

Interview  
**Mami Tani**  
Athlete

专访  
**谷 真海**  
运动员

**AEON** February  
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Fully Global, Truly Local



SPECIAL FEATURE

# Aiming for an Inclusive Society

Efforts to Promote the Activities of  
People with Disabilities



特集

## 营造共生社会

— 努力推动残疾人士的活跃 —



Mildly Spicy and Richly Fragrant  
Large Japanese Pepper

### Asakura Sansho or Japanese Pepper (Tajima Region, Hyogo Prefecture)

The name "Asakura Sansho or Japanese Pepper" comes from its regional origin of Asakura Yoka-cho, Yabu City in the Tajima region. It is a first class item that was offered to the Edo Shogunate (1603-1867). The region has a climate with a large temperature difference between day and night which grows high quality, large peppers. Each pepper has a mild spiciness to it and an aroma that reminds one of rich and bountiful citrus fruits. It can be prepared as tsukudani (boiled down in soy sauce) or cooked with "ikanago no kugini (sand eels simmered in soy, mirin etc.) which is a Seto Inland Sea coast specialty served as a sign of the arrival of spring. The perfect dishes to accompany a bowl of steaming white rice.

辣味温和，  
芳香浓郁的大山椒

### 朝仓山椒 (兵库县但马地区)

“朝仓山椒”之名取自但马地区养父市八鹿町朝仓的地名，是进献江户幕府的极品。昼夜温差较大的气候培养出粒大质优的果实。辣味温和，宛如柑橘类水果的浓郁芬芳是它的特征。可用于烹饪佃煮以及濑户内海沿岸的迎春料理“玉筋鱼钉煮”，即可做成下饭好菜肴，尽享山椒芬芳。



In cooperation with the region, the "Hyogo Prefecture Tajima Asakura Japanese Pepper Food Artisan Promotion Council" was established as part of Aeon's Food Artisan project, which strives to inherit traditional skills through partnerships with producers who are working to preserve local specialties.

永旺在“Food Artisan (食品匠人)”活动中设立了与地区共同协作的“兵库县但马朝仓山椒食品匠人推进协议会”，以与守护乡土风味的生产者携手合作为基础，努力推动传统技艺的传承。

<http://www.foodartisan.jp/>

Illustration by AYA COHARU

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## AEON Magazine

February 2019 Vol. 64



Cover Art by MIMOE

An artist talented in a wide range of genres from illustration, papercut art to murals. For this special feature, bubbles with drawings of people living together regardless of disabilities, nationality, age or gender expressing the symbiotic society that Aeon is aiming to achieve.

广泛活跃于插画、剪纸、壁画等领域的作家，通过描绘四海八方的人们跨越身体障碍、国籍、年龄、性别等隔阂，在肥皂泡中和睦生活的风景，展现永旺所追求的共生社会愿景。

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SPECIAL FEATURE 特集

## Aiming for an Inclusive Society Efforts to Promote the Activities of People with Disabilities

Activities aiming for a society in which there is respect for diversity and every person can demonstrate their abilities are picking up momentum.

At Aeon, the belief is that diversified human resources will be the foundation of growth for companies, and diversity management is being promoted as a Group.

This issue features not only the beliefs Aeon has towards human resources, but will introduce efforts to deepen understanding of an inclusive society through parasports, and the mechanisms which enable people with disabilities to be active and examples of workplaces.

The interview with Mami Tani provides insight on her experiences as a paratriathlete and business person.

### 营造共生社会 — 努力推动残疾人士的活跃 —

为构建彼此尊重，谁都能发挥其所能的社会，  
各种活动正在加速进行。

永旺视为多样化人才提供活跃场所为企业成长的基石，  
集团和衷共济推进多样性经营。

本期将在传达永旺对人才的见解的同时，  
介绍通过残疾人体育加深对共生社会理解的活动，  
协助残疾人士活跃的体制以及现场事例等。

在卷首专访中，我们采访了既是残疾人铁人三项参赛者，  
也作为企业人士活跃于社会中的谷真海女士。

Illustration by MASAKO FUJIMOTO

“Even if you have a disability,  
I hope society allows you  
to make the most of your individuality”

“希望看到残疾人也能各尽所能  
发光发热的社会”



Photo by Shugo Takemi 竹见脩吾

### Profile

Mami Tani developed osteosarcoma and had her right leg amputated below the knee during her university years. After graduating, she joined Suntory. She is the winner of the 2017 Paratriathlon World Championships, and expectations are high for 2020. She is active in a wide range of fields including lecturing at seminars.

在大学时代罹患骨肉瘤，右腿膝盖以下截肢，毕业后入职Suntory Holdings Limited，在2017年世界残疾人铁人三项世锦赛中荣获冠军，期待2020年精彩表现。积极活跃于众多领域，如举办演讲活动等。



Athlete 运动员

# Mami Tani

谷真海

## Striving to Realize Barrier Free Minds

Mami Tani has accomplished many achievements as a para-athlete and is also a successful business person. She talked about what she wishes to see in society and shared her thoughts about companies going forward.

### 身残志坚 心灵无限

谷女士不仅是硕果累累的残疾人运动员，也积极活跃在社会工作第一线。她向我们传达了对今后社会的期待和对企业的寄语。

### Toward an era that sees a change even in the unique Japanese mentality

I started using a prosthetic leg 16 years ago. That was when I became aware of the inconveniences that existed in our society, such as the little bumps and hard-to-walk roads. These are things I hadn't noticed until then. The social infrastructure has greatly improved compared to back then, such as having more elevators and slopes at stations. In addition to making these tangible aspects barrier free, I think that from now on we should aim to eliminate the barriers in people's minds.

The Japanese people tend to hesitate to call out to people with disabilities or foreigners, or may overreact when interacting with them. Although the Japanese are kind, often times they didn't have the courage to reach out or they perceived these people as special. This is an issue that is influenced by factors such as experience, and as we see more and more foreigners in Japan these days, we are seeing a change in the mindset of the Japanese people. By coming in contact more often with foreigners and people with disabilities, I believe the Japanese people will be able to communicate better.

I have had many opportunities to compete in Europe, and the societies there made me realize what it was like to have a barrier-free mind. In Europe, you normally see people with disabilities all around town. It is common for them to go about on their own and live their lives independently. Nowadays, technology helps support disabilities. With a good prosthetic leg you can move around just like anyone else, and with more advanced wheelchairs you have more freedom in mobility. Meanwhile, if people around you are overly attentive, it may make you more aware of your disability. I think that people with disabilities will become more independent by not giving special treatment but interacting with them with just like able-bodied people.

In the field of sports, able-bodied athletes and para-athletes practice together in the same place, and there is no barrier between them in terms of the training environment. There is much to be learned from this. In the 2012 Games in London, the matches were televised every day in England, which quickly raised interest about parasports. Many people enjoyed watching it purely as an athletic event. They say that after the Games, the attitude toward people with disabilities changed, and their employment conditions improved dramatically. As in this case, we can say that parasports played an important role in terms of sports triggering a change in society.

### Toward an era that views various types of disabilities as a person's individuality

I currently work at the CSR department of a manufacturer. As part of my job, I am working to raise awareness about parasports by giving lectures and through public relations activities. I am able to meet many people and it is truly a rewarding job. I believe companies should recognize an employee's individuality regardless of whether or not he/she has a disability and make full use of their capabilities by putting the right people in the right position. An ideal corporate culture would be a company with a diverse array of people, where every one makes the most of each other's characteristics and complements each other.

As a company close to customers, I hope that Aeon will see things at the same level as people with disabilities as well as people of different races, nationalities, and languages. I look forward to seeing Aeon create a truly diverse society for its customers and for its employees by developing stores and workplaces that take different perspectives into consideration. In terms of parasports, it would be great to see more people become interested in it and supporting it as a sports competition. For the athletes, the cheers from the spectators are really encouraging and can actually impact their performance. I hope that Aeon will utilize its stores to actively publicize about parasports and disseminate information.

### 走进日本特有意识也变迁的时代

我使用义足的生活从16年前开始。此前从未留意过的社会中的不便之处映入眼帘，例如微不足道的小台阶、不利于行走的道路等等。和当年相比，车站电梯、残疾人坡道等社会基础设施建设突飞猛进，今后我们不仅需要加强硬件设施面，更需要走向消除人心隔阂的时代。

在我看来，面对残疾人或者外国人时不敢与其交流，或者交流时小题大做，是日本人的倾向。往往心怀善意，却缺乏走近彼此的勇气，或者将对方视为特殊对象。这是由沟通经验不足引发的，在当今外国人日益增加的时代推动下，日本人的意识也迎来了蜕变。我相信只要有更多机会接触彼此，与外国人或者残疾人士的沟通都会变得更加圆满。

我远征欧洲的机会比较多，感受到那里是没有心灵隔阂的社会。在欧洲，大街小巷中经常会看到残疾人。他们在日常生活中自强自立，对独自行动习以为常。现代有很多协助残疾人士的技术，装上的义足就可以正常走动，轮椅技术的发达也提高了行动自由度。但是，如果四周的人对其过于关照，反而会让残疾人被自身残疾所束缚。无需特别关照，和一般人群一视同仁，可以促进残疾人自强自立。

在运动领域中，残疾人运动员和一般运动员在同一场所一起练习，从环境面来说也没有隔阂。我认为这是值得借鉴的。在2012年伦敦奥运会、残奥会举办时，英国电视台连天播放比赛，迅速提高了人们对残奥会的关注度。很多人都视其为竞技项目观战叫好。据说英国在该年度残奥会后，面对残疾人士的意识有所改变，在雇佣残疾人的领域也有了飞跃性进展。如上所述，残疾人运动可以通过运动改变世界，意义重大。

### 走进将残疾人特性视为个性的时代

目前供职于公司CSR部门。在工作中通过演讲宣传活动致力于提高残疾人运动的认知度，并有机会接触各方人士，我感到这份工作很有意义。企业应当不区分对待残疾人，认同员工个性，因材施教，用其所长。我认为融洽无间，各尽所长，互相帮助的环境是理想的职场环境。

希望看到永旺作为贴近顾客的企业，不局限于残疾人，跨越人种、国籍、语言界限，和所有人共享视角。融合顾客视角和员工视角，致力于店铺建设与职场建设，为实现名副其实的多样化社会做出贡献。此外，希望能有更多人关心残疾人运动，将其视为竞技运动送上声援。观众的声援是选手的巨大动力，可以改变选手的竞技表现。期望看到永旺能利用店铺场所传递各种信息，例如积极宣传残疾人运动等。

The parasports event held at Aeon Laketown in 2018. The crowd erupted in cheers every time the wheelchair basketball players scored a basket. Customers also tried shooting the basketball on a wheelchair. 2018年度在永旺LakeTown举办的残疾人运动活动，坐在轮椅上的篮球运动员投篮得分后，会场中欢声沸腾，我们也请顾客尝试坐在轮椅上投篮。



Scenes from the parasports event held at Aeon Mall Makuhari New City (Chiba Prefecture). Customers tried wheelchair fencing and blind football together with the athletes. Popular comedians also joined to liven up the event and conveyed the fun of parasports with laughter. 永旺梦乐城幕张新都心(千叶县)举办的残疾人运动活动盛况，顾客与运动员们一起体验轮椅击剑、盲人足球等项目，还有众多热门艺人参与，在欢笑声中传达残疾人运动的魅力，场内气氛火热。



Children experienced blind football, played with a ball that makes a noise. They wore eyeshades and played against a local blind football team. 孩子们体验使用会发出响声的足球竞技的盲人足球，戴上眼睛，和当地的盲人足球队同台竞技。



Team Aeon with 23 Group company employees participated in Chiba Prefecture Exchange through Parasports Event for FY2018. Their family members came along and cheered on the players in sitting volleyball and boccia matches. 23名集团员工组成永旺队，参与“2018年度千叶县残疾人运动交流大会”，员工家属也前往观战，为参与坐式排球、硬地滚球等比赛的选手呐喊助威。

## Experiences in Parasports is Winning Cheers

### 体验残疾人运动 孕育应援之声

Respecting diverse individualities will lead to realizing an inclusive society. Aeon utilizes its stores to hold events to communicate the attractive aspects of parasports. It is introducing customers to the exciting competition and the outstanding skills of the athletes with disabilities.

#### Aiming to be a place where customers can experience how exciting parasports can be

Parasports is gaining attention in recent years. In order to share this momentum with customers in the community with whom Aeon has contact every day and to add to the excitement, Aeon holds parasports events organized by local municipalities at stores across Japan.

In July 2018, Aeon Laketown (Saitama Prefecture) held a parasports event organized by the Saitama Prefectural Government. The event offered a chance to experience parasports such as wheelchair basketball and blind football, and also invited top athletes competing at the international level to show off their powerful plays. Some of the comments from the participating customers included, “I tried parasports for the first time and it was fun,” “I’m amazed at how fast you can move on a wheelchair,” and “The plays were really cool and it changed my image of people with disabilities.” Holding parasports events at the stores that are a part of people’s daily lives allows those customers who are not familiar with the sport to get to know the exciting aspects of parasports. In order

尊重彼此多彩个性是构建共生社会的必经之路。永旺开展各种活动，灵活运用店铺传达残疾人运动的魅力。向顾客介绍竞技魅力与残疾人运动员的卓越技能。

#### 为了构建顾客体验 “残疾人运动魅力之地”

近年来，残疾人运动备受瞩目。为了和朝夕相处的地区顾客与时共进，日本各地永旺店铺开展由自治体主办的残疾人运动活动。

2018年7月，在永旺LakeTown开展了由埼玉县主办的残疾人运动活动。活动当天，不仅举办了轮椅篮球、盲人足球等竞技体验会，更邀请活跃于国际赛事中的顶级运动员们一展风采。参与其中的顾客留下众多感想：“第一次体验残疾人运动，非常开心”；“很佩服他们坐在轮椅上还能那么迅速地移动”；“他们的竞技身姿虎虎生威，改变了我对残疾人的印象”等等。在贴近日常生活的店铺中开展残疾人运动活动，是让不熟悉该运动的顾客感受到其中魅力的机会。这是与顾客相伴相随的永旺为了构建共生社会应尽的职责。

to realize an inclusive society, it is Aeon close to the customers that must assume this role.

Aeon became an official partner of the Japanese Para-Sports Association (JPSA) in 2018, and has been working to raise awareness of and support parasports on the long term. In addition to holding events to experience parasports at stores across Japan, there is a plan to build a community to easily try your hand at playing boccia\*, which will encourage the health-conscious elderly people to also take part. Aeon plans to utilize parasports as part of the local community-building activities in the future.

In addition to the initiatives through its stores to spread the excitement of parasports, Aeon is promoting awareness-building activities among its employees to cultivate a better understanding of diversity and to respect each other. One such activity is to have many employees mainly those in managerial positions be accredited for the Universal Manners Test by 2020. Aeon will also hold in-house parasports events for Group companies to participate in, and Aeon teams will also take active part in parasports events organized by local municipalities. Employees, regardless of type of job, title, or with or without a disability, are all working together to promote parasports, and parasports fans are on the rise among the employees.

Aeon will continue to actively offer opportunities to experience parasports in everyday life and take its own approach to shaping an inclusive society.

永旺从2018年起成为“日本残疾人运动协会(JPSA)”官方合作伙伴，致力于长期普及与支持残疾人运动。日本各地店铺不仅会即时开展残疾人运动体验会，还面向关注健康的中老年人，策划创建可以轻松参与的硬地滚球\*交流会。今后预定将残疾人运动融入地区共同体构建中。

永旺不仅致力于灵活运用店铺传达残疾人运动的魅力，还在推进各种措施，促进员工加深对多样性的理解，强化尊重彼此的意识。在2020年之前，争取让以管理岗位的员工为首的众多员工通过“Universal Manners Test”资格认定。永旺不仅面向集团公司举办公司内残疾人运动会，还会组织永旺队积极参与自治体主办的残疾人运动会。跨越岗位、业种，无关身体残疾与否，上下齐心的共同参与下，成为残疾人运动爱好者的员工日益增加。

永旺今后也将积极创造与残疾人运动亲密接触的机会，构建具有永旺风采的共生社会。

\* The sport is played by each side throwing six red/blue balls as close as possible to a white target ball known as the “jack.” In recent years, boccia is attracting attention as a fun sport for men and women of all ages. 在这项赛事中，将6个红球和6个蓝球投向被称为目标球的白球，更接近方获胜。近年来作为一项老少咸宜的运动受到关注。

# Creating a Society Where It's Natural for Everyone to Work

## 构建人人都能工作的社会

Corporate development cannot be achieved without having diverse human resources play active roles. As part of implementing diversity management, Aeon is promoting the advancement of employees with disabilities.

### Becoming a corporate group where 10,000 employees with disabilities play active roles

It is important to constantly change by anticipating environmental trends and customer needs to become the customer's first choice. Aeon believes that having diverse human resources play active roles leads to offering values to customers and to creating a momentum that is essential for corporate growth, which is why it promotes diversity management. A measure to promote this is the Daimanzoku Award that has been held every year since 2014. Group companies gather to present their initiatives to promote diversity management, and the best practices are shared. Outstanding initiatives are awarded. This event fosters a culture to promote diversity management through friendly competition among Group companies.

Among the nominations for the "Daimanzoku (Great satisfaction)" Award, those related to initiatives that promote the advancement of people with disabilities are increasing recently. Aeon has set a target to employ 10,000 people with disabilities and achieve a 3% employment rate of persons with disabilities by 2020. The entire Group is striving to create an environment in which people with disabilities can demonstrate their abilities and play an active role at various workplaces.

Stores welcome different customers including people with disabilities. Offering a wider range of work opportunities for employees with disabilities will surely lead to developing products with a new perspective and enhancing customer service.

### Outline of the Employment Transition Support Business 什么是“就业培训支援事业”

A welfare service for people with disabilities pursuant to the Services and Supports for Persons with Disabilities Act. Support is provided to people with disabilities (under 65 years of age) who wish to work in a general company, so that they can work with a sense of security. The types of support include vocational training, job hunting support, and job retention support after employment.

残疾福利服务构建于残疾人综合支援法基础上。就业培训支援事业是其中项目之一。面向有一般企业就职意愿的残疾人士(65岁以下)。为了让他们能安心投身就业提供职业训练、支援就业活动，并为就职后能长久安定工作加以协助。

#### Service use requirement 该事业支援对象

- 1 A person with a certification for persons with disabilities 持有残疾人手册者
- 2 A person using the System of Medical Payment for Services and Supports for Persons with Disabilities 使用自立支援医疗制度者
- 3 A person with a doctor's medical certificate 持有医生诊断书者

The user must fall under one of the above.  
上述条件至少需有一条符合

企业发展离不开多样化人才的活跃。在推行多样化经营过程里，永旺致力于促进残疾人员工积极活跃。

### 成为有1万名残疾人员工大显身手的企业集团

为了成为受顾客青睐的企业，必须要预测环境变化与顾客需求，不断革新。多样化人才的积极活跃与向顾客提供价值密切相关，也是企业成长必不可缺的原动力，为此永旺致力于推进多样化经营。2014年起每年开展的“大满足奖”就是推进环节的一部分。集团企业汇聚一堂，就推进多样化经营的主题介绍自己公司开展的活动，分享最佳方案，以及对优秀施策进行表彰。通过这一活动，营造促进集团企业互相切磋、推进多样化经营的职场环境。

近期，得到“大满足奖”提名的施策中，推进残疾人士积极活跃的施策逐渐增加。在2020年之前将集团内残疾人员工数量增加至1万人，将残疾人雇佣率提升到3%是永旺树立的目标。集团上下齐心，构建残疾人员工可以在各现场发光发热的职场环境。

包括残疾人士在内，各种各样的顾客会光临店铺。扩大残疾人员工的用武之地，能够促进采用新视点开发商品、提高顾客服务水平。

### 摒弃成见，深入理解残疾

永旺长久致力于推进各种支持残疾人士活跃于职场的活动。这段历史可追溯至1983年。Abilities Jusco Co., Ltd. (以下简称Abilities Jusco)创办了以残疾人员工为主体运营的书店“Scrum”。店名里蕴含着“残疾人与健康人携手共进”之意。考虑到如果是书籍这样轻便小巧的商品，即使是使用轮椅的员工也能进行销售、接待顾客。书店从这一设想中诞生。因此，创办当初设计了矮书架，以便轮椅员工工作。为了让残疾人员工能顺利工作做出很多尝试，例如设置专用蜂鸣器，以便有听觉残疾的员工和顾客沟通交流等。在残疾人士难以从事服务业的观念普遍存在的年代，可以让残疾人士活跃于工作岗位的视角出发创办店铺之举可谓领先时代的挑战。

Abilities Jusco通过长期运营“Scrum”，积累了促进残疾人员工在店铺中活跃的技术经验。为了有效利用长久以来的实绩，2014年起开展就业培训支援事业。该公司的创业理念是“让残疾人劳动者的身姿融入日常风景线”，将此理念推广到社会整体是公司的源动力。有就业意愿的残疾人士开展学习就业必备技能的训练并提供就业支持——这就是Abilities Jusco的就业培训支援事业。该公司的特色在于能够就每个人的特殊情况以及残疾类别诚挚交流，提供准确的援助。这可以帮助因为残疾丧失了就业机会的人学习适合自己的技能，重获自信，顺利入职理想工作的企业。该公司同时致力于和企业携手合作，共同整備残疾人员工活跃于职场的工作环境。近年来受精神疾患困扰的人不断增加，其中包括发育障碍、忧郁症等。面对残疾人士，企业需要有正确的理解并给予关怀。为满足这一需求，该公司面向雇佣残疾人士的企业员工举办讲座。此外还对业务指南以及制度制定提供建议，实地访问企业甄选残疾人员工可以发光发热的业务领域。例如，部分店铺接受Abilities Jusco支援，灵活运用居家就业制度雇用残疾人士。通过这样的方式，虽然擅长电脑操作却不擅长接待客人的员工就可以在家中完成确认工作时间表、更新公司主页信息等业务。

无论残疾与否，整备人人皆能发光发热的工作环境都是企业不可推卸的责任。为了构建人人都能发光发热的社会，永旺今后也将继续为推进残疾人活跃积极进取。

### Getting rid of bias and having a better understanding of disabilities

Aeon has been implementing initiatives from early on to promote active participation of people with disabilities. Its initiatives date back to 1983 when Abilities Jusco Co., Ltd. (hereinafter, Abilities Jusco) opened “Scrum,” a bookstore operated mainly by people with disabilities. As the name of the store implies, it wishes for both people with and without disabilities to work hand in hand. A bookstore was chosen because with books, even the employees using wheelchairs could serve customers and sell the small, light products. Therefore, the store was designed from the start with lower bookshelves for easy access using a wheelchair. In addition, special buzzers were adopted so that employees with hearing impairments could communicate with customers. These and other ideas ensured that employees with disabilities could work without feeling inconvenienced. While the general perception was that it was difficult for people with disabilities to work in the service industry, this was an advanced initiative to develop a store from the standpoint of having employees with disabilities play active roles.

After many years of operating “Scrum,” Abilities Jusco has accumulated knowhow on how to have employees with disabilities take active part in store operations. Backed by a proven track record, the company then launched an employment transition support business in 2014. At the base of this endeavor was the wish to spread throughout society the founding spirit of the company, “To create a society where it is natural to see people with disabilities working.” In the employment transition support business, Abilities Jusco provides training to acquire essential working skills and employment support to people with disabilities who wish to work. It is known for its careful consultations tailored to the conditions and disability of each person and for providing appropriate support. As a result, there are many cases in which people who did not have a chance to work due to their disabilities could acquire useful skills and build confidence, and find employment at the company they wish to work for. Meanwhile, Abilities Jusco is also working with other companies to step up efforts to develop work environments that allow people with disabilities to take active part. In recent years, there are more people with mental disabilities including developmental disability and depression. Companies need to know how to understand and what considerations need to be taken for these people. That is why Abilities Jusco is conducting seminars for the staff of companies hiring people with disabilities. In addition to providing advice on creating work manuals and systems, it even visits companies to help select tasks that allow employees with disabilities to exert their abilities. For example, some Aeon stores have received support from Abilities Jusco to hire people with disabilities for teleworking. Employees who feel they are not good at attending to customers but excel in computer skills work at home and carry out tasks such as checking work shifts and updating information on the website.

It is the responsibility of companies to create an environment that allows each employee to demonstrate his or her abilities, for both people with and without disabilities. Aeon will continue to actively promote the advancement of people with disabilities in order to realize a society in which everyone can play an active role.

### Abilities Jusco's Employment Transition Support Business Abilities Jusco的就业培训支援事业



#### Sales and customer service training 销售服务业训练

Skills training on serving customers at stores, operating the cashier, wrapping, and store displays, etc. It aims to improve skills through practical training. 训练店铺内接待顾客、操作收银台、布局店铺等技能。通过实地训练促进能力提高。

#### Office work training 事务岗位类训练

Training to acquire skills required of a business person, including basic use of a computer, creating business documents, and answering phones, etc. 实施培养各种成人工作必备技能的训练，如电脑操作基础训练、商务信函写作训练、电话接听礼仪训练等。



#### Job search support 支援就业活动

Preparations for job hunting include writing a resume, trainings for interviews and learning business manners, etc. Comprehensive support is provided for the job search. 为了展开就业活动，实施各种训练，例如履历书写训练、面试训练、商务礼仪训练等。全面支援就业活动。

#### Job retention support 支援长久工作

Regular interviews and company visits are held to capture any concerns or problems a worker may have at work. Support is provided to maintain a friendly environment for the worker. 通过定期面谈或拜访公司等方式，倾听工作中的不安与不便，为保障利于工作的良好状态提供支持。



### Job retention rate of Abilities Jusco in FY2017\* 2017年度Abilities Jusco的工作在职率\*

# 92.8%

Employment destinations: Toyota Rental & Leasing Chiba Co., Ltd., CyberAgent Will, Inc., Yakuodo Co., Ltd., Rifu Sendai Royal Care Center of the IMS Group, Panasonic Living Hokkaido Tohoku Co., Ltd., Aeon Retail Co., Ltd., G-Foot Co., Ltd. (excerpt)  
就职企业实绩: Toyota Rental & Leasing Chiba Co., Ltd., CyberAgent Will, Inc., Yakuodo Co., Ltd., Rifu Sendai Royal Care Center of the IMS Group, Panasonic Living Hokkaido Tohoku Co., Ltd., Aeon Retail Co., Ltd., G-Foot Co., Ltd. (摘录部分、省略敬称)

\* Retention rate = The number of regular employment workers retained for Mar. 2017 to Feb. 2018 divided by the total number of workers for Mar. 2017 to Feb. 2018 在职率=2017年3月-2018年2月一般就业者在业/2017年3月-2018年2月就业者总数



## Right Person, Right Place Making the Most of Diverse Individualities 适材适所，各显所长

Aeon promotes an initiative to make the most of a person's individuality by assigning the right person in the right place so that everyone can work energetically and find the job rewarding.

### Employees with disabilities actively working at stores

In 2015, My Basket Co., Ltd. (hereinafter, My Basket) formed a "product display team" comprised only of employees with disabilities to make rounds at several stores to stock the shelves. When the company was exploring ways of putting their abilities to use, it focused on the restocking task normally done in-between working the cashier. By having a dedicated product display team perform this time-consuming stocking task, it aimed to improve efficiency in store operations. To expand opportunities to put the team's abilities to use, the company came up with a system to make rounds at designated stores, while ensuring a work pace and breaks that took health conditions into consideration. In addition, regular interviews were conducted to give advice to the employees with disabilities, which worked to increase their retention.

As a result, their performance exceeded the initial expectations. The number of products for restocking was increased, and the team even became responsible for displaying products prior to store openings. There are nine teams (65 employees) currently working at 18 stores in the southern Tokyo and Kanagawa areas. My Basket's employment rate of persons with disabilities has exceeded 4%.

Ichiyonagi, who is the leader of the product display team at My Basket Nakamachidai Ekimae Store (Kanagawa Prefecture), joined the company with aspirations to become a leader. He says, "I look forward to being involved in forming new teams in the future."

My Basket aims to introduce the product display team at more stores going forward.



"I want to grow as a team," says Ichiyonagi. More schools for special needs education are requesting work experience sessions for their students, and he is also responding to these requests. "想要作为团队共同成长"是员工一柳的心声，特别支援学校的学生工作体验申请日益增加，相关人员安排也是一柳的业务。

永旺致力于推进适材适所、各显所长的施策，让所有人都能积极工作，收获充实。

### 活跃于店铺中的残疾员工

My Basket Co., Ltd.于2015年建立起由残疾员工组成的团队“商品陈列队”，移动于数家店铺间，从事商品上架业务。商品上架业务一般在收银台业务间隙中开展，该公司在探索发挥残疾员工能力的方法时，将视线集中到此处。让商品陈列队专门负责耗时间的商品上架业务，可以实现店铺运营高效化。该公司为了扩大商品陈列队的用武之地，事先构建起在指定店铺间移动的机制，并就员工身体状况适当分配工作，安排合理休息方式。同时定期开展面谈，听取残疾员工的意见，争取提高就职稳定性。

### A system that allows people with disabilities and companies to grow together

When preparing to hire people with disabilities at stores, one of the challenges lies in how to develop a system to accept these employees. To resolve this and to develop an environment that ensures people with disabilities can play an active role, Aeon utilizes the knowhow of Abilities Jusco Co., Ltd. (hereinafter, Abilities Jusco) a special subsidiary of the Group. It is implementing "Iki-iki Aeon" (meaning "active Aeon"), an initiative that aims to have people with disabilities continue working actively.

In the fall of 2018, four Group companies operating at Aeon Mall Makuhari New City (Chiba Prefecture) jointly conducted company orientations, workplace visits, and workplace experience for people with disabilities seeking work. In January this year, each company hired one employee. These employees with disabilities have formed a team and participate in joint study sessions while working at the store for each company. For the time being, Abilities Jusco employees will support the employees with disabilities and their companies. This will ease any work-related concerns that these employees may have, while serving as an opportunity for companies to acquire knowhow on employing people with disabilities. Through this initiative, Aeon will deepen understanding about both employees with disabilities and companies so that it can expand work opportunities for employees with disabilities.

这一施策带来了超出预想的可喜成果。商品陈列队承担业务范围扩大，不仅商品上架种类有所增加，还包揽下新店开业前的商品陈列业务。目前有9个商品陈列队活跃于东京南部与神奈川区域的18家店铺中。该公司残疾员工雇用率超过4%。

员工一柳以供职领导职位为目标进入公司，现在是My Basket仲町台站前店(神奈川县)商品陈列队的团队领导。他说：“今后我还想参与创设新团队。”

该公司计划在今后将商品陈列队机制导入更多店铺。

### 构建残疾人士与企业携手共进的机制

在店铺中促进雇用残疾人士时面临的一大课题，是如何整备人员安排机制。永旺为了解决这一课题，创造残疾员工积极活跃的工作环境，灵活运用集团的特例子公司(促进残疾人士就业的公司)Abilities Jusco的技术经验。以所有残疾员工都能积极投身于工作为目标，实施“iki iki永旺”活动。

2018年秋季，在永旺梦乐城幕张新都心中开店的4家集团企业联合举办了面向希望就业的残疾人士的公司说明会、职场参观会以及职场实习。今年1月，四家公司均有一名残疾人士入职。残



At Aeon Culture Co., Ltd., one of the companies that participated this time, this initiative served as an opportunity to revise its work manual. As a result, a useful manual was completed for accepting not only employees with disabilities but also all new employees. The newly hired employee with a disability is responsible for setting up culture class venues, preparing for courses, and a wide range of other tasks by taking individuality into consideration.

The number of applicants this time for the Iki-iki Aeon initiative exceeded the number of employees to be hired. This indicates there are many people with disabilities who wish to engage in challenging jobs that respect their individuality. Meanwhile, Aeon stores offer many workplaces that allow these people to exert their abilities and play an active role. By creating more touch points between people with disabilities and companies than ever before through the Iki-iki Aeon initiative, Aeon aims to expand work opportunities for people with disabilities. In response to the needs of the people with disabilities who wish to work, Aeon plans to expand the Iki-iki Aeon initiative so that it takes root in the Group.

Everyone demonstrates his or her individuality and abilities and naturally plays an active role in the company. Creating such an environment and system will lead to improving customer satisfaction. Aeon will continue its challenge with aspirations to realize an inclusive society.

疾员工组成团队参与共通学习会并投身于各公司店铺业务中。目前由Abilities Jusco员工为残疾员工与企业双方提供支援。该施策可以缓解残疾员工就职的不安感，各企业也有机会学习雇用残疾人士的技术经验。永旺期望通过该施策促进残疾员工与企业深入了解彼此，从而扩大残疾员工的用武之地。

参与本次活动的Aeon Culture Co., Ltd.藉此机会修改了业务指南。修改后的指南适用性更广，不局限于残疾员工，在入职新员工指导安排中均可借鉴。残疾员工入职后各显所长，从事于文化教室的会场布置、讲座准备工作等各种各样的业务。

申请参加本次“iki iki永旺”活动的人数超过了制定人数限制，这说明有很多残疾人士都希望从事于能够发挥自我价值的工作。而永旺店铺中有很多残疾员工能够大显身手、发光发热的工作。永旺企望通过举办“iki iki永旺”为残疾人士与企业提供更多交接点，为残疾人士提供更多工作机会。为了响应残疾人士的工作需求，今后将进一步扩张“iki iki永旺”活动，促使其扎根于集团土壤中。

人人都能各尽所能发光发热——创造这样的环境与机制即可推动提高顾客满意度。为了构建共生社会，永旺将勇往直前，挑战不息。



Volume 7

Collection and Recycling of Food Tray Containers  
食品托盘的回收与循环利用

Aiming to Realize a Recycling-oriented Society  
为实现循环型社会



1. Every day, many customers bring in used trays to the storefront collection boxes 每天都有大量顾客将使用后托盘放入店铺回收箱中  
2. Recycled trays lined up again in the sales area as "Eco Tray<sup>®</sup>" (introduced in the SDGs SPECIAL INTERVIEW P.13) 经回收加工后，再次亮相于卖场的“环保托盘”（详细介绍参见SDGs SPECIAL INTERVIEW P.13）  
3. Children of the Aeon Cheers Club visit FP Corporation's Kanto Recycling Plant (Ibaraki Prefecture) 永旺奇乐思俱乐部的孩子们来到FP Corporation的关东循环利用加工厂（茨城县）参观学习

There is growing concern over plastic waste on a global scale. Even in Japan, a plastic waste reduction strategy was announced by the Ministry of Environment, and the movement involving public administration is accelerating. Plastic is a material rich in functionality and it features a trait that it can be regenerated. A recycling system of collection, transportation and regeneration has been put in place, and social attention is gathering on activities to bring plastic waste closer to zero.

As a Collection Base in the Recycling Loop

As garbage landfills decreased in the early 1990's, the focus of attention became the reduction of waste material and the effective use of resources. Aeon considered plastic food tray containers as a recyclable resource and began collecting the trays. Recognizing that it is the responsibility of the retail industry which provides services closely tied to customers' lives, Aeon is actively working on recycling activities.

全球各地对塑料垃圾的关注度愈发高涨。日本环境省也发表了减少塑料垃圾的相关战略，联合行政部门的对策开展如火如荼。塑料是富有功能性的素材，可再生的性质也是其特征之一。整修包括回收、搬运、再生环节在内的循环利用系统，努力实现塑料垃圾归零的活动，成为全社会关注的焦点。

作为循环利用生态圈回收据点

随着垃圾填埋场日益减少，从90年代初期起，减少废弃物和资源有效利用成为人们关注的焦点。永旺视塑料食品托盘为可循环利用资源，开始回收食品托盘。永旺积极开展循环利用活动，视其为贴近顾客生活的零售业应该担当的责任义务。

2017年度，永旺食品托盘回收实绩达到4亿3551万个。每天都有顾客将大量托盘送到店铺。这是店铺已被视为托盘回收

In FY2017, the total number of food tray containers collected by Aeon was 435.51 million. Every day, many trays are brought to the stores. It is an indication that the stores are recognized as a collection place. If the collected quantity is converted into the amount of CO<sub>2</sub> reduction, the result is 19,206 tons.\*2 In the production of recycled trays, it is possible to reduce the amount of CO<sub>2</sub> emissions compared with producing brand new trays from crude oil. At Aeon stores, in order to convey the effect of recycling to customers, posters showing the amount of CO<sub>2</sub> reduction are posted. The further use of the collection boxes is also being promoted.

The recycle loop begins with customers placing used trays in the store collection boxes. The trays collected in this way are gathered at recycling plants with the cooperation of food tray container manufacturers. At the factories, trays of various colors and shapes go through processes such as being sorted, washed and pulverized using advanced technology and are regenerated into trays. They are then returned to the stores to be used again as food tray containers housing the products lined up in the stores for the customers to purchase.

This type of resource circulation only becomes complete when customers, stores and food tray container manufacturers work in unison. Efficiency-sensitive delivery is also being streamlined by collecting used trays on return routes of delivery vehicles.

To Further Increase the Awareness of Customers

Used food tray containers are an important resource and their reuse is of great significance. In the food tray recycling loop, the customer's understanding of the environment and waste reduction is indispensable and it is only made possible by active and voluntary actions. At Aeon, to further increase the motivation of customers towards the environment, tours to recycling plants are conducted as part of the children-based Aeon Cheers Club.\*3 In addition, educational events are held at stores teaching people about the types of waste collected and the collection procedure.

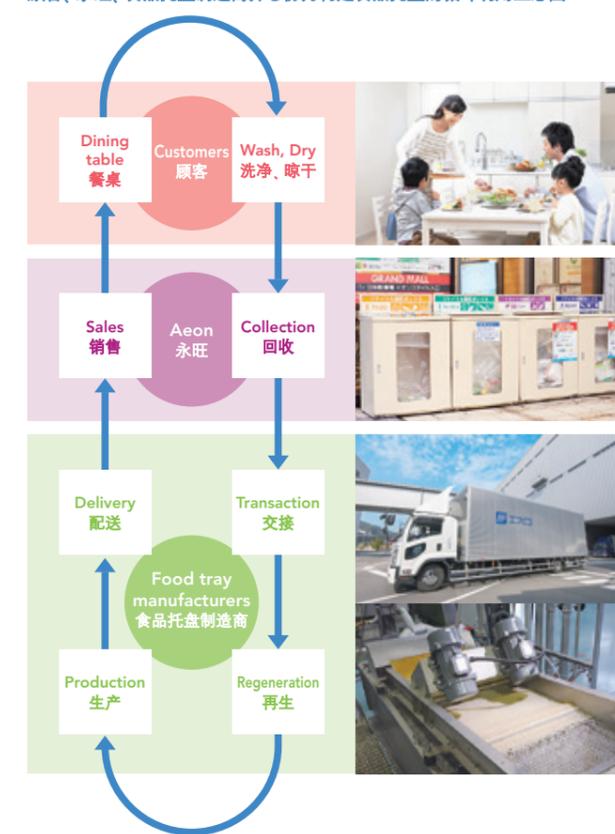
As a retail business with stores nationwide, Aeon will continue to call on customers and act as a food tray collection base. With the aim of realizing a recycling-oriented society and zero waste, Aeon will not only collaborate with customers and recycling plants, but also with local stakeholders such as local governments and NPOs. The plan is to strengthen Aeon's activities to fulfill corporate social responsibility by working on environmental conservation and the creation of a decarbonized society by effectively utilizing resources.

场所的证明。将该回收量进行换算，等同于减少排放1万9206吨二氧化碳\*2。比起从原油阶段开始生产托盘，生产循环利用托盘可以抑制二氧化碳排放量。为了让顾客理解循环利用的功效，永旺在店铺中公开标记有二氧化碳减排量的海报，以促进顾客使用回收箱。

循环利用生态圈从顾客将使用后的托盘放入店铺回收箱中起步。回收后的托盘在食品托盘制造商协力下，被送往循环利用加工厂。工厂运用高端技术根据托盘颜色、形状等进行甄选，洗净、粉碎等加工后，再度制成托盘。食品托盘将再次回到店铺里。就这样，顾客会购买使用再生托盘盛放的商品。

为实现如此资源循环，顾客、店铺、食品托盘制造商缺一不可。我们利用在店铺交货后的返程车回收使用后的托盘，合理分配资源，提高配送效率。

Food tray container recycling loop with customers, Aeon and food tray container manufacturers working in unison  
顾客、永旺、食品托盘制造商齐心协力构建食品托盘的循环利用生态圈



为进一步提高顾客们的环保意识

使用后的食品托盘是宝贵的资源，循环利用具有重大意义。顾客减少废弃物的环保意识和积极主动的合作行动，是建立食品托盘的循环利用生态圈必不可少的要素。永旺为了进一步提高顾客的环保意识，在以孩子们为参加主体的永旺奇乐思俱乐部中，开展循环利用加工厂游学活动。在店铺里也会开展各种活动，例如学习实际回收后的废弃物种类和回收流程的活动等。

永旺身为在日本全国各地拥有店铺的零售商，今后也将继续加深与顾客的沟通，履行作为食品托盘回收据点的责任。除顾客和循环利用加工厂外，更将与各自治体、NPO(特定非盈利活动法人)等利益相关方携手，努力实现建设循环型社会与废弃物归零。永旺通过有效利用资源致力于环境保护与构建无碳社会，强化履行公司社会担当的各种活动。

\*1 SDGs details can be seen on the "2030 Agenda" within the United Nations Information Centre homepage. SDGsの详细内容请查阅联合国信息中心 (United Nations Information Centre) 官网上登载的《2030可持续发展议程》。  
\*2 Calculated based on the Ministry of Environment "3R Behavior Visualization Tool" 以环境省"3R 行动可视化标准"为基准算出

\*3 A club where elementary and junior high school students conduct activities related to the environment with Aeon stores nationwide as a base. 永旺奇乐思俱乐部，是中小学生在日本全国永旺店铺为据点开展环境相关活动的俱乐部

SDGs SPECIAL INTERVIEW



### Working Towards Further Collaboration with a Common Ideology

FP Corporation President  
**Morimasa Sato**

### 胸怀共通理念 推进深度合作

FP Corporation 董事长社长  
佐藤守正先生

FP Corporation began production of plastic trays for food in the 1960's. The trays were developed with the idea that they are an essential product for retailers such as supermarkets to provide safe and fresh food to consumers. The properties of the trays such as non-heat conductive and the cushioning function make it possible to keep the food fresh.

#### Developing Resource Circulation as a Corporate Responsibility

As the responsibility of a company that produces plastic products, the FPCO method of circular recycling "Tray to Tray™" was begun in the 1990's under the awareness of the "3Rs" Reduce, Reuse and Recycle. Used trays are collected from consumers, sorted, washed and pulverized to be reused as a resource for the recycled trays "Eco Tray®".

What is important here is the consumer's awareness towards recycling. It can be said that it all begins with the consumer washing the used trays and taking the time to bring them back to the stores. At the same time, the cooperation of stores which have a close relationship with the consumers is also indispensable. The stores which serve as a collection base for the trays must secure a collection area and store the bulky trays until our company picks them up.

In 1990 when the collection boxes were first set up, there were only six participating stores. Since then, the recycling system has expanded and has now increased to 9,200 locations. It is felt that the resource circulation system spread in due part to the cooperation of consumers and stores.

Aeon has a very high interest in environmental issues, and was one of the first to adopt our "Eco Tray®". After starting the recycling of food tray containers, we have walked hand in hand with Aeon in the process of expansion. We would like to continue the expansion of recycling together with shared concern for the environment and in realizing a sustainable society.

本公司诞生于60年代，始于生产盛放食品的塑料托盘。托盘的优点在于不易导热，具有缓冲效果，并可维持食品新鲜度，是超市等零售业为顾客提供新鲜安全的食品时不可或缺的商品。我们时刻铭记这一点发展至今。

#### 构建资源循环体系 担当企业职责

从90年代开始，作为生产塑料制品的企业，我们承担起企业职责，重视“3R”原则(减少原料【reduce】、再利用【reuse】和回收【recycle】)，开始FP Corporation独家循环型再利用活动：“托盘产托盘”。回收顾客方已使用的托盘，经过甄选、洗净、粉碎等工程，作为生产循环利用托盘“环保托盘®”的资源加以再度利用。

在这一环节中，顾客的循环利用意识至关重要。顾客将使用后托盘洗得干干净净，并特意送回店铺，这可谓千里之行的第一步。与此同时，与顾客建立密切关系的店铺方的协助也不可或缺。店铺是托盘的回收据点，需要确保回收场地，并对占用店内面积的托盘进行保管，等待我们拜访回收。

在1990年刚开始该业务时，仅有6家店铺设置了回收箱。但此后回收意识普及，如今在日本全国已增加到9200回收处。我们深刻体会到，通过顾客和店铺给予的合作，资源循环的结构才得以渗透至今。

永旺身为高度关注环境问题的企业，率先采用了我公司的“环保托盘®”。自开始食品托盘回收后，我们和永旺并肩前行，见证回收之路的逐日壮大。为了构建可持续发展社会，今后我们也将胸怀共通环保理念，将回收理念发扬光大。



1. A promotional poster on the collection of food trays distributed at Aeon stores 在永旺店铺内发放推进食品托盘回收的海报
2. The sorting line for collected trays. Employees with intellectual disabilities are focused on their work. The FPCO Group employs more than 370 people with disabilities who are actively working in appropriate positions for them 回收托盘的甄别线，智力残疾的工作人员在此集中作业，FP Corporation集团雇佣超过370名残疾人士，为他们提供适材适所的用武之地
3. The used foamed polystyrene containers that are collected go through a recycling process and are made into raw material again, molded and regenerated into Eco Trays® 环保托盘®。是回收已使用的发泡苯乙烯容器进行循环利用加工，降解为原料后成型制作而成的再生产品

\* "Eco Tray®" is a registered trademark of FPCO recycled food tray containers.  
\* "环保托盘®(Eco Tray®)"是FP Corporation回收再利用食品托盘的注册商标。

# 美味礼赞

## Epicurean Delights

Food is what sustains a healthy life and is also culture portraying the natural features and values of each country. Where there is delicious food, there are people full of smiles. This issue features epicurean delights that bring smiles to the people of Japan, China and Thailand "aesthetically pleasing tea which lets you enjoy the taste of flowers".

饮食是让我们渡过健康生活的必要粮源，也是可以显示出各国风土和价值观的文化。并且有美食的场所，洋溢着人们的笑脸。本期向大家介绍给人们带来笑脸的日本、中国、泰国的“品花丽茶”美味礼赞。

## CHINA



## Babaocha 八宝茶

【Highly effective, luxurious herbal medicinal tea】  
养生滋补，赏心悦目的中药茶

Babaocha is a blend of several kinds of medicinal ingredients often called "eight treasure tea". The sweetness of rock sugar is combined with dried wolfberry, jujube, chrysanthemum flower etc. for a fresh aroma and fruity taste. The dried fruit becomes soft enough to eat, so nothing goes to waste.

“八宝茶”混合多种药效成分，枸杞干、红枣、菊花搭配甘甜冰糖，打造出清爽果香口感，拈起泡茶泡软的果肉入口，尽享品茶之趣。

## Butterfly Tea 蝶豆花茶

【A natural blue color created by Mother Nature】  
自然造化，原始之蓝

The "butterfly pea" is a bright blue flower which is part of the legume family and a kind of herb. Its petals are rich in anthocyanins which are said to be effective for good health and beauty. When lemon or lime are added, the color changes to purple which is another way to enjoy the tea.

颜色鲜明生动的蓝色“蝶豆花”，是一种豆科香草，花瓣中富含花青素，保健与美容效果备受关注。加入柠檬或酸柑，欣赏由蓝变紫的视觉变化亦为品茶真谛之一。

## THAILAND



## Cherry Blossom Tea 樱花茶

【Cherry blossoms bloom in the tea bringing one good fortune】  
樱花盛开，好运相伴

With "Cherry Blossom Tea", the aroma of cherry blossoms or sakura gives one a sense of spring when hot water is poured over the salted cherry blossoms. As the cherry blossoms open up in the water, it is said that this "blooming sakura" brings one good fortune. It is often served during celebratory occasions such as wedding engagements.

“樱花茶”使用盐渍樱花茶，闻香知春意，热水中花瓣舒展宛若“樱花盛开”，被视为吉祥兆头，经常在婚礼等喜庆典礼中用于款待宾客。

## JAPAN



10/1

**Promoting a Campaign to Reduce Food Loss at Stores throughout Japan**



In line with the "3Rs (Reduce, Reuse and Recycle) Promotion Month" in October, around 2,700 Aeon stores in Japan carried out a campaign to reduce food loss\*. In the campaign, Aeon called on customers to reduce food loss through measures such as cooperating with local governments to display posters to raise awareness, proposing smart ways to preserve food longer using storage containers, introducing recipes to use ingredients without any waste, and conducting cooking demonstrations.

**在全国各地的店铺开展了减少食物浪费活动**

为了配合10月份的“3R推广月”，在全国约2,700家永旺店铺实施了减少食物浪费\*活动。该活动中，通过与政府部门合作的宣传海报的告示及能使食品良好地持久保管的保存容器的提案，此外还介绍了不浪费使用食材的食谱和烹饪现场演示等活动，向顾客呼吁了减少食物浪费。

\* Of the total food waste, food that is disposed despite being still edible in food waste disposal. Although it can still be eaten but discarded.

Joint campaign "Let's reduce food loss!" conducted with Kyoto City after being certified by the City as a "Store promoting zero leftovers" (Aeon Mall Kyoto Katsuragawa) in Kyoto City. Aeon Mall Kyoto Katsuragawa was certified as a "Store promoting zero leftovers" (Aeon Mall Kyoto Katsuragawa) in Kyoto City. Aeon Mall Kyoto Katsuragawa was certified as a "Store promoting zero leftovers" (Aeon Mall Kyoto Katsuragawa) in Kyoto City.



10/12

**Aeon Co., Ltd. and Fuji Co., Ltd. Concluded a Capital and Business Alliance Agreement**



Aeon Co., Ltd. concluded a capital and business alliance agreement with Fuji Co., Ltd., operating mainly general merchandise stores and supermarkets in the Chugoku and Shikoku regions. In order to become "the No.1 business coalition in the Chugoku and Shikoku regions," the two companies will promote collaboration in various fields, starting with joint product procurement and development as well as reorganization and utilization of process centers and distribution functions, shared use of various types of cards, and joint research and development of online businesses.

**永旺株式会社与Fuji Co.,Ltd.签订了资金业务合作协议**

永旺株式会社与在中国·四国地区开展综合超市和食品超市等的Fuji Co.,Ltd.签订了资金业务合作协议。为了成为“中国·四国地区第一事业联合体”，从促进产品的共同采购和开发开始，整理和灵活运用加工中心和物流功能，共同使用各种卡，合作研究和开发互联网业务等，将在各个领域推进与该公司的合作。

Motoya Okada, President of Aeon Co., Ltd. (left); Hideo Ozaki, Chairman of Fuji Co., Ltd. (right) 永旺株式会社冈田元也社长(左)和Fuji Co.,Ltd. 尾崎英雄会长(右)



11/7

**Helping Moms and Families with Aeon's Parenting Support App**



Aeon Retail Co., Ltd. launched "Gynecology Online\* for Kids Republic" for members of Aeon's parenting support app, Kids Republic App. The service offers free consultations by a gynecologist or midwife at a reserved date and time, using message chat or voice/video call. Experts provide a wide range of advices, including mental and physical concerns during and after pregnancy, to support moms and families.

**通过永旺的育儿支援软件支援妈妈和家庭**

Aeon Retail Co., Ltd.面向AEON的育儿支援软件“Kids Republic APP”会员开始推出了“妇产科在线\* for Kids Republic”。这是一项可以在自己预约的时间通过信息聊天和语音·视频通话来取得免费咨询妇产科医生和助产师的服务。例如从怀孕至产后的身心烦恼等，专家会回应其广泛的咨询，支援妈妈及其家人。

\* Remote healthcare consultation service offered by Kids Public Inc. 由株式会社Kids Public 提供的远程健康医疗咨询服务

Gynecology Online for Kids Republic 妇产科在线 for Kids Republic



11/9

**Aeon Mall Guangzhou Jinsha Opens as the Third Mall in Guangdong Province, China**



Aeon Mall Co., Ltd. opened an urban-type mall in the Baiyun District of Guangzhou City, Guangdong Province, China. The Mall has approximately 170 stores with Aeon Guangzhou Jinsha Store as the anchor store. Under the concept "Share the Oasis," it offers a comfortable, relaxing space. The Mall proposes new values to customers through features such as a large food zone integrating 25 restaurants, where customers can bring in food purchased at other restaurants in the zone, and one of the largest kids zone in the area.

**在中国广东省第3家店铺“永旺梦乐城广州金沙”店隆重开业**

永旺梦乐城株式会社在中国广东省广州市的白云区内的都市型购物中心“永旺梦乐城广州金沙”盛大开业。以永旺广州金沙店为核心店铺，进驻了约170家店铺，以“Share the Oasis(共享绿洲)”为主题，为顾客提供了“舒适”“轻松”的休闲空间。此外，有25家饮食店相融合可以互相携带商品的一大美食区域、地区最大规模的儿童游乐区等，向顾客传递新的价值观。

Aeon Mall Guangzhou Jinsha 永旺梦乐城广州金沙



**Aeon's e-money "WAON" (Newly issued cards)**

永旺的电子货币“WAON”卡 (新发行)  
Total number of cards issued 累计发行数量  
Approx. 74.29 million 达到 7,429 万张  
(As of the end of Dec. 2018) (截至2018年12月底)



Presentation ceremony held at Aeon Mall Jakarta Garden City. Third from left is Chairman of Badan Amil Zakat Nasional 在永旺梦乐城 雅加达 Garden city 实施的捐赠仪式。从左边第3是印尼基金财团会长



Presentation of solar power generation systems 太阳能发电系统的捐赠仪式

"Topvalu Gurinai Natural Tasmanian Beef" is well received for its taste that you don't get tired of, and has you coming back for more. On December 7, ahead of the Trans-Pacific Partnership Agreement (TPP) to lower tariffs taking effect for Tasmanian Beef products, Aeon revised and lowered the prices of two items, the sirloin steak and the rib roast steak.

11/12

**Toward Realizing a Decarbonized Society, New Service Launch Agreed with Chubu Electric Power Co., Inc.**



In light of the upcoming termination of the term of the feed-in tariff system\* for renewable energy, Aeon Co., Ltd. concluded a basic agreement with Chubu Electric Power Co., Inc. (hereinafter, Chubu Electric Power) to provide a new service. Under the new service, Chubu Electric Power will collect surplus power generated through household solar power generation systems, and customers will receive WAON points according to the amount of power used at Aeon stores. Aeon will promote this as part of its efforts to reduce emissions of CO<sub>2</sub> from its stores.

**为实现脱碳社会，与Chubu Electric Power Co., Inc.对提供新服务达成协议**

永旺株式会社在可再生能源固定价格收购\*制度即将到期之际，与Chubu Electric Power Co., Inc.对提供新服务基本达成了一致。新服务是把家庭的太阳能发电的剩余电力集中到中部电力，根据永旺的店铺使用量向客户赠送“WAON积分”。作为减少在店铺经营中产生的二氧化碳排放量的对策实施推广。

\* A system in which the government commits to having electric power companies purchase renewable-generated electricity at fixed prices and fixed durations 对于通过可再生能源发电的电力，国家承诺电力公司以一定价格，收购一定期间的制度

11/26

**Emergency Relief Fund Presented to Earthquake and Tsunami Victims in Indonesia**



Aeon presented a total of 12,377,871 yen to Badan Amil Zakat Nasional (an Indonesian fundraising organization) as relief fund for the victims of the earthquake and tsunami that hit the Indonesian island of Sulawesi on September 28. The fund was collected from customers through an emergency relief fund raising carried out at 7,500 Group stores and offices in Japan from October 10 to 21. Aeon wishes an earliest possible recovery and reconstruction of the disaster area.

**对印尼地震和海啸的受灾灾民捐赠了紧急支援金**

永旺作为对9月28日在印尼·苏拉威西岛发生的地震·海啸受灾者的支援善款，共捐赠了总额为1,237万7,871日元给印尼基金财团。这一善款是从10月10日至21日期间，在日本全国7,500家集团店铺·事业所实施的紧急支援募捐，是来自顾客的善款。祝愿受灾地的早日恢复原状和复兴。

12/1

**AEON Environmental Foundation Presented Solar Power Generation Systems to Elementary and Jr. High Schools in Hong Kong**



AEON Environmental Foundation (hereinafter, the Foundation) presented solar power generation systems to three elementary and junior high schools in Hong Kong. This donation is part of the Foundation's 20th anniversary project that began in 2009, which aims to raise awareness and spread the use of renewable energy and to promote environmental education. A total of 48 schools in four countries, namely China, Malaysia, Vietnam and Japan, will receive the donation. The donation to be made in China this year is approved by the Ministry of Foreign Affairs as a "Project for the 40th anniversary of the conclusion of the Japan-China Peace and Friendship Treaty."

**永旺环境财团向香港的中小学捐赠了太阳能光伏发电系统**

公益财团法人永旺环境财团向香港的三所中小学捐赠了太阳能光伏发电系统。这项捐赠旨在启发和传播可再生能源的利用和环境教育为目的，是作为财团成立20周年的纪念事业从2009年开始实施。已经向中国、马来西亚、越南、日本4个国家的共计48所学校实施了捐赠。今年对中国的捐赠已经被日本外务省认定为“签订日中和平友好条约40周年纪念事业”。

12/3

**First Retailer to Obtain the Highest "Rank A" for All Three DBJ Ratings**



Aeon Co., Ltd. (hereinafter, Aeon) obtained the highest "Rank A" in the DBJ Employee Health Management Ratings conducted by the Development Bank of Japan Inc. (hereinafter, DBJ). With this, Aeon became the first retailer to receive Rank A in all three ratings\*: the DBJ Environmental Ratings, the DBJ BCM Ratings, and the DBJ Employee Health Management Ratings. The program evaluates and screens companies based on their anti-disaster and business continuity measures for the DBJ BCM Ratings, and on their initiatives that give consideration for employee health for the DBJ Employee Health Management Ratings.

**在零售业首次获得3项DBJ等级评价中全部荣获最高评价“等级A”**

永旺株式会社在株式会社日本政策投资银行(DBJ)所实施的“DBJ健康经营等级”中，荣获了最高等级“A级”评价。这是在零售业首次获得DBJ环境等级、DBJ BCM等级、DBJ健康经营等级3项等级\*中全部获得了A级评价。DBJ BCM等级是对企业的防灾和事业持续实施的对策，DBJ健康经营等级是对考虑到员工健康为优先对企业所开展的举措实施评价和选定的。

\* The DBJ ratings system is the first loan program in the world that evaluates corporate initiatives using an original method and applies three levels of interest rates based on the score. DBJ的等级系统，用独有的手法评价企业所开展的活动，根据其分数适用3阶段利息，是在世界首次推出的融资菜单。



# AEON Environmental Foundation Organizes The Midori Prize for Biodiversity 2018 公益財団法人永旺環境財団が「第5回生物多様性みどり賞」を実施



# 公益財団法人イオン環境財団が 「第5回生物多様性みどり賞」を実施

## Helping conserve the ecosystem on a global scale

The Midori Prize for Biodiversity, co-organized by the AEON Environmental Foundation and the United Nations Environment Programme's Secretariat of the Convention on Biological Diversity, was held for the fifth time in 2018. It is an international biennial prize that focuses on biodiversity and has been held since 2010. The Prize honors individuals who have made outstanding contributions at the global stage to the conservation and sustainable use of biodiversity in the field of practical action, science, policy or public awareness. It aims to raise awareness of people around the world about biodiversity and to encourage positive environmental activities by showcasing their notable works. Each of the prize winners is awarded a monetary prize of 100,000 US dollars.

## 为保护全球生态系统做贡献

“生物多样性绿色大奖”是永旺环境财团与联合国环境规划署、生物多样性公约办公室共同创设的生物多样性专项国际奖，从2010年度起隔年举办，2018年度迎来第五届表彰仪式。对在实践、科学、政策、启发领域中，为保全生物多样性与可持续利用作出有国际影响力贡献的个人进行表彰。该大奖目的在于通过介绍其业绩，唤醒世界各地的人们对生物多样性的关心，促进积极环保活动。每位获奖者将被授予10万美金奖金。



The awards ceremony held in Tokyo on Oct. 31. The three prize winners and Takuya Okada, Chairman of AEON Environmental Foundation (left)表彰仪式于10月31日在东京都内举行。3名获奖者与永旺环境财团冈田卓也理事长(左)

10月31日に都内で行われた授賞式。3名の受賞者とイオン環境財団岡田卓也理事長(左)

## 地球規模の生態系保護に貢献

2018年に第5回を迎えた「生物多様性みどり賞」は、イオン環境財団と国連環境計画・生物多様性条約事務局が共催する生物多様性に特化した国際賞で、2010年から隔年で実施されています。実践、科学、政策、啓発分野において、生物多様性の保全と持続可能な利用に関し、グローバルなステージで顕著な功績のあった個人を表彰。その業績を紹介することで、世界の人々の生物多様性への関心を喚起し、積極的な環境活動を促進することを目的としています。各受賞者には副賞10万USドルが贈られます。

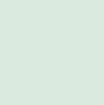
主催：公益財団法人イオン環境財団  
共催：国際連合環境計画・生物多様性条約事務局  
後援：環境省  
Organization: AEON Environmental Foundation  
CO-organization: United Nations Environment Programme  
Secretariat of the Convention on Biological Diversity  
Support: Ministry of the Environment, Japan



## 歴代受賞者 / Former Prize Winners / 历代获奖者

2010	2012	2014	2016
<b>ジャン・ルミール氏</b> 生物学者 探検家 映画製作者 (カナダ) <b>Jean Lemire</b> Biologist, Explorer and Filmmaker (Canada)	<b>ファン・カルロス・カスティージャ氏</b> チリ カトリカ大学 生態学部 海洋生態学 教授(チリ) <b>Juan Carlos Castilla</b> Professor, Marine Ecology, Pontificia Universidad Catolica de Chile (Chile)	<b>カマル・バワ氏</b> アショールカ生態学環境研究 トラスト代表 マサチューセッツ大学 ポストン校 特別教授(インド) <b>Kamal Bawa</b> President, Ashoka Trust for Research in Ecology and the Environment(ATREE), India; Distinguished Professor, University of Massachusetts, Boston. (India)	<b>アルフォンソ・アギーレ＝ムニョス氏</b> 島嶼(とうしょ)生態系保全グループ 事務局長(メキシコ) <b>Alfonso Aguirre-Muñoz</b> Executive Director, Grupo de Ecología y Conservación de Islas, A.C. (Mexico)
<b>グレッチェン・C・デイリー氏</b> スタンフォード大学 教授(米国) <b>Gretchen C. Daily</b> Professor, Stanford University (USA)	<b>ロドリゴ・ガメス＝ロボ氏</b> コスタリカ生物多様性研究所 (インビオ) 代表(コスタリカ) <b>Rodrigo Gámez-Lobo</b> President, Instituto Nacional de Biodiversidad (INBio) (Costa Rica)	<b>アルフレッド・オテング＝イェボア氏</b> ガーナ生物多様性委員会 議長(ガーナ) <b>Alfred Oteng-Yeboah</b> Chair, Ghana National Biodiversity Committee (Ghana)	<b>ユリー・ダーマン氏</b> 世界自然保護基金ロシア アムール支所 所長(ロシア) <b>Yury Darman</b> Director, Amur Branch, WWF Russia (Russia)
<b>エミル・サリム氏</b> インドネシア大統領諮問会議 議長 元インドネシア人口・環境大臣 (インドネシア) <b>Emil Salim</b> Chairman of the Advisory Council to the President of Indonesia Former Minister of State for Population and the Environment (Indonesia)	<b>ボ・クイ氏</b> ベトナム国家大学ハノイ校 自然資源管理・環境研究センター 名誉総長(ベトナム) <b>Vo Quy</b> Honorary President, Center for Natural Resources Management and Environmental Studies (CRES), Vietnam National University, Hanoi (Vietnam)	<b>ビビアナ・ヴィラ氏</b> ビクーニャ/ラクダと環境 学際研究プロジェクト(VICAM)代表 アルゼンチン学術研究会議(CONICET) 主席研究員(アルゼンチン) <b>Bibiana Vilá</b> Director, Vicuñas, Camelids and Environment (VICAM); Principal Researcher, National Research Council (CONICET) Argentina (Argentina)	<b>ヴァンダナ・シヴァ氏</b> ナウダーニャ 創設者・代表(インド) <b>Vandana Shiva</b> Founder and Director, Navdanya (India)

## 第5回受賞者 / The Prize Winners 2018 / 第五届获奖者

2018	
 <b>Dr. Kathy MacKinnon</b> (U.K.) Chair, IUCN World Commission on Protected Areas (WCPA)	キャシー・マッキノン氏(イギリス) 国際自然保護連合 世界保護地域委員会 議長 アフリカ、アジア、中南米などの途上国における生物多様性の保全と自然資源管理の強化に貢献。開発プログラムにおける生物多様性の主流化、地域住民の持続可能な生計の確保にも注力した。 Dr. Kathy MacKinnon contributed to strengthening biodiversity conservation and natural resource management in the developing countries of Africa, Asia and Central and South America. She has also focused on mainstreaming of biodiversity in development programs and securing local sustainable livelihood.
 <b>Mr. Assad Serhal</b> (Lebanon) Director General, Society for the Protection of Nature in Lebanon (SPNL)	アサド・セルハル氏(レバノン) レバノン自然保護協会 事務局長 地域主体の伝統的な自然保護・保全システムであるHIMA(アラビア語で「保護地域」)を復活させ、野生生物生息地や牧草地、水資源の保護に貢献。HIMAの住民の持続可能な生計を支援した。 Mr. Assad Serhal helped revitalize "Hima" ("protected area" in Arabic), the community-based traditional system for natural protection and conservation, and contributed to conserving wildlife habitat, pasture land and water resources. These efforts have helped bring Hima communities a sustainable livelihood.
 <b>Dr. Abdul Hamid Zakri</b> (Malaysia) Former Science Advisor to the Prime Minister of Malaysia	アブドゥル・ハミド・ザクリ氏(マレーシア) 前マレーシア首相付科学顧問 世界生物多様性と生態系サービスの観測・分析・評価に、40年以上にわたり貢献。自然環境の保護や修復を促進、環境の持続可能性の確保に尽力、日本の里山・里海評価の推進にも貢献した。 Dr. Abdul Hamid Zakri has been contributing to the observation, analysis, and evaluation of global biodiversity and ecosystem services for more than 40 years. He has worked to promote nature conservation and restoration, and to secure the sustainability of the environment, including promoting the Japan Satoyama Satoumi Assessment project.
 <b>阿卜杜・哈米德・扎克利先生</b> (马来西亚) 马来西亚前总理科学顾问	40多年来为世界生物多样性与生态系统服务的观测、分析、评价做出贡献。致力于促进保护及修复自然环境，确保环境可持续发展性，同时也为推广日本里山、里海评价做出贡献。