

JFR Sustainability Management	JFR Materiality Issues	Realization of Decarbonized Society	Promotion of Circular Economy	Management of the Entire Supply Chain	Promotion of Diversity & Inclusion	Realization of Work-Life Integration	Realization of Customers' Healthy/Safe/Secure life	Coexistence with Local Communities	Sustainability Initiatives of Operating Companies	Risk Management	External Recognition	Sustainability Data
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# Sustainability Initiatives of Operating Companies

## JFR Card

JFR Card promotes the online issue of credit card statements, the digitalization of paper-based documents and completely paperless meetings. The company achieved the target percentage of the online issue of credit card statements for fiscal year 2020 with the cooperation of cardholders. In February 2021, the company was certified by the Qualified Security Assessor (QSA) for its compliance with PCI DSS\*, the global security standards for credit card numbers, etc., to strengthen security. In addition, by expanding its merchant network to shops around our department stores, the company is creating a cashless environment in the whole areas.

\*PCI DSS stands for Payment Card Industry Data Security Standard. It is a set of criteria developed to handle credit card holder data safely.

 ➡ JFR Card website (Japanese only)

## J. Front Design & Construction


J. Front Design & Construction's efforts to reduce GHG emissions include the switch to LED lighting in offices and factories, online meetings for promoting paperless practices, and waste reduction by using reusable system panels to construct temporary enclosures in demolition work sites. In designing, the company actively promotes consideration for the environment and the use of energy-saving materials.

For increasing female employees, the company provides human resource development programs and "seminars for women" to promote their understanding of various systems. In addition, they promote diverse work styles by introducing a telework system and a half-day leave system.

 ➡ J. Front Design & Construction website

## Dimples'

Dimples' promotes the use of human resources based on individual abilities, performance, aptitudes and motivation. The share of women in management positions is 37.7% in the head office, branches, and outsourcing divisions (as of August 2021). Thus women are widely empowered. Disabled workers mainly support outsourced operations in department stores. In addition, they, as a staffing service company, actively refer job applicants with disabilities to other companies so that they will be hired.

 ➡ Dimples' website (Japanese only)

## Daimaru Kogyo

Daimaru Kogyo is working on switching to LED lighting in offices and paperless meetings to reduce GHG emissions.

Its automobile-related departments obtained the international standard ISO 9001 certification to strengthen quality control.

The company also engages in a new business to prevent animal damage, which has become a social issue.

 ➡ Daimaru Kogyo website


## Consumer Product End-Use Research Institute

Consumer Product End-Use Research Institute provides the quality tests of various products and consultation concerning product quality. Against the backdrop of recently growing consumer interest in “food safety and security,” the company launched a new business that certifies food safety standards in 2019. Currently, as a JFS standards assessment company of the Japan Food Safety Management Association, they audit and judge whether a company provides food safely.

In addition, in response to the amended Food Sanitation Act in June 2020, which in principle requires all food business operators to implement hygiene control based on the HACCP\* principles, the company operates a business to support the introduction of HACCP.

The company also focuses on contribution to local communities, for example, by jointly holding an event for infants “Science Lab” with JFR Kodomo Mirai and participating in the earthquake recovery project of Organization for Small & Medium Enterprises and Regional Innovation, Japan and providing seminars for business operators in the affected prefectures in the Tohoku region.

\* HACCP is a global food hygiene control system.

 Consumer Product End-Use Research Institute website (Japanese only)

## Angel Park


Angel Park installed two more 200-volt EV charging stands in the car park operated by the company in fiscal year 2020. Thereby they have a total of seven stands including three in the south area of the parking, three in the north area and one in the parking area of Yaba Park. Going forward, the company will respond to EVs, which are expected to increase, to contribute to reducing GHG emissions.

 Angel Park website (Japanese only)

## JFR Service

In fiscal year 2020, JFR Service reduced the amount of paper used by approximately 25% from the previous year by going paperless through the promotion of the electronic authentication of internal applications and other measures.

And in order to realize work-life integration, the company has promoted diverse work styles by promoting telework and encouraging employees who are raising children or taking care of their families to work shorter hours and male employees to take childcare leave. The company also actively hired disabled people, which resulted in its employment rate of 5.15%.

 JFR Service website (Japanese only)

## JFR Information Center

JFR Information Center strives to go paperless by issuing digital vouchers and promoting the use of online storage. In addition, the company promotes diverse work styles by setting up an infrastructure for telework, for example, by promoting the electronic authentication of internal applications.

 JFR Information Center website (Japanese only)