

News Release

December 15, 2020

Coca-Cola Bottlers Japan Inc.

Coca-Cola Bottlers Japan wins the Silver Award in “Cancer Ally Award 2020”

Coca-Cola Bottlers Japan Inc. (headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJ”) is pleased to announce that the company has been selected as the recipient of Silver Award in “Cancer Ally Award 2020” hosted by Cancer Ally Project.

“Cancer Ally Award” is a commendation program organized by Cancer Ally Project, a private organization that focuses on addressing the labor issues of cancer-affected workers with an aim to create a society and workplace environment that allow these workers to remain as active members of the workforce while they continue to receive necessary medical treatment to fight against the disease.

Every year, this project recognizes through this program a selected group of enterprises and organizations taking proactive measures to this end and achieving outstanding results. This year, CCBJ has been selected as the winner of the Silver Award by this project that undergoes a rigorous final screening process that includes the assessment of health management programs implemented by the shortlisted enterprises and organizations as well as the inclusiveness of the workplace environment they are cultivating internally.

As a company that considers the maintenance and promotion of the employee’s health as one of its important management agenda, CCBJ is committed to foster an inclusive corporate culture that regards its employees’ health first and foremost, and is putting in place a wide range of initiatives under the slogan “Road to 100” which reflects the company’s forward-looking attitude to support its employees’ efforts to enjoy their longevity by staying healthy and active even when they reach the age of 100 and beyond. These initiatives consist of support programs and activities, including those described below, that are designed to help the employees balance the efforts they put into their work in the company and their medical treatment, when they contract a major disease like cancer, acute myocardial infarction or cerebral stroke.

- ① In CCBJ, the employees who contract a major disease like cancer will be eligible to a long-term sick leave up to 33 months* to enable them to concentrate on their recovery without losing their employment status. During this extended period of absence from work, their salary will be mainly covered by the subsidy provided from the company’s welfare association so that they will be able to focus on their treatment with less financial burden. (*In addition to the above, they will be eligible as well to a special paid leave system

that allows them to keep the number of days of annual paid leave that normally expires at the end of the fiscal year valid for a longer period.)

- ② CCBJI offers various employment systems to help alleviate the stress of employees with health concerns, including the Super Flex system that does not setting core work hours and staggered commuting system that permits the employees to flexibly schedule the time to start and end working according to their high-priority personal matters, such as, their hospital appointments.
- ③ The company established a team under its human resource division that is dedicated to supporting the building of a workplace environment where the employees who contract a major disease like cancer can work together with their supervisors to set up special work arrangements to enable them to fulfill their newly assigned duties even while they receive intensive medical care.

Coca-Cola Bottlers Japan will continue to protect the health of its employees and fulfill its mission to “deliver happy moments to everyone while creating value” by promoting flexible workstyles that can respond to the business needs in the “With COVID” period while maintaining stable supply of safe and secure products.



Coca-Cola Bottler Japan’s “Cancer Ally Declaration”



【Reference】

For more information on the approaches taken by CCBJI to promote its health management efforts, click here:

<https://www.ccbji.co.jp/csv/humanrights/health.php>

For more information on the Cancer Ally Project, click here:

<https://www.gan-ally-bu.com/>

*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.