

News Release

October 29, 2019

Coca-Cola Bottlers Japan Inc.

Coca-Cola Bottlers Japan wins the Director General's Award of the Disabled Employment Excellent Company Award for the first year of Reiwa for its unique and remarkable efforts in disabled employment!

Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter "CCBJI") won the Director General of Industrial and Labor Affairs Bureau's Award of the Disabled Employment Excellent Company Award in which Tokyo selects and recognizes companies working on unique and remarkable efforts in disabled employment.

The Disabled Employment Excellent Company Award is a program that selects and recognizes companies in Tokyo, among those meet the legal rate of disabled employment, that are actively working on skill development and better treatment for the disabled and making unique and remarkable efforts in disabled employment to create an environment in which people with disabilities can work energetically at their workplace. The program has two awards; the Governor of Tokyo's Award and the new Director General of Industrial and Labor Affairs Bureau's Award started this fiscal year. The selection committee recognized CCBJI's engagement to become an "excellent company with dignity" as outstanding efforts for this fiscal year.

[CCBJI's three unique and recognized initiatives]

(1) Set-up of specialized section	By setting up a specialized section, dedicated staff provide continuous support from hiring through onboarding to create an environment where the disabled can work energetically. CCBJI also arranges a workplace suitable for each person where they are actively engaged in a variety of areas, such as administrative work and light work, as part of workforce.
(2) Support for para-athletes	Currently four employees of para-athletes are employed (targeting at ten), working on both the sport and work. They have an opportunity to stay as employees even after they retire from the sports.

(3) Proactive information dissemination	CCBJI disseminates information on how people with disabilities are active at work using its public relations magazine, in-house intranet, and social media, and provides in-house training to learn basic knowledge and improve understanding to create a culture where people with disabilities work comfortably. It also started initiatives to foster a sense of unity as peers working together, such as same new-hire training for disabled and non-disabled employees.
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CCBJI Group continues its efforts to become a more competitive “excellent company with dignity”, creating transformation and innovation that lead to value creation by providing opportunities where all employees can fulfill their full potential regardless of their characteristics such as gender, age, disability, nationality, and sexual orientation by respecting the diversity of each and every employee.