



## Accelerating ESG initiatives for the development of a sustainable society! Participated in the “UN Global Compact,” “Women’s Empowerment Principles” and “Japan Climate Initiative”

J. Front Retailing Group (the “Group”) regards ESG initiatives as one of high priority management strategies. We created “ESG Promotion Division” in March 2018 and identified our priority materiality issues as well as the Group’s attitude to ESG, that is, the Group’s sustainability policy (disclosed in the Integrated Report 2018).

For the purpose of addressing these issues more expeditiously and more strongly, we signed the “UN Global Compact” and we were registered as a participating company on October 17, 2018. We also hereby announce that our participation in the “Japan Climate Initiative” and “Women’s Empowerment Principles” was approved on September 11 and October 4, respectively.

We will comply with these principles and spirits and fulfill our social responsibilities more than ever. At the same time, we will make strenuous efforts toward the development of a sustainable society.

### 《United Nations Global Compact》

The UN Global Compact is a voluntary initiative under which businesses and other organizations participate in a global framework to act as good members of society and realize sustainable growth by demonstrating responsible and creative leadership. Businesses are expected to comply with the ten principles in the four areas including “human rights,” “labor,” “environment” and “anti-corruption.”

The Ten Principles of the UN Global Compact

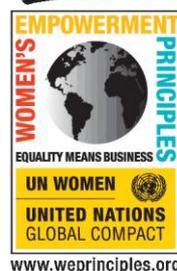
**WE SUPPORT**



Human rights	Businesses should: 1.support and respect the protection of internationally proclaimed human rights; and 2.make sure that they are not complicit in human rights abuses.
Labor	Businesses should: 3.uphold the freedom of association and the effective recognition of the right to collective bargaining; 4.uphold the elimination of all forms of forced and compulsory labor; 5.uphold the effective abolition of child labor; and 6.uphold the elimination of discrimination in respect of employment and occupation.
Environment	Businesses should: 1.support a precautionary approach to environmental challenges; 2.undertake initiatives to promote greater environmental responsibility; and 3.encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	Businesses should: 10.work against corruption in all its forms, including extortion and bribery.

### 《Women’s Empowerment Principles》 *We Support*

The Women’s Empowerment Principles are a set of principles of action developed through a partnership between the UN Global Compact and UN Women to actively address initiatives to help empower women. By signing these principles, we actively implement initiatives for women and aim to create an environment where all women are empowered.



### 《Japan Climate Initiative》

The Japan Climate Initiative is a network of companies, local governments and NGOs that are actively implementing climate actions and agree to aim for decarbonization. By joining this network, we as a company will actively take climate actions to realize a decarbonized society.



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