

News Release

Nov 11, 2021

To the press

Coca-Cola Bottlers Japan Inc.

Coca-Cola Bottlers Japan received "Gold" rating in "PRIDE Index 2021," which evaluates companies' sexual minority-related initiatives

Coca-Cola Bottlers Japan Inc. (headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter "CCBJI") is pleased to announce that it has received the "Gold" rating in "PRIDE Index," established by a voluntary organization "work with Pride," to evaluate companies' initiatives related to sexual minorities such as LGBTQ.

work with Pride



The "PRIDE Index" was established by the voluntary organization "work with Pride" in order to realize a comfortable workplace for LGBTQ people beyond the framework of companies, organizations, etc. "work with Pride" aims to share information to create a workplace where LGBTQ people can work comfortably as they are and to provide companies with opportunities to proactively work on creating such workplace. Initiatives of companies are assessed based on the five indicators: Policy, Representation, Inspiration, Development, and Engagement/Empowerment.

CCBJI believes that it is important to respect the individuality of each employee, actively take in diverse values and ideas, and continue to generate innovation. Based on the concept of "Diversity & Inclusion (D&I)," it promotes the creation of more comfortable work environment and the reformation of awareness across the company, such as the revision of internal regulations and continued implementation of training, in order to provide LGBTQ and other sexual minority employees with equal opportunities. Its specific initiatives are outlined below.

■ Revision of internal regulations

CCBJI revised its internal regulations (Employment Regulations) in January 2020 to define the term “spouse” to include those partners who are in effect in a similar relationship as marriage, regardless of whether they are the same or opposite gender. This revision has allowed the employees to use childcare leave, family care leave, and other welfare benefits, irrespective of the gender of their partners or their marital status. It also amended its Human Rights Policy and D&I Policy to include descriptions about “gender identity and expression” in addition to sexual orientation.

■ Training programs and events

CCBJI conducted training on unconscious bias for all managers and e-learning to promote a basic understanding of LGBTQ for all employees. In addition, a program to promote an understanding of LGBTQ is also included as part of the onboarding training offered to new grads and mid-career hires. In addition, we held online events in which employees who wish to participate can do so.

■ Establishment of an LGBTQ consultation desk

CCBJI has established an internal consultation desk with a view to creating a necessary system to properly respond to sexual minority-related consultations. This consultation desk supports not only the sexual minority employees but also their supervisors and co-workers in LGBTQ-related matters, for example in the event that they are struggling with their own sexuality or someone comes out to them.

CCBJI will continue to create a comfortable workplace environment for its employees to increase their productivity, thereby contributing to its stakeholders.

*Please note that the information contained in news releases is current as of the date of release. Certain information may have changed since the date of release.