



J. Front Retailing Receives Gold Rating in PRIDE Index That Evaluates LGBT Initiatives

J. Front Retailing Co., Ltd, has received a “gold” rating in the PRIDE Index* 2021 that evaluates initiatives relating to LGBTs and other sexual minorities (“LGBTs”).

J. Front Retailing Group (the “Group”) has identified the “promotion of diversity & inclusion” as one of its materiality issues. We think we need to create an environment in which all employees can deepen their understanding of diversity & inclusion and work in the ways they like so that diverse human resources will cooperate while discussing to connect their abilities and individuality and make them work.

LGBT initiatives are important for the “promotion of diversity & inclusion.” Going forward, we will aim to realize the Well-Being Life of employees by creating a corporate culture that allows individual employees to demonstrate their individuality and empowers them regardless of sexual orientation and gender identity.

【Major LGBT initiatives】

■ Explicit prohibition of discrimination against LGBTs in the Principles of Action

The JFR Principles of Action, the Principles of Action for Suppliers, and the Human Rights Policy for employees and suppliers prohibit discrimination and harassment against LGBTs.

■ Initiatives to promote an understanding of LGBTs

Training by outside teachers for the management team, training for all employees in management positions, and e-learning programs for all employees are provided.

■ New LGBT-related systems

In March 2021, the Group created the “same-sex partnership rules” and “gender change support leave” and set up LGBT Consultation Desks in all operating companies to create an environment in which LGBT employees can work in the ways they like.

*About PRIDE Index

The PRIDE Index was launched by a voluntary organization “work with PRIDE” to evaluate LGBT-related initiatives at workplaces and help create LGBT-friendly workplaces across corporate, organizational and other boundaries in Japan. Companies and organizations that strive to create LGBT-friendly workplaces are rated based on this index. The PRIDE Index has the following five pillars.

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)

work with Pride



What J. Front Retailing Group thinks about Well-Being Life



The Group Vision is to Create and Bring to Life “New Happiness.” The goal of this Group Vision is “Well-Being Life (both mentally and physically fulfilling life).”

The Group will promote sustainability management that solves social issues and achieves corporate profits at the same time through business to realize the Well-Being Life of its stakeholders.

Contact

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