

**Statement by the Delegation of Japan to the OPCW at the 108th  
Session of the Executive Council  
Under Agenda Item 11**

Japan would like to express its sincere appreciation to our esteemed colleagues from New Zealand and Mexico for their dedication to the discussions on amending the tenure policy. We also commend the Technical Secretariat for its continuous efforts to strengthen knowledge management policies and practices within the OPCW.

Japan welcomes and fully supports the proposed amendments to the OPCW tenure policy. As the OPCW faces an unpredictable and dynamic global landscape, the role of the Technical Secretariat becomes more crucial than ever. This amendment is a significant step towards ensuring the OPCW remains strong, efficient, and fully equipped to fulfil its mandate under the CWC.

Japan would like to reiterate the importance of this policy, which carefully balances retaining valuable expertise and maintaining the OPCW's status as a non-career organization. By granting the Director-General the authority to rehire former staff under certain conditions, the OPCW can continue benefiting from experienced professionals while upholding the highest standards of efficiency, competence, and integrity. Furthermore, we commend its emphasis on geographical diversity and gender balance, reinforcing the organization's commitment to inclusivity.

Japan strongly believes that this amendment of the policy, with expanded opportunities for rehired staff, is a significant step toward strengthening the organization's long-term capacity to fulfil its mission for a world free of chemical weapons.