Promotion of

Employment of People with Disabilities \rightarrow LGBT Human Rights Human Resource Development Promotion of Innovation Generation

Actions on LGBT Issues

As part of our promotion of diversity, we are developing environments and systems which empower all employees and allow them to work in ways that make the most of their individual characteristics. To that end, we are also actively working on LGBT issues.

Explicit Statement of Policy

The JFR Conduct Policy and Human Rights Policy within the JFR Principles of Action, and the Principles of Action for Suppliers, stipulate the basic norms of behavior expected of each and every director and employee of the Group. These documents explicitly state that all forms of discrimination and harassment based on sexual orientation and gender identity are prohibited.



Principles of Action for Suppliers

Training at Management Levels

The Group provided its management levels (directors in J. Front Retailing, managing executive officers and above in Daimaru Matsuzakaya Department Stores and Parco, and the presidents of all operating companies) with training on LGBT issues, at an officer retreat in March 2019 with invited external teachers. External teachers were also invited to provide training to the Human Resources Department managers of each operating company.

We are considering providing such training to more employees in future.

Actions by Daimaru Matsuzakaya Department Stores

Daimaru Matsuzakaya Department Stores takes action in each of its stores to promote LGBT understanding.

Since June 2019, Daimaru Umeda store has been organizing events to respect sexual diversity and allow LGBT people and sexual minorities to participate with peace of mind. Events have included privacy-sensitive makeup events (51 participants), shows and spot sales of women's clothing in wide-ranging sizes (48 participants), and lingerie events. These popular events drew numerous LGBT customers to participate.

Matsuzakaya Nagoya store raised a vertical banner to express its support of the Rainbow Pride LGBT event. It also presented event posters, decorated its interior digital signage and sales areas with rainbows, and asked sales staff to wear rainbow items, as gestures of support.

We will keep on promoting LGBT understanding in future.



Vertical banner on Matsuzakaya Nagoya store

Opening the Ally Online Community

The Group has established the LGBT Ally Community on its internal social media network, which can be accessed by all employees, for the purpose of voluntary exchanges between LGBT ally* employees. This community achieved online connection between employees in stores and offices nationwide.

* Ally: A person who does not discriminate against LGBT people and strives for understanding.

External recognition

Silver Pride Award (2019)

J. Front Retailing has been awarded a Silver Pride Mark by the "work with PRIDE" volunteer organization, as an indicator of its actions for LGBT and other sexual minorities in the workplace. We were highly rated for the explicit prohibition in our Human Rights Policy of discrimination on grounds of gender identity and sexual orientation, for

our related training of managers and human resources staff, for actions by Daimaru Matsuzakaya Department Stores, and for opening the Ally community.

