

Promote an Understanding of LGBT and Create a Work Environment

The Group is actively working on LGBT initiatives to promote diversity & inclusion. We set up systems and promote understanding to create a work environment that allows individual LGBT employees to show their individualities and abilities.

New Systems Related to LGBT

In March 2021, the Group newly 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 ways they like.

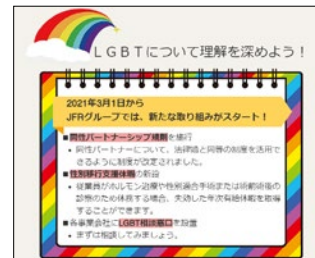
System	Details
Same-sex partnership rules	A relationship with a same-sex partner will be recognized as equivalent to marriage (same-sex partnership) and the “marriage” and “spouse” under the current employment rules, etc. will apply to such partnership.
Gender change support leave	An employee with gender identity disorder can use necessary number of annual paid leave that expired in the last two years when he/she is absent from work due to hormone treatment, gender reassignment surgery and/or examinations before and after surgery.
LGBT Support Desk	Set up LGBT-related consultation desks in all operating companies

*The same does not apply to some operating companies.

Initiatives to Promote an Understanding of LGBT

The Group provides training by rank to promote all employees’ understanding of LGBT. In 2019, we invited outside teachers to provide training for the management team. In addition, in 2020, we provided training for all employees in management positions, and in 2021, we provided all employees with an e-learning course and a comprehension test.

In 2020, in order to raise awareness, we posted pages on LGBT in our internal website to promote an understanding of LGBT. A video that



Internal website

provides basic knowledge is posted and LGBT-related systems and the Group’s initiatives are presented there. In 2021, we distributed pocketable LGBT guidebooks to all employees to thoroughly promote an understanding of LGBT.

J. Front Retailing has received a “silver” rating in the PRIDE Index certified by a voluntary organization “work with Pride” to evaluate initiatives relating to LGBTs and other sexual minorities at workplaces.

Details of LGBT initiatives



The Group’s LGBT initiatives

2019

- Added an explicit prohibition of discrimination and harassment against LGBT people to the JFR Human Rights Policy
- Provided training for the management team
- Held LGBT-related events in the stores of Daimaru Matsuzakaya Department Stores
- Installed an all gender restroom “Personal room” in Shibuya PARCO
- Established an Ally Community

2020

- Formulated the Group Declaration on the Elimination of Harassment
- Started LGBT-related training for employees in management positions
- Raised awareness on the internal website
- Installed All Gender Restroom in Shinsaibashi PARCO

2021

- Newly created same-sex partnership rules
- Newly created gender change support leave
- Newly created LGBT Support Desks
- Provided LGBT-related e-learning course
- Distributed pocketable LGBT guidebooks

