

JETRO Human Rights Policy

Preamble

The Japan External Trade Organization (JETRO) operates under the concept of “*Connecting with the world. Together, we move forward.*” Guided by this concept, JETRO seeks to realize “*A prosperous and peaceful world achieved through connectedness.*” To this end, as its Vision, Mission, and Values (VMVs), JETRO has set forth “*Laying the foundations for business in exciting new fields together with people, companies, and countries.*”

Based on these cherished principles, JETRO leverages its domestic and international networks to promote trade and investment and to conduct research and analysis, thereby contributing to the sound and sustainable development of business in Japan and around the world.

In carrying out these activities, JETRO collaborates with numerous governments and enterprises both within Japan and abroad. Such collaboration is underpinned by people-to-people exchange and cooperation grounded in relationships of mutual trust among individuals.

JETRO recognizes that respect for human rights is essential to building and sustaining these relationships of trust. Accordingly, JETRO is committed to respecting human rights and duly acknowledges the growing expectations of the international community in this regard.

This Policy sets forth JETRO’s fundamental approach to human rights in carrying out its activities based on its VMVs and serves as the foundation for its related internal rules and guidelines. This Policy applies to all officers and employees of JETRO, from the Chairman & CEO to staff members, including those stationed both in Japan and overseas. JETRO also expects its business partners — including external consultants, suppliers, contractors, and other parties engaged in its operations, as well as enterprises utilizing JETRO’s services—to support and adhere to this Policy.

Initiatives as an Incorporated Administrative Agency

Recognizing its role as an Incorporated Administrative Agency, JETRO is committed to advancing its own efforts to respect human rights as well as to supporting the human rights initiatives of enterprises.

JETRO encourages enterprises that utilize its services to undertake human rights due diligence and supports such efforts through the provision of relevant information.

Furthermore, recognizing the risk of gross human rights abuses is heightened in conflict-affected areas, JETRO supports enterprises operating in such environments to ensure that they are not involved in such abuses.

Respect for Human Rights

In accordance with the United Nations Guiding Principles on Business and Human Rights, JETRO respects internationally recognized human rights, including those set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights and the International Covenants on Human Rights), as well as the rights contained in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Wherever it operates, JETRO complies with all applicable laws and respects internationally recognized human rights. In situations where conflicting requirements arise, JETRO seeks ways to honor the principles of internationally recognized human rights to the greatest extent possible.

Human Rights Due Diligence (HRDD)

In order to fulfil its responsibility to respect human rights, JETRO conducts human rights due diligence on an ongoing basis.

JETRO identifies and assesses actual or potential adverse impacts on human rights that it may be involved in through its own activities or as a result of its business relationships. Where adverse impacts on human rights are identified, JETRO integrates human rights due diligence into its relevant internal departments and processes, takes appropriate measures to prevent and mitigate such impacts, and tracks and evaluates the effectiveness of its responses.

Where it is necessary to prioritize responses to actual or potential adverse human rights impacts, JETRO seeks first to prevent and mitigate those impacts that are most severe or where delayed response would make them irremediable.

JETRO discloses its efforts and progress under this Policy through its website and other appropriate means.

Stakeholder Engagement

JETRO engages in dialogue with its stakeholders regarding the implementation of initiatives based on this Policy.

Remediation

Where it becomes evident that JETRO has caused or contributed to adverse human rights impacts, JETRO provides for or cooperates in their remediation.

Grievance Mechanisms

JETRO establishes or participates in effective grievance mechanisms for stakeholders who may be adversely affected, to ensure that grievances are addressed at an early stage and the remediation is enabled.

JETRO also ensures that no whistleblower who makes reports or person who seeks consultation under this Policy is subject to any form of disadvantage as a result.

Training

JETRO provides the necessary training to ensure that all officers, employees and staff members are able to act in accordance with this Policy.

Communication and Implementation Support

JETRO communicates this Policy to its external consultants, suppliers, contractors, and other parties engaged in its operations, as well as enterprises utilizing JETRO's services, and provides support as necessary

This Policy is overseen by the Executive Vice President responsible for the Administrative Affairs Department and has been approved by JETRO's Board of Directors and signed by the Chairman & CEO.

June 11, 2026



Norihiko Ishiguro

Japan External Trade Organization (JETRO)

Chairman & CEO