

September 9, 2015
AEON CO., LTD.

A Group-wide effort to build companies that leverage diverse pool of human resources
AEON SUPERCENTER Co., Ltd., Abilities JUSCO Co., Ltd. ,
AEON CO., LTD. Awarded for Supporting Employment of
Persons with Disabilities

Aiming to be a corporate group with its ever-lasting innovative spirit, Aeon Co., Ltd. practices diversity management to promote diverse values together with its group companies.

Recently, two companies of the Group and one individual received awards related to the employment of persons with disabilities from the Japanese Ministry of Health, Labour and Welfare and the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (JEED).

Aeon Supercenter Co., Ltd. (hereinafter "Aeon Supercenter") received the "FY2015 Exemplary Improvement of Worksite for Persons with Disabilities" (Excellence Award: JEED President's Award), and one employee of Abilities Jusco Co., Ltd. (hereinafter "Abilities Jusco") and Aeon Co., Ltd. received the "FY2015 Minister Award of Outstanding Offices for the Employment of Persons with Disabilities" (Minister of Health, Labour and Welfare Award; JEED President's Award) respectively.

◆ **"Exemplary Improvement of Worksite for Persons with Disabilities" (Excellence Award)**

President's Award from JEED

～ Aeon Supercenter ～

Aeon Supercenter established "Diversity Promotion" in 2014 as one of its corporate policies. Under the policy, the company began implementing initiatives to create pleasant and rewarding workplaces for its employees with diverse values, including persons with disabilities. As a part of the initiatives, the company introduced a telework system (work-at-home system) to facilitate the employment of more persons with disabilities while reducing their physical and mental burden and enhancing work efficiency starting from April 2015. Through collaboration internally and with aid organizations, including support organizations, the initiative was recognized for expanding employment opportunities for persons with mental and developmental disabilities, and considered for the award in FY2015. The initiative was one of 76 exemplary cases from throughout Japan. One office was awarded the First Prize, and Aeon Supercenter and three other offices won the Excellence Award.

◆ **"Outstanding Offices for the Employment of Persons with Disabilities" (Minister of Health, Labour and Welfare Award for Excellent Employee with Disability)**

～ Abilities JUSCO ～

Abilities Jusco primarily operates book, CD, and DVD stores "SCRUM," which was founded for the purpose of enabling persons with disabilities to take the lead in the work in

cooperation with non-disabled people and society in general. The company also offers support to persons with disabilities inside and outside the Group through worksite training and job seeking support. Abilities Jusco provides various supports including guidance and meetings, to persons with disabilities utilizing the telework system at the above-mentioned Aeon Supercenter. One of the employees of Abilities Jusco overcame a disability to become a model employee and has achieved a long career with the company. This success was recognized with the award, which was given to one person among 25 award winners nationwide in Japan. In 2009, one of the company's employees received the same award.

◆“Outstanding Offices for the Employment of Persons with Disabilities” President’s Effort Award from JEED

~Aeon Co., Ltd.~

Aeon Co., Ltd. along with Aeon Retail Co., Ltd. (hereinafter “Aeon Retail”) and Abilities Jusco actively hires persons with disabilities. Aeon Co., Ltd. received the President Award on behalf of the three companies for its efforts in maintaining two % or more which is the legally designated employment rate of persons with disabilities, continuously hiring persons with disabilities, and establishing the system.

Exemplary Improvement of Worksite for Persons with Disabilities, Outstanding Offices for the Employment of Persons with Disabilities: September is recognized as Disability Employment Support Month. Together with the initiatives, the Ministry and JEED collaborates with the Ministry of Health, Labour and Welfare and relevant organizations on initiatives to deepen the understanding of employment for persons with disabilities, with the purposes of enhancing their vocational independence and also further promoting employment of persons with disabilities and establishing their job retention. During the month, the organizations present (1) Outstanding Offices for the Employment of Persons with Disabilities Award, (2) Awards to creators of outstanding posters for Disability Employment Support Month, and (3) Awards for Exemplary Improvement of Worksite for Persons with Disabilities. These awards recognize offices that actively hire persons with disabilities and conduct best employment practices, as well as persons with disabilities who have become model employees through their long careers.

Reference

About Aeon’s Diversity Initiatives

Aeon’s Basic Principles are, “Pursuing peace, respecting humanity, and contributing to local communities, always with the customer’s point of view as its core.” On the basis of these principles, Aeon respects human rights and aims to be a corporate group where a diverse pool of human resources are leveraged, regardless of nationality, race, gender, educational background, religion, and disabilities.

In 2013, Aeon Co., Ltd. set out to become the best company in Japan for women to work for and display their abilities, while setting goals of increasing the rate of Aeon Group female managers to 30% by 2016 and to 50% by 2020. To achieve the goals, Aeon newly established the Diversity Promotion Office in 2013, reporting directly to the Group CEO in 2014. A promotion system was arranged in the Group companies to promote diversity management.

Recognition for Aeon's Diversity

◆J-Win Diversity Award 2015, Grand Prize for Basic Achievements



In March 2015, Aeon Co., Ltd. became the first retailer in Japan to receive the Grand Prize for Basic Achievements in the J-Win Diversity Award 2015, hosted by the Japan Women's Innovative Network (J-Win), a nonprofit organization (NPO). Aeon was recognized for a number of Group-wide initiatives to promote diversity, including the "*Daimanzoku* Award," "*Daimanzoku* Summit," and "*Daimanzoku* College."

◆FY2014 Diversity Management Selection 100

Aeon Co., Ltd. was selected in the FY2014 Diversity Management Selection 100 promoted by the Ministry of Economy, Trade and Industry. Aeon Co., Ltd. was recognized for proclaiming its goal of raising the ratio of female managers to 50% by 2020, the establishment of the Diversity Promotion Office reporting directly to the Group CEO, and for enhancing the training of managers in China and ASEAN to improve the retention of non-Japanese employees.



Aeon pursues "*Daimanzoku*" (meaning great satisfaction) of "Employees and their families," "customers" and "company" through respecting diversity. Aeon takes initiatives to realize diversity management with the logo displayed at the right.



Aeon Supercenter Telework System for Persons with Disabilities

Aeon Supercenter aims to be a company where a diverse group of human resources can make the best of their abilities. In April 2015, the company introduced two new work systems: a telework system for employees to work from home, and a mobile work system for employees to work remotely in business trips, for example, using a mobile PC. Currently, four employees with disabilities work from home, supporting store and head office operations by using calculators to compile figures and computers to input data.

Some people with disabilities have difficulty in interacting and communicating with customers and co-workers, making it difficult for them to work at stores or the head office. The telework system allows them to make the best use of their strength and skills in their work by using computers. Additionally, the company has found that having people work at home at their own pace leads to productivity increases compared with in-store assignments through its own research.

The company plans to use the telework system to create work for people with disabilities and establish a structure that reduces turnover by allowing employees to work in comfortable environment such as their homes at their own pace to realize stable, continuous employment.

[Support System for Communication]

In introducing the telework system for employees with disabilities, Aeon Supercenter also created a communication support system.

First, employees who feel burdened communicating in person or by telephone can use computers in principle to send e-mails to superiors confirming their attendance and submitting work reports.

Second, the company's head office HR and training staff provide monthly work-related guidance to these employees and hold short, face-to-face meetings to engage in detailed communication which cannot be achieved over the phone and through e-mails. The company also has an outsourcing contract with Abilities Jusco, one of the Group companies, to provide on-site training and job search support to people with disabilities. In addition to the monthly meetings, support staff from Abilities Jusco who are specialized in employment of persons with disabilities, meet with employees with disabilities on a weekly basis and also share information about work tasks, health conditions, and issues of concern with the head office personnel.

By using IT tools including e-mail, along with face-to-face communication, the burden on persons with disabilities is reduced and results in their stable and continued employment.



Aeon Supercenter head office staff provide training to employees with disabilities who are working through telework system at their office.

[Future Initiatives]

Aeon Supercenter believes that the telework system can help resolve employment issues for persons with disabilities living in regions affected by the Great East Japan Earthquake. Moreover, the company is considering to introduce the system to people who have difficulty commuting daily to work due to child-raising, nursing care and other obligations in its efforts to create employment. The company is also considering expanding the system by introducing the system for store managers who want to reduce commute time and work efficiently from home.