

News Release

January 27, 2020

Coca-Cola Bottlers Japan Inc.

- Aiming to further improve the health of our employees -

Total banning of smoking during business hours

Towards a company and society without passive smoking

Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter "CCBJI") started total banning of smoking during business hours in January 2020 with the aim to improve the health of its employees. Under the Health Declaration, we have introduced various programs to create an open workplace, such as "Sawayaka Style" to allow employees to dress casually; a work-out program "Sawayaka Challenge"; and "Quit Smoking Support Program" using ICT.*

* ICT is an acronym for Information and Communication Technology. This technology enables telemedicine using tablets, etc.

With revisions to the Act on the Promotion of Health related to Passive Smoking on April 1, 2020, and the promotion of a "Tobacco-free Olympics" by the International Olympic Committee, the Tokyo Olympic Games will reportedly ban smoking at all Olympic venues and premises during the Games, including heat-not-burn cigarettes. CCBJI strives to improve the health of our employees and create an even more comfortable work environment by implementing the "total ban on smoking during working hours" starting January 1, 2020 and encourages people to quit smoking. We will also continue to actively make work-style reforms to realize a workplace that allows each of our employees to develop their talent and work energetically in good health.

Total ban on smoking - Overview

1. No smoking during business hours (excluding lunch break)
 - Heat-not-burn and e-cigarettes are also prohibited during business hours.
2. No smoking indoors
 - The indoor smoking areas are moved outdoors
3. No smoking in company vehicles, regardless of business hours or breaks (some exceptions)

Coca-Cola Bottlers Japan Health Declaration

“Sawayaka Style”

～“Road to 100” Striving for a healthy body even at age 100～

As a company who always stays close to your daily lives, Coca-Cola Bottlers Japan places the first priority on good health at all times and offers products and services of value that meet the needs and preferences of all generations.

As such, our employees themselves must lead an active and healthy lifestyle and be able to enjoy work with a feeling of comfort.

We recognize the responsibility for each employee to proactively maintain good health and to take actions to enhance one’s health, and the company and the Health Insurance Association will work in unison to advance various actions for maintaining and promoting health and strive to nurture a corporate climate of “Health as No.1”.

[Reference documents]

Other initiatives related to work-style reforms

■ Let’s try teleworking one straight week!

From November 2019 to January 2020, we set up a “Telework Week” each month to give employees a chance to work from home or satellite offices for one straight week. We strive to improve and firmly establish the already implemented telework system to realize comfortable commuting methods in preparation for transportation problems during the Tokyo 2020 Olympics and Paralympics, as well as to ensure that business operations continue during emergencies. We also encourage the employees to make use of the flex time system during the period.

■ Volunteer leave

On January 1, 2020, we launched a volunteer leave system to support our employees to join social contribution activities for the reconstruction of disaster-stricken areas, social welfare programs, etc. Up to 5 working days per year can be used as special paid leave.

● Eligible activities

The following activities that take place in Japan

- Social welfare activities (charity, education, etc.)
- Disaster-stricken area reconstruction support activities (incl. disaster prevention activities)
- Cleaning/environmental conservation activities
- Sports events (company sponsored competitions only, such as the Tokyo 2020 Olympics and Paralympics, etc.)