

News Release

March 5, 2020

Coca-Cola Bottlers Japan Inc.

**Initiatives to promote diversity & inclusion
to provide equal opportunities for LGBT workers
Announcement of Revisions to Internal policies
(Employment Regulations, etc.)**

Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJI”) has introduced revised internal guidelines (employment regulations, etc.) in order to provide a more inclusive working environment and equal opportunities across our diverse workforce.

Revisions include an amendment to the definition of spouse to include same-sex partners of employees, and cover a wide range of policies such as special paid leave, family support, procedures for leaves of absence, etc. We have introduced new company-wide e-learning content to all employees (17,562 people) and manager training (1,263 people) to raise awareness of these policy updates and to promote a more inclusive working environment for all employees. These revisions were effective as of January 1, 2020.

In October 2019, our LGBT-related initiatives received a “Gold” ranking in our first application to be recognized in the “PRIDE INDEX 2019” program, which is an assessment by the “work with Pride” organization.

We regard the promotion of diversity and inclusion as an important business challenge and we respect the diversity of our workforce in order to provide a working environment that allows all employees to leverage their full potential, regardless of gender, age, disability, nationality or sexual orientation. We believe this is an important element of our ongoing business transformation to create shared value and raise our overall competitiveness.

* Definition of spouse: A spouse includes any individual who is in a relationship equivalent to a de facto marital relationship, whether the couple are of the opposite-gender or same-gender.

[Reference]

■ What is work with Pride (wwP)?

A voluntary organization that supports the promotion of diversity management for LGBT employees in companies and other organizations. wwP was launched in 2012 when IBM Japan and International NGO Human Rights Watch organized joint seminars to support LGBT employees. Later, a certified NPO organization “good aging yells” and a certified NPO organization “Nijiuro Diversity” joined them. Every year wwP organizes an Executive Committee composed of different companies, with good aging yells serving as secretariat. This year marks their 3rd year of operations.



- Official site: <https://workwithpride.jp>
- Facebook : <https://www.facebook.com/workwithprideinJapan>

■ What is PRIDE INDEX?

“PRIDE INDEX” is the first index in Japan to assess companies’ LGBT-related initiatives. wwP named it “PRIDE INDEX “ to recognize workplaces where LGBT people can work with pride. Companies are selected and assessed based on the following 5 indices, and rated “Gold”, “Silver” and “Bronze”.

- ① Policy: Action Declaration
 - ② Representation: LGBT network
 - ③ Inspiration: Raising Awareness
 - ④ Development: Human Resources Management Policy and Programs
 - ⑤ Engagement/Empowerment: Social Responsibility and External Activities
- "PRIDE INDEX" website: <https://workwithpride.jp/pride-i/>