and by creating sustainable growth.

Recognising the growing expectation of businesses in relation to human rights, the ANA Group has taken several measures to respect human rights since 2015. The ANA Group interacts with many stakeholders, including employees, customers and workers at our contractors and suppliers. We will continue to respect the rights of these stakeholders by acting in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs).

Guided by the UNGP framework, the ANA Group published its Policy on Human Rights in April 2016. In this, we state explicitly that “the Policy will apply to all officers and employees of the ANA Group” and that we will “continuously encourage [our] business partners and suppliers not only to support the Policy but also to adopt a similar policy, and will cooperate with its business partners and suppliers in promoting respect for human rights”. In addition, the ANA Group has started to conduct human rights impact assessments, to analyze and assess the potential negative effects our business may have on stakeholders, and to identify priority human rights issues where we should focus our activities. Now we are in the process of planning and taking some practical measures to deal with the human rights issues that we have identified. Respect for human rights is also included in the ANA Group's Corporate Strategy for 2018-2022, published in February 2018.

Respecting human rights requires a continuous approach – it is a life-long journey. We have taken our first step on this journey, and we expect to take further steps to deepen our human rights activities. Nevertheless, we recognize that we are accountable to stakeholders for our actions. This report is one step towards fulfilling that responsibility, and towards holding ourselves accountable for explaining how we see and identify risks, and how we plan to manage those risks.

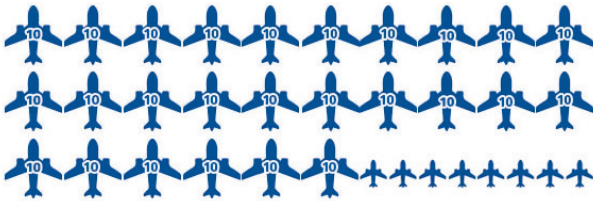
We would appreciate any comments and feedback on our activities, and would like to learn from you in order to further our progress. This will serve towards “fulfilling the hopes and dreams of current and future generations”, as stated in our group mission statement.

OUR NUMBERS



268

Operational aircraft



39,243

Consolidated group employees



1.76 trillion

Yen in operating revenues
Consolidated



52 million

Passengers flown in FY2016
Domestic services: 43 m
International services: 9 m



1.4 million

Tons of transported goods in
FY2016
Domestic services: 451k tons
International services: 954k tons

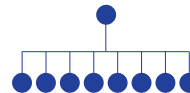


63

consolidated subsidiaries
and

17

equity-method
subsidiaries and affiliates



21 97

Countries and
areas we fly to

Cities we fly to



Our numbers as of 31 March 2017

Business activities

Air Transportation

Airline-Related Businesses:

Airport Ground Support
Aircraft Maintenance
Vehicle Maintenance
Cargo and Logistics
Catering
Call/Contact Center etc.

Travel Services

Trade and Retail

Major Group Companies

ANA Holdings Inc.

Shiodome City Center
1-5-2 Higashi-Shimbashi
Minato-ku
Tokyo 105-7140, Japan

Air Transportation

All Nippon Airways Co., Ltd.

Shiodome City Center
1-5-2 Higashi-Shimbashi
Minato-ku
Tokyo 105-7140, Japan

Vanilla Air Inc.

Inside Narita International
Airport Terminal 2

Peach Aviation Ltd.

1 Senshu-kuko-naka
Tajiri-cho, Sennan-gun
Osaka 549-0011, Japan

Airline-Related Businesses

ANA Cargo Inc.

Shiodome City Center
1-5-2 Higashi-Shimbashi
Minato-ku
Tokyo 105-7140, Japan

ANA Airport Services Co., Ltd.

Haneda Airport
Ota-ku
Tokyo 144-0041, Japan

ANA Catering Service Co., Ltd.

3-2-8 Haneda Airport
Ota-ku
Tokyo 144-0041, Japan

Travel Services

ANA Sales Co., Ltd.

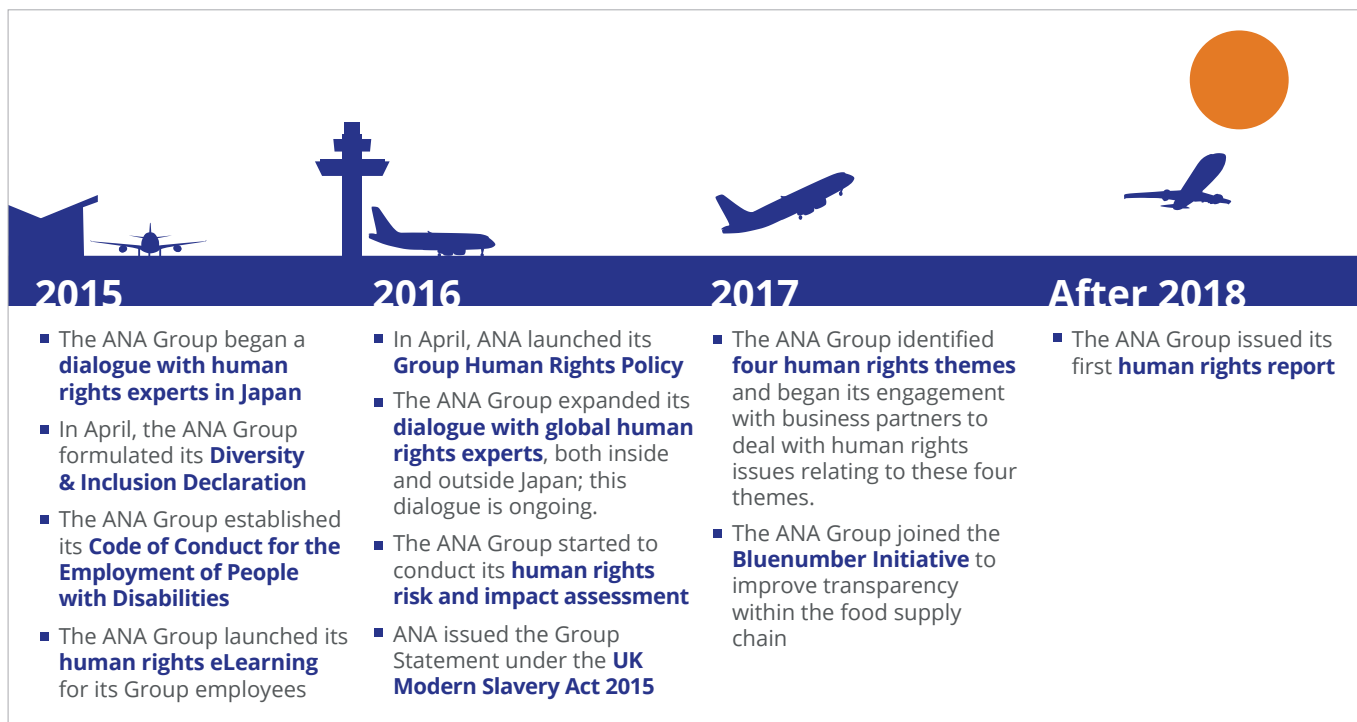
2-14-1 Nihonbashi
Chuo-ku
Tokyo 103-0024, Japan

Trade and Retail

All Nippon Airways Trading Co., Ltd.

Shiodome City Center
1-5-2 Higashi-Shimbashi
Minato-ku
Tokyo 105-7140, Japan

OUR JOURNEY TO RESPECTING HUMAN RIGHTS



ANA's Due Diligence

The ANA Group abides by the Human Rights Due Diligence framework set out in the UN Guiding Principles on Business and Human Rights. We monitor our progress at each step of the process, as shown on the right.

Our Human Rights Impact Assessment

In 2016, the ANA Group analyzed the human rights risks the Group's businesses may face in all its countries of operation, and identified the priority human rights issues that require special focus. The scope of the assessment was as follows.

For the assessment, we used Verisk Maplecroft's social and environmental data across 13 issues, and qualitative data gathered by Caux Round Table Japan through interviews within the ANA Group. We then asked several global human rights experts to comment on the results. Their comments helped identify the priority human rights issues on which the ANA Group should focus.

We understand that human rights situations are dynamic, and that we need to regularly review our human rights risks and priority issues through advice from experts on human rights.

Scope of the Assessment

Business activities	Air Transportation, Airline Related (Airport Ground Support, Aircraft Maintenance, Cargo and Logistics, Vehicle Maintenance, Catering etc), Trade and Retail, Travel Services
Countries and areas	Japan, UK, France, Germany, Belgium, China, India, Vietnam, Thailand, Myanmar, Malaysia, Singapore, Indonesia, Philippines, Taiwan, Korea, Australia, Canada, USA
Issues assessed (using Verisk Maplecroft data)	Child Labour, Decent Wages, Decent Working Time, Discrimination in the Workplace, Forced Labour, Freedom of Association, Collective Bargaining, Migrant Workers, Occupational Health and Safety, Trafficking in Persons, Total GHG Emissions, Air / Water Quality, Corruption

Verisk Maplecroft is a leading global risk analytics, research and strategic forecasting company. It provides data-based solutions and advice on political, human rights, economic and environmental risks to organizational resilience and sustainable procurement.

Caux Round Table is a global network of business leaders aimed at ensuring business contributes to a more free, fair and transparent society. **Caux Round Table Japan** assists companies to promote their human rights activities.



Our Policies and Statements

The ANA Group Policy on Human Rights is based on internationally recognized human rights, as set out in the International Bill of Human Rights (the Universal Declaration of Human Rights and the two International Covenants), the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact Ten Principles (of which ANA is a member). Our Policy is fully in line with the UN Guiding Principles on Business and Human Rights.

The [ANA Group Policy on Human Rights](#) articulates ANA's commitment to respect human rights. This commitment applies to all executives and employees of the ANA Group, including permanent staff and contract staff. The ANA Group makes a clear commitment in the Policy to encourage its business partners, contractors and suppliers to support the Policy, and to adopt similar policies. We are also committed to cooperating with them in promoting respect for human rights.

The ANA Group published a [statement under the UK Modern Slavery Act 2015](#).

The ANA Group's Social Responsibility Guidelines provide a code of conduct for all executives and group employees. In the section titled "We will respect human rights and diversity", the Guidelines state that ANA Group employees are expected to "respect laws and social norms based on internationally recognized human rights". In addition, they must "not only prevent employees from getting involved in child labour or forced labour, but also refrain from doing business with partners, contractors and suppliers where child labour or forced labour takes place".

The [ANA Group's Purchasing Policy](#) defines the minimum standards to which ANA Group suppliers are required to adhere. The Policy strictly prohibits child labour and forced labour, and requires suppliers to comply with internationally recognized human rights. It consists of Basic Policies, Purchasing Principles, and a Supplier Management Policy, and is an integral part of our qualification process for new supplier selection, as well as a tool used to periodically monitor existing suppliers. In FY2016, we implemented monitoring questionnaires for over 170 of our major suppliers. We also conducted regular audits at the factories of contractors for our handling and catering businesses, to ensure there is no forced labour or human trafficking within our supply chains.

ANA Group Governance to Respect Human Rights

The ANA Group has established the CSR, Risk Management, and Compliance Promotion Committee, comprising full-time directors and full-time Audit & Supervisory Board members. This Committee reports directly to the president and CEO, and oversees the ANA Group's human rights activities (including the identification of human rights risks, plans to deal with those risks, updates on progress, actions for improvement, and dialogue with stakeholders), and also formulates key policies. The Committee met three times in FY2016.

The Chief CSR Promotion Officer supervises CSR Promotions Officers (CPOs) and CSR Promotion Leaders (CPLs), who are deployed to Group companies and departments. These officers are responsible for ensuring the implementation of the ANA's Group human rights activities.

The ANA Group holds separate, more detailed discussions on human rights risks with companies within the Group as necessary, as well as with contractors and suppliers. During these discussions, the ANA Group stresses the importance of its Human Rights Policy and the need to deal with any human rights risks.

Meetings of the CSR, Risk Management, and Compliance Promotion Committee since FY2016

Date of committee meetings and human rights-related issues discussed at the meetings

October 28th, 2016 - Risk and Impact Assessment results; discussion on human rights issues the Group should address

January 24th, 2017 - Mid-term plan for human rights

March 14th, 2017 - Human rights activities and targets up to 2020; action plan for FY2017

June 27th, 2017 - Progress on measures relating to human rights issues; information disclosure

October 16th, 2017 - Progress on human rights due diligence; information disclosure

During FY2016, the ANA Group commissioned an independent third party to assess: implementation of our Human Rights Policy; Enterprize Risk Management (ERM); management structures; communication with suppliers; and training. The assessment found that more effort should be put towards integrating human rights issues in ERM and communication with suppliers. We will continue to strengthen our efforts in these areas.

Accounting Auditors

The accounting auditors perform audits of ANA HOLDINGS INC. and Group companies in accordance with the Companies Act of Japan and the Financial Instruments and Exchange Act of Japan. The accounting auditors prepare for the introduction or amendment of various laws and regulations, accounting standards, and other rules by allowing sufficient time for discussions to take place with the Company's finance division.

Audit & Supervisory Board and Audit & Supervisory Board Members

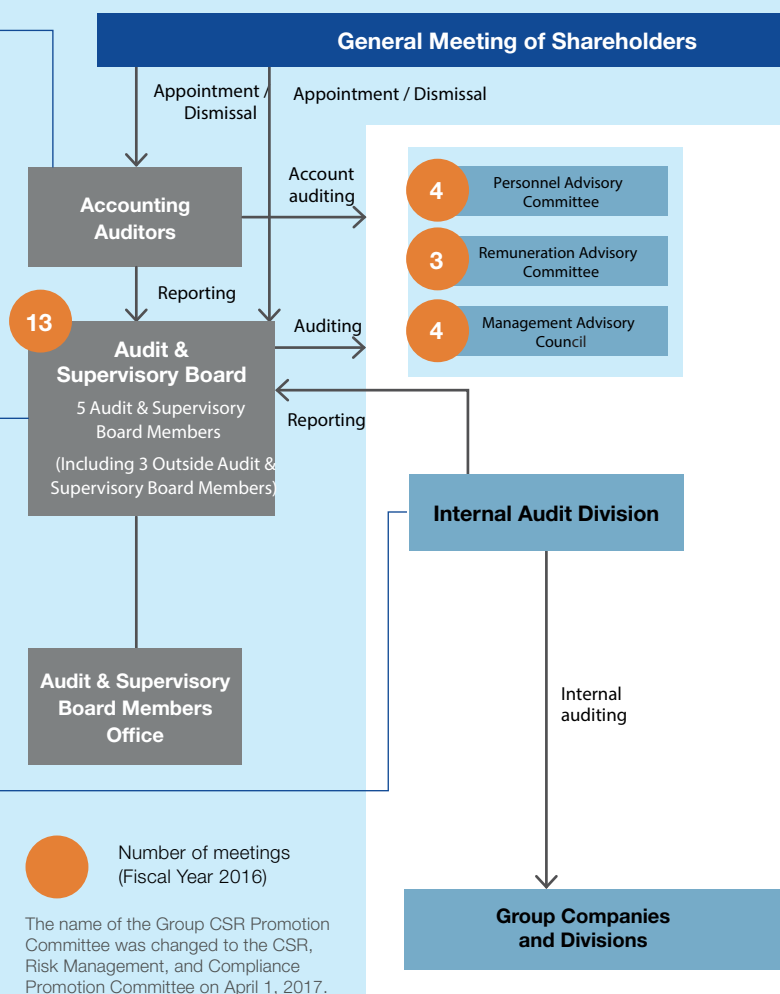
To ensure healthy development and to earn greater levels of trust from society through audits, the Company has appointed five Audit & Supervisory Board members, three of which are outside members, that possess plentiful experience and the high level of expertise required to conduct audits.

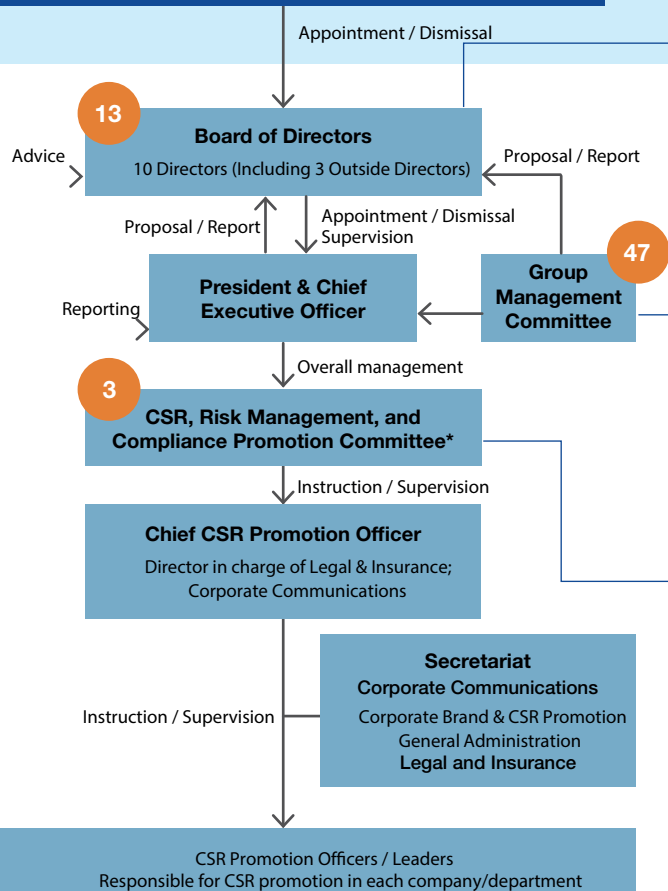
Audits by the Audit & Supervisory Board are conducted by full-time Audit & Supervisory Board members that are well-versed in the Group's business and highly independent outside members, the full-time outside member, who has experience working at financial institutions, serves as the main proponent of these audits. The Audit & Supervisory Board Members Office was established and placed under the direct control of the Audit & Supervisory Board members to provide support for audits. This office cooperates with the Internal Audit Division, which is directly under the supervision of the president and CEO, and the accounting auditors, to enhance the Company's auditing system. The three outside Audit & Supervisory Board members are registered as independent auditors with the Tokyo Stock Exchange.

Internal Audit Division

The Internal Audit Division, which reports directly to the president and CEO, audits the operations and accounts of ANA HOLDINGS INC. and Group companies and conducts independent, objective evaluations that correspond to the standards in the Financial Instruments and Exchange Act on the reporting system. Audits are comprised of regular audits, which are conducted in accordance with annual audit plans, and intermittent audits conducted at the discretion of management. Regular audits are impartially and objectively conducted based on risk analyses of each division and Group company. The results of audits are reported to the president and CEO every month and to the Audit & Supervisory Board members when needed.

Corporate Governance System





Board of Directors

The Board of Directors sets the Groupwide management policies and goals while also taking on the role of overseeing the management and business execution of each Group company.

The members of the Board of Directors are diverse in terms of experience, knowledge, expertise, and gender. There are nine male directors and one female director sitting on the Board of Directors; three of the 10 directors are outside directors. In addition, Audit & Supervisory Board members participate in meetings of the Board of Directors to facilitate swift and appropriate decisions and reinforce supervisory functions. The three outside directors are registered as independent directors with the Tokyo Stock Exchange.

Group Management Committee

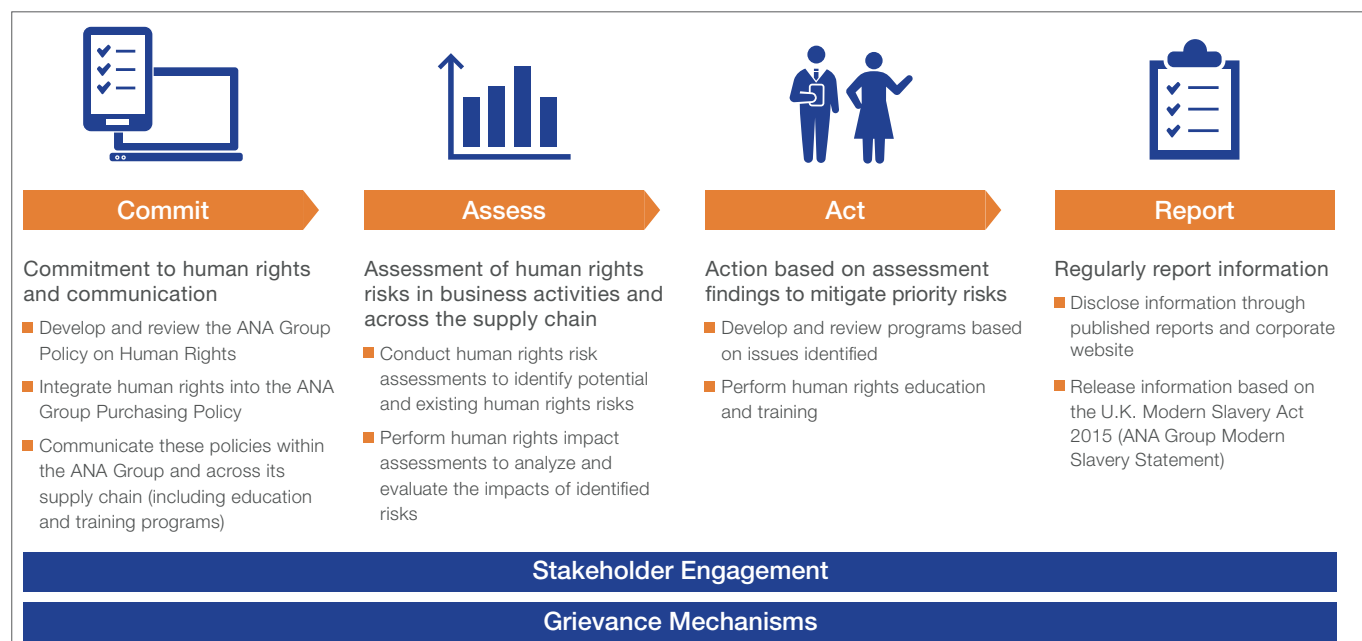
The Company has established the Group Management Committee, comprising the president and CEO, who acts as the chairman, as well as the full-time directors, full-time Audit & Supervisory Board members, and other members, to discuss measures needed to address management issues more swiftly and in greater detail. The committee fulfills a supplementary role to the Board of Directors.

CSR, Risk Management, and Compliance Promotion Committee

Under the ANA Group CSR Regulations, the Company has established the CSR, Risk Management, and Compliance Promotion Committee*, which promotes the advancement of formulated measures and reports directly to the president and CEO. The committee comprises the full-time directors and full-time Audit & Supervisory Board members. Policies and issues of significance related to the Group's CSR as a whole, including those pertaining to risk management and compliance, are discussed and proposals are made by this committee.

Voluntarily Established Committees

As advisory bodies to the Board of Directors, the Company has established the Personnel Advisory Committee and the Remuneration Advisory Committee, which are both membered by a majority of outside directors, as well as the Management Advisory Council. With these committees in place, we strive to improve the transparency and impartiality of our corporate governance system.



Identified Human Rights Themes and Risks

ANA puts the highest priority on ensuring safety, and on its responsibility to respect the human rights of its customers and its staff. A description of our activities in these areas can be found in [our annual report](#), and on our [CSR website](#). The ANA Group is also mindful of the importance of tackling human rights risks within its supply chain, and will continue its activities to mitigate risks in the following areas:

- The working conditions of foreign workers in Japan, especially in our partner companies
- The working conditions in our supply chain, especially in the catering and trading business
- The use of airplanes in human trafficking
- Corruption and bribery

We will work to address human rights particularly in the following priority countries:

- Malaysia
- Thailand
- Myanmar
- China
- Japan

Actions on Identified Human Rights Issues

We have started communicating with business partners (contractors and suppliers) to mitigate identified priority human rights risks.

Theme 1: Respect the Human Rights of Migrant Workers in Japan

Our business is supported by employees and workers of diverse nationalities. We would like to provide a good working environment for all, regardless of nationality or language. With this purpose, we have started to investigate the working conditions of foreign workers within our ground handling and catering businesses. The ANA Group has explained our Group Human Rights Policy to suppliers, and how the Policy should be applied to foreign workers. An independent third party was also commissioned to interview a sample of 12 foreign workers originating from four different countries (Philippines, Vietnam, Nepal and China) and working for two contractors, in order to investigate their working conditions. ANA also collected information on policies relating to contractors' human resources management, and the living conditions of foreign workers (where the company provides housing), to ensure they are provided with a healthy and ethical working and living environment.

We now plan to develop a system that will enable the early detection of any problem and/or concern. Foreign workers will be able to access this system in their own language. In addition, the ANA Group will clarify and strengthen policies on the recruitment and employment of foreign workers, and expand the areas and companies to which such policies apply.



Message from Puvan J. Selvanathan, CEO, Bluenumber

We are very happy to work with ANA and the ANA Catering company (ANAC) to develop fully transparent supply chains for ANA's in-flight meals. We have registered over 200 suppliers on ANAC's dashboard (the photo below shows part of the registered information) and can fully track the supply chain down to farmers for selected items. Once completed, ANA's customized suite of Bluenumber apps will offer business partners, suppliers and other stakeholders the opportunity to show their relationships with the ANA Group. Our goal is to help ANA promote and offer safe and ethically-produced in-flight food, and let ANA passengers know more about where their meals come from and what they contain.



What is Bluenumber? Bluenumber is an individual ID number for people, organisations, places or objects. Bluenumbers are provided and managed by Bluenumber LLC, based in New York. Bluenumber can support companies to create 100% transparent and traceable supply chains to deal with wider sustainability issues – relating not only to human rights, but also to safety, the environment, security and others. <https://www.bluenumber.org/>

Theme 2: Provide Ethical In-Flight Meals using Bluenumber

The ANA Group is the first Japanese company to participate in the Bluenumber Initiative. Under the initiative, the Group gathers and registers information related not only to direct, first-tier suppliers of several priority ingredients, but also to the producers (both companies and individuals). This information includes names, locations, what ingredients they produce, and the type of certification they have obtained.

ANA aims to provide passengers with safe and ethically-produced in-flight food, by achieving greater transparency and traceability in its supply chain, and by putting in place a system that enables ANA to facilitate sustainable conduct in agriculture, food-processing and other related sectors. ANA believes this will also enable the company to identify problems and take actions promptly.

Theme 3: Prevent the Use of Airplanes in Human Trafficking

The ANA Group operates airlines connecting cities all over the world, and we understand the risk that our business may unwittingly become involved in human trafficking. According to the ILO report from 2014, human trafficking earns profits of roughly 150 billion dollars a year for traffickers. We have a responsibility to contribute to progress in eradicating the practice. We are now planning to introduce human trafficking awareness training, in collaboration with international experts.

Theme 4: Eradicate Corruption

Operating in countries that lack sufficient law enforcement capacity can increase the risk that companies will become involved in corrupt practices, such as bribery. Corruption has a hugely harmful effect on society, and can worsen human rights issues.

We believe that we can contribute towards raising the bar in the fight against corruption, and have developed a handbook and guidelines to help the Group avoid any involvement in the practice. We conduct regular eLearning sessions for all Group employees to ensure a deeper understanding of corruption risks. We will continue our activities to contribute to a more transparent society, where wealth and privilege are evenly distributed and where all persons can enjoy greater access to social benefits.

Grievance Mechanisms

The ANA Group values grievance mechanisms that can enable speedy detection of potential and actual human rights issues, and ensure companies are able to listen to the needs of stakeholders effectively. Currently, the ANA Group provides several mechanisms for stakeholders – including customers, employees and shareholders – to lodge grievances and concerns. However, we recognize that our grievance mechanisms need to align with the criteria set out in Principles 31-40 of the UNGPs, and effectively target our priority human rights themes (outlined above).

ANA will begin developing policies and procedures for dealing with human rights grievances, and will consider whether the Group can integrate human rights issues into the existing mechanisms, or whether a new approach is needed. We will then explain to stakeholders how the mechanism works, and run tests to ensure its effectiveness.

We will open discussions with an independent third party that offers grievance mechanisms. We will also investigate how we can include support from civil society in the process, as this will be essential to make any mechanism effective.

Engagement with Stakeholders

Our approach to stakeholder engagement varies according to the human rights issue involved. In order for any stakeholder engagement to be effective, ANA tries to understand the requirements of each stakeholder and integrate those requirements in any action. We understand that good stakeholder relations are a prerequisite for good risk management.

With Employees

Our Group Human Rights Policy applies globally to all Group employees, including executives, permanent employees, temporary employees and contract employees. As of February 2017, all Group employees are required to complete a two-part eLearning program on human rights; 92.7% of employees have completed the program.

The main components of the eLearning program:

Part 1: What are human rights?

- the Universal Declaration on Human Rights
- the UN Guiding Principles on Business and Human Rights
- Corporate responsibility to respect human rights

Part 2: What human rights means to ANA

- ANA Group business and human rights
- ANA's Group Human Rights Policy
- ANA's action to implement the policy
- human rights contact points





Presentation at a forum entitled 'Responsibilities and Challenges on the Implementation of Business and Human Rights in Japan – Towards Formulation of a National Action Plan (NAP)', held on 6th December 2017 and hosted by the Civil Society Platform for Japan's National Action Plan on Business and Human Rights (BHR-NAP Platform).

With Business Partners

The ANA Group has shared the results of its Human Rights Risk and Impact Assessment with contractors and suppliers involved in particular businesses and products, and has explained its position on human rights risks and measures to address those risks. Past dialogue sessions are follows:

Related Business	Actions taken by FY2017
Catering business	Share our Group Human Rights Policy with our group company, ANA Catering Co. Ltd., and request collaboration
Ground Handling business	Share our Group Human Rights Policy with eight Group companies and request collaboration
	Share our Group Human Rights Policy with contractors at Haneda Airport and Narita Airport
Trading business	Interviews with foreign workers at two contractors
	Share our Group Human Rights Policy with our group company, ANA Trading Co. Ltd.
	Share our Group Human Rights Policy with 1st tier suppliers

Local Dialogues in Operating Countries

Building on our participation in May 2016 in a stakeholder engagement program in Thailand, in May 2017 we participated in engagement programs in Thailand and also Malaysia, both target countries for the management of human rights risks. During these programs, stakeholders – from government, NGOs and businesses – were asked about the ways they are addressing issues faced by workers (including migrant labourers) in those countries.

Dissemination of Our Commitment to Society

The ANA Group welcomes comments and feedback from external stakeholders, including NGOs, other businesses, and actors who may not be directly involved in our business. In 2017, we shared our activities at 18 seminars and conferences. These provide good opportunities to enrich our knowledge and build networks to deal with specific human rights issues.



Periodic Advice Session for ANA's Human Rights Activities

The ANA Group regularly receives advice on its human rights measures from experts in the field of human rights. In September 2016, the Group invited three experts from overseas: the Danish Institute for Human Rights, a former member of the UN Working Group on Business and Human Rights; the human rights advisory firm ELEVATE, and the Institute for Human Rights and Business (IHRB). The experts discussed the Group's human rights measures, its due diligence processes, and progress made in relation to human rights impact assessments. The Group received valuable advice on the human rights issues it should focus on.

Some comments received from experts in the September 2016 session:

- ANA has made excellent progress, including with the adoption of the Human Rights Policy. The need to be transparent as regards any concrete measures you introduce will be a bigger challenge. When providing information to the outside world, it is important to be clear on what you can and cannot do.
- As you expand further into Asia, your human rights performance will become scrutinized more and more.
- Take care of 'indirect impacts' when it comes to shipping, in relation both to workers and goods.
- The environment should be recognized as an important human rights issue that will affect coming generations.
- It is important to stress not only 'what you are doing now' but also 'what you plan to do'.
- The grievance mechanism should apply to the entire supply chain, and should be operated in cooperation with suppliers.



- There are strong concerns regarding the discriminatory treatment of foreign labourers in Japan. These issues will become even more important as the demand for labour increases in the run-up to the Mega-Sporting Events.

In September 2017, the ANA Group invited two experts from abroad – the Danish Institute for Human Rights and the Institute for Human Rights and Business – and shared updates since the 2016 session. The Group received valuable advice on the points to consider when the ANA Group advances with its programs relating to the priority human rights themes and issues it has identified, and on the effectiveness of collective action with trade associations, business groups, industry organizations and governments. The experts introduced some principles and guidelines that may align with ANA's activities.

[The Danish Institute for Human Rights](#) is an independent, state-funded human rights institution, originally established in 1987 by a parliamentary decision as the Danish Centre for Human Rights. The organisation provides expertise on business and human rights, and develops tools to help companies assess the impact of their business on human rights. More than 200 global firms use the tools.

[ELEVATE](#) is one of the world's leading social compliance assessment and improvement service providers, operating in the rapidly growing market for supply chain sustainability and risk management services. The company provides customized global monitoring programs and advisory services on capacity building in supply chains.

[The Institute for Human Rights and Business](#) is the leading international think tank on business and human rights, founded in 2009. The IHRB's mission is to shape policy, advance practice and strengthen accountability in order to make respect for human rights part of everyday business.



Some comments received from experts in the September 2017 session:

- Human rights is a pre-competitive area. Engagement with suppliers at an industry level will be an effective and efficient method to collectively advance health, safety and other activities with human rights impacts. Such a platform, where all the suppliers of airline and airline-related industries gather and share capacity building training, will contribute to raise the baseline within the industry as a whole.
- The [Dhaka Principles for Migration with Dignity](#), developed by the IHRB, and the [Best Practice Guidance on Ethical Recruitment of Migrant Workers](#) (developed by the Interfaith Center on Corporate Responsibility) will be useful for ANA to improve its treatment of migrant workers in Japan.
- The airline sector faces similar risks to the hotel industry when it comes to the use of its services by human traffickers. Capacity building to develop the skills of cabin attendants and check-in staff to spot suspicious behavior would be central to tackling the risk of human trafficking. Armed with the right questions, staff would be better able to identify when a situation is suspicious and to turn to law enforcement. It may also be beneficial to discuss the ways in which local authorities detect drug and weapon trafficking, and consider whether existing approaches could be applied to detect human trafficking.
- Whilst the ANA Group needs to have its own grievance mechanisms in place for its workers to raise their concerns, it also needs to promote the use of grievance mechanisms amongst its contractors and suppliers – in relation to the acceptance of worker concerns, the issues identified during that process, and how these are followed up. Such mechanisms are important for ANA to address grievances and impacts within its value chain.



ANA and the Tokyo 2020 Games

The Tokyo 2020 Games will be held amid heightened expectation that human rights will be respected in the preparation and delivery of such a significant sporting event. At the international level, the Mega-Sporting Events Platform for Human Rights (or MSE Platform) was established in June 2016 as a multi-stakeholder coalition of international and intergovernmental organisations, governments, sports governing bodies, athletes, unions, sponsors, broadcasters and civil societies; it is chaired by Mary Robinson, former president of Ireland. In October 2016, ANA attended the MSE Platform's first event, held in Washington DC, and obtained a deeper understanding of the expected role of sponsor companies. In September 2017 (Tokyo) and November 2017 (Geneva), ANA shared its human rights experiences with other national and international Olympic sponsors.

At the domestic level, in March 2017, the Tokyo Organising Committee of the Olympic and Paralympic Games (TOCOG) published a Sustainable Sourcing Code that incorporates human rights issues. International actors, including members of the MSE Platform, are currently scrutinising how TOCOG is implementing the Code, and whether it is achieving its objectives of respecting human rights at the Tokyo 2020 Games. As a sponsor company, we support TOCOG's commitment to respect human rights, and will ensure we and our suppliers will comply with the Code, including ensuring decent work for workers across supply chains.

ANA will be involved in the provision of transport at the Olympic Games, including for athletes, the committee and audiences. We will ensure we provide a pleasant flight for all passengers regardless of gender, religious or sexual orientation, or any disability, and at the same time we understand our responsibility to avoid any negative human rights impact, including human trafficking. In this regard, we will act collectively with a wide range of interested parties, including national authorities and immigration offices, other airline companies, and industry associations. We continuously try to assess the human rights risks related to the Tokyo 2020 Games, and the possible legacy the Games may have.

Message from John Morrison, Secretariat, MSE Platform

ANA has been playing an increasingly important role in showing how a sponsor company of the Tokyo 2020 Games can assess and manage their human rights risks across different business activities. Such steps towards greater transparency can only help TOCOG's overall initiative in relation to respecting human rights. I appreciate ANA's openness in sharing its activities through its first human rights report, which assesses their activities all over the world. I believe ANA knows the importance of demonstrating a 'Culture of Transparency' and understands the opportunities that exist for those companies that can manage risk not just in business-centric terms but for all those people that it impacts. Such leadership is always important, anywhere in the world.

ANA's approach to human rights due diligence should be applicable to other sponsor companies, and this will support TOCOG's implementation of its Sustainable Sourcing Code. I hope other Japanese sponsor companies follow ANA's example. We very much hope that, collectively, all those involved in Tokyo 2020 create a powerful human rights legacy in terms of its impacts both on and off the field of competition.





UN Guiding Principles Reporting Framework

This report aims to align with the UN Guiding Principles Reporting Framework. The index below is designed to help you identify how and where the framework disclosures are addressed. For full details on the framework, please visit <https://www.ungpreporting.org/>

Section of the Framework	Pages
Part A: Governance of Respect for Human Rights	
A1 Policy Commitment	
A1.1	page 5
A1.2	
A1.3	pages 10-11
A2 Embedding Respect for Human Rights	
A2.1	pages 5-7
A2.2	pages 5-7
A2.3	pages 10-11
A2.4	pages 10-11
A2.5	
Part B: Defining the Focus of Reporting	
B1 Statement of salient issues	pages 8-9
B2 Determination of salient issues	
B3 Choice of focal geographies	pages 8-9
B4 Additional severe impacts	
Part C: Management of Salient Human Rights Issues	
C1 Specific Policies	
C1.1	
C2 Stakeholder Engagement	
C2.1	pages 8-9
C2.2	pages 8-9
C2.3	
C3 Assessing Impacts	
C3.1	
C3.2	
C4 Integrating Findings and Taking Action	
C4.1	
C4.2	
C4.3	
C5 Tracking Performance	
C5.1	
C6 Remediation	
C6.1	
C6.2	
C6.3	
C6.4	
C6.5	

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