

Actions for Human Rights

Human Rights Policy, Human Rights Education

The Group stipulates its Human Rights Policy in the JFR Principles of Action and the JFR Principles of Action for Suppliers, which were formulated in June 2019. Our Human Rights Policy states our attitude to deepening understanding of various human rights issues and taking appropriate action, as the foundation for all our business activities.



The establishment of the Human Rights Awareness Promotion Committee

Daimaru Matsuzakaya Department Stores is active in education and publicity about human rights, to ensure that every employee has a proper awareness and understanding of human rights issues.

Daimaru Matsuzakaya Department Stores "Human Rights Awareness Promotion Committee"

[Composition]

Chairperson (store manager), promotion committee members (department managers), Secretariat

[Activities]

- Participation in training sessions⇒Training on entry to the company, internal human rights seminars, etc.
- Participation in external training sessions⇒ Seminars hosted by various administrative agencies
- Practical activities⇒ Distribution of PR materials and seminar announcements

To Prevent Harassment

The Group recognizes that once an incident of harassment occurs, it can inflict major physical and emotional harm on the victim. We also realize that such incidents are a serious risk factor that can cause a collapse in a company's social credibility.

The Group made J. Front Retailing Group Harassment Eradication Declaration in June 2020 to eliminate and prevent harassment. We continue to strive for legal compliance on harassment.

Daimaru Matsuzakaya Department Stores and all other operating companies are developing systems, such as establishing the Harassment Prevention Committee and the Harassment Consultation Desk, to respond swiftly to incidents which do occur and to prevent recurrence.

Daimaru Matsuzakaya Department Stores "Harassment Prevention Committee"

[Composition]

Chairperson (Executive General Manager of Human Resources Development Division or General Manager of Business Promotion Division), committee members (department managers), Secretariat

[Activities]

- Promotion of preventive measures and publicity about all aspects of harassment behavior
- Smooth resolution of incidents

Labor Management Relationships

In Japan, basic matters concerning the rights of workers, such as employment opportunities, working hours, and health and safety, are stipulated in the Labor Standards Law and other labor-related laws and ordinances. These matters must be observed by both management and labor. Each operating company practices labor-management self government with each individual labor union, in line with actual conditions, concerning issues of working conditions and economic position improvement. Also, J. Front Retailing and the Federation of J. Front Retailing Group Labor Unions have established the JFR Labor-Management Meetings as a forum for deepening mutual understanding. Both sides contribute to the building of smooth labor relations in each operating company.

* Overall membership rate in the Federation of J. Front Retailing Group Labor Unions 78.4% (March 1, 2020)

The process of consultation and testimony about harassment in the Group.

