

JP-MIRAI Privacy Policy

JP-MIRAI, a general incorporated association (hereinafter referred to as "JP-MIRAI") Inheriting the philosophy of the Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI), a voluntary organization, JP-MIRAI (hereinafter referred to as "the Organization") will work together with companies and organizations that support and practice the "Code of Conduct" that meet international standards toward 2030, the target year of the SDGs, to promote the responsible and stable recruitment of migrant workers by employers and receiving organizations in compliance with laws and regulations. We aim to improve the working and living environment for migrant workers through responsible and stable acceptance of migrant workers, including compliance with laws and regulations, thereby creating a prosperous and sustainable society and making "Japan, a country trusted and chosen by workers around the world".

In cooperation with all stakeholders, and with the aim of realizing the above philosophy, the Organization shall comply with the Act on the Protection of Personal Information (Act No. 57 of 2003, hereinafter referred to as the "Personal Information Protection Act"). In cooperation with all of our stakeholders and in order to realize the above philosophy, we will comply with the Act on the Protection of Personal Information (Act No. 57 of 2003, hereinafter referred to as the "Personal Information Protection Act") and other related laws and regulations. In order to comply with the above philosophy, and to ensure compliance with the Act on the Protection of Personal Information (Act No. 57 of 2003) and other related laws and regulations, we consider it an indispensable requirement to protect the personal information of our members and other people related to our organization, and we will implement the following.

Article 1. Basic Concept

To the extent necessary for the smooth operation of various services provided by the Organization, members (including those who intend to join) The same shall apply hereinafter.) Applicants for events of the Organization, persons who have made inquiries from the Organization's website or e-mail address dedicated to inquiries, or persons who use the Consultation and Remedy Services described in Paragraph 3, Paragraph 2 (hereinafter referred to as "Consultee"). (hereinafter referred to as " the organization's affiliates").

We collect and handle information. The collected information will be handled appropriately within the scope of the purpose of use.

The handling of personal information shall be in accordance with the provisions of this provision in addition to those stipulated by the Personal Information Protection Law and other related laws and regulations.

Article 2. Definition of Personal Information

Personal information means information about a living individual as defined in Article 2.1 of the Personal Information Protection Law that can be used to identify a specific individual by name, date of birth, or other description contained in the information (including information that can be easily cross-checked with other information and thereby used to identify a specific individual). (including information that can be easily matched with other information and thereby identify a specific individual) (iii) Information that includes a name (as defined in Article 2, Paragraph 2 of the Personal Information Protection Law) or a personal identification code (as defined in Article 2, Paragraph 2 of the Personal Information Protection Law).

The Organization may also collect information that by itself does not fall under the category of personal information, pseudonymized information, or anonymized information (hereinafter referred to as "personally identifiable information") from the persons related to the Organization or a third party. The Organization also obtains information that by itself does not fall under the category of personal information, pseudonymized information, or anonymized processed information ("Personal Related Information") from the Personnel or third parties. When a person related to the Organization provides personal information to the Organization in order to participate in the Organization's activities or to use the business operated by the Organization, the Organization may link such information to the personally identifiable information of the person related to the Organization. If, as a result, the personally identifiable information becomes personal information, it will be treated as personal information and handled within the scope of the purposes of use described in Section 4.

Article 3. Scope of Information to be handled

1. Membership Information

The Organization welcomes as members those who agree with the

Membership Rules and Code of Conduct established by the Organization, and who are willing to join us with the aim of realizing the ideal acceptance of migrant workers.

(1) The Organization collects the following personal information of members upon application for membership and retains it as personal data.

- Type of company/organization application or individual application
- (Application as a company/organization) Official name of the company/organization, or (Application as an individual) Company/organization to which the applicant belongs
- Category of company/organization applying (business company, industry association, recruitment agency, supervisory organization/registered support organization, sending agency, local government, NGO/NPO, embassy, professional office) or occupation (category) of individual (manager/employee, self-employed, civil servant, researcher, professional, other individual)
- Related industries of the applying company/organization or individual (agriculture, forestry, fishing, construction, manufacturing, information and communication, transportation and postal services, wholesale and retail, finance and insurance, real estate and goods rental, academic research, professional and technical services (including professional work and consulting), accommodation and food services (wholesale and retail trade, financial industry, insurance industry, real estate industry and goods rental industry, academic research and professional/technical service industry (including professional work and consulting), accommodation and food service industry, lifestyle-related service industry, job placement and worker dispatch industry, education and learning support industry, medical and welfare industry, public service, others)
- Department, position, and name of person in charge or name of applicant
- Activities related to foreign workers
- Reason for membership, etc.
- URL of the website of the company/organization to which the applicant belongs or the website operated by the applicant
- URL of a website or SNS that describes activities related to foreign workers by the applicant or the company/organization to which the

applicant belongs (CSR report, human rights report, activity report, etc.)

- Agreement to abide by the membership rules and principles of conduct of the Organization
- Agreement with the privacy policy of the Organization
- Whether or not there is an oath that the company/organization has no relationship with antisocial forces

(2) After completing the admission procedure, the Organization may obtain personal information from members, such as the name of the corporation or organization, name, comments in support, etc., and photo, and retain this information as personal data.

(3) When we receive activity plans and reports from our members in accordance with our Code of Conduct, we collect the following personal information and retain it as personal data.

- Name of member
- Date of submission of above report, etc.
- Contact e-mail address
- Whether or not the above activity plan and report will be published on the Organization's website
- The contents of the annual activity plan and semiannual activity reports, etc., in accordance with the Code of Conduct of the Organization

(4) When conducting and operating workshops and other events conducted by the Organization, the Organization may obtain personal information such as name, date of birth, age, address, telephone number, occupation, and other necessary information and retain it as personal data when necessary due to the nature of the matter, such as when accepting applications for participation.

2. Consultee's Information

The Organization, in cooperation with the Japan International Cooperation Agency (hereinafter referred to as "JICA") (hereinafter collectively referred to as the "Consultation and Remedy Services"). The Consultation and Remedy Desk will be operated in cooperation with JICA.

The Consultation and Remedy Desk is partially operated by Citizen's Network for Global Activities (hereinafter referred to as "CINGA"), a specified nonprofit corporation.

In operating the Consultation and Remedy Desk, CINGA obtains the following personal information of the Consultee and retains it as personal data.

- (1) When using the Consultation and Remedy Services, the following personal information of the Consultee will be acquired and retained: name, date of birth, gender, country of origin, status of residence, period of stay, place of residence, occupation, language, date and time of entry, occupation, contact information (e-mail address/phone number), sending agency used when arriving in Japan, supervisory organization, place of employment, other attributes of the Consultee, matters concerning the working environment and living environment, and information on the person's family and friends. (hereinafter collectively referred to as "JP-MIRAI Portal"), whether or not the applicant is registered on the JP-MIRAI Portal site or its application (hereinafter collectively referred to as "JP-MIRAI Portal"), and whether or not the applicant is a certified foreign worker. (hereinafter collectively referred to as "JP-MIRAI Portal"), and the existence or non-existence of a certification code.
- (2) When using the Consultation Remedy Services, depending on the content of the consultation, the Organization may ask the Consultee for personal information requiring special consideration (Article 2, Paragraph 3 of the Personal Information Protection Law), such as the race, social status, and medical history of the person who is the subject of the consultation.
- (3) If the Consultee uses the Consultation Remedy Services after registering as a user of the JP-MIRAI Portal, the Organization will obtain the user information that the Consultee has registered on the JP-MIRAI Portal.
- (4) When necessary due to the nature of the matter, such as when accepting applications for participation in publicity events conducted by the Organization, the Organization may ask the Consultee to register his/her name, date of birth, age, address, telephone number, occupation, and other necessary information.

Article 4. Purpose of Use

1. The Organization will use the personal information of the members described in Paragraph 3.1 (1) and 3.2 (2), as well as the information on consultants collected in Paragraph 3.2 (1) through (3), for the following purposes.

- (1) Infrastructure building project to support foreign residents

Project to build infrastructure to support foreign nationals (portal site (application))

(2) Collaborative projects with private companies on "Business and Human Rights

- Utilization for training and advisory services for private companies.
- Utilization for a project to operate a consultation service and relief mechanism for migrant workers.
- Utilization for human rights due diligence support projects for private companies.
- Utilization for certification projects for migrant worker receiving companies and related organizations.

(3) Multi-stakeholder cooperation projects

- Utilization for projects to promote member's initiatives and learning from each other.
- Utilization for research and study projects related to the acceptance of migrant workers.
- Utilization for domestic and international public relations and awareness-raising projects.

(4) To be used for projects incidental to those listed in (1) through (3) above.

(5) To provide information to JICA and GTN for the smooth implementation of the projects listed in (1) through (4) above.

2. The information collected in the above paragraphs 3.1 (3) and 3.2 (4) will be used by the Organization to ensure the smooth implementation of the relevant seminars and other events, as well as to inform the public of future events to be held by the same organizations.

Article 5. Proper Acquisition of Personal Information

The Organization will not acquire personal information through deception or other wrongful means.

If a person associated with the Organization is a minor, he/she must obtain the consent of a legal representative, such as a person with parental authority, before agreeing to this Privacy Policy.

Article 6. Provision of Information to be handled

1. The Organization will provide JICA and GTN with information obtained from persons related to the Organization.

In providing such information, the Organization will comply with the Personal Information Protection Law and related laws and regulations.

2. Except for the cases described in the preceding paragraph, in principle, the Organization will not provide information acquired from its affiliates to any third party.

However, JICA and GTN may provide information from a consultee to a third party on an exceptional basis when specifically stated in this Privacy Policy, when the consultee individually gives his/her consent, or when the provision of information is legally possible without the consent of the consultee.

3. JICA and GTN will use the information obtained from the persons concerned with the Organization only for the purposes described in Section 4.
4. The Organization, JICA, and GTN may prepare statistical data based on the personal information provided, which is processed in such a way that individuals cannot be identified. The statistical data that cannot identify individuals may be used by the above organizations without any restrictions.

Article 7. Security measures, etc.

1. We will make every effort to prevent leakage, loss, or damage of personal information and otherwise ensure the safe management of personal information.
2. In the operation of the Consultation and Remedy Desk, the handling of personal data may be entrusted to an outside party. In such cases, the entrusted party will comply with relevant laws and regulations, and will take necessary measures to prevent leakage, loss, or damage of the information handled and to otherwise appropriately manage the information handled.

Article 8. Notification of Leakage, etc.

In the event of a leakage, loss, or damage of personal data handled by the Organization, or any other event that is specified by the Rules of the Personal Information Protection Committee as a situation that is related to the security of personal data and is highly likely to harm the rights and interests of individuals, the Organization will notify the Consultee of such event, as

provided for in the Rules of the Personal Information Protection Committee. The Organization will notify the Consultee of the occurrence of such a situation as provided for in the Rules of the Personal Information Protection Committee.

However, this shall not apply in cases where it is difficult to notify the Consultee and alternative measures necessary to protect the rights and interests of the individual concerned are taken.

Article 9. Ensuring the voluntariness of provision and consequences of not providing such information

Whether or not to provide personal information to the Organization depends on the will of the people involved in the Organization. However, please note that such personal information is information necessary for participation in the efforts of the Organization or use of the business operated by the Organization, and if you do not provide it, you may not be able to use some or all of the functions of the Consultation and Remedy Desk.

Article 10. Complaint Handling

The Organization will endeavor to appropriately and promptly handle complaints regarding the handling of personal information.

Article 11. Notification, disclosure, correction, and suspension of use of retained personal data

The Consultee may request the Organization to notify the purpose of use of retained personal data (Article 16, Paragraph 4 of the Personal Information Protection Act) that identifies the Consultee, disclose the data or records of provision to a third party, correct, add, or delete the content of the data, or suspend or delete the use of the data. Please contact the Organization using the contact information listed in Article 13.

Article 12. Miscellaneous

This Privacy Policy shall be written in Japanese. Even if this Privacy Policy has been translated into English or any other language for reference purposes, only the original Japanese text shall be deemed effective as the Privacy Policy, and translations in any other language shall have no effect whatsoever.

The Organization may change this Privacy Policy from time to time. Any changes to this Privacy Policy will be posted on the Organization's website

(Home - Japan Mirai (jp-mirai.org)) and the JP-MIRAI Portal (JP-MIRAI Portal), so please check the contents carefully after any change.

Article 13. Contact for Inquiries

Name: General Incorporated Association JP-MIRAI
Address: 101-0061
Tensho Office Suidobashi 605, 3-5-9 Kanda Misaki-cho,
Chiyoda-ku, Tokyo (in the office of General Incorporated
Association JP-MIRAI)
Contact: Email: ask@jp-mirai.org
Personal Information Protection Manager: Shin Aoyama

Revised: June 1, 2023