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Below are key areas where ANA should increase its efforts for Human Rights:

- 1) **Continue focus on Human Rights Due Diligence (HRDD)**- it is appreciated that ANA is committed to the UN Guiding Principles (UNGPs) through its Human Rights policy, training and Human Rights Impact assessments (HRIA). With social distancing here to stay for coming months, HRDD will become challenging due to tough business environment and limited in-person engagement (with employees, suppliers and rights holders) in the value chain.
- 2) **Impact on supply chain**- ANA has an extensive supply chain, which includes supplies and support functions, which will require continuous engagement.
- 3) **Impact on travellers**- as travel opens up again, there will be increased sanitisation and various ways of social distancing at airport as well as inside the aircraft.
- 4) **Impact on employees**- with many flight cancelations, ANA will have to continuously engage with employees and unions to create a path forward for downsizing or alternative working arrangements.
- 5) **Impact on environment**- in many countries a government bailout, with increased environmental responsibility, is inevitable to get the airlines companies back in the sky and it is understandable that ANA has sought such supporting measures as well.
- 6) **Focus on rights holders**- women, children, migrants, informal workers, and low-income groups have been severely impacted by Covid-19.