

News Release

December 22, 2020

To the press

Coca-Cola Bottlers Japan Holdings Inc.

Coca-Cola Bottlers Japan Holdings Endorses “Business for Marriage Equality” campaign

Coca-Cola Bottlers Japan Holdings, Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJH”) hereby announces its endorsement of “Business for Marriage Equality (BME)”, a campaign calling for companies who support marriage equality.



Business for Marriage Equality

BME is a campaign jointly run by Marriage for All Japan, NPO Lawyers for LGBT & Allies Network, and NPO Nijiuro Diversity for the purpose of visualizing the companies who support the legislation of same-sex marriage (marriage equality) in Japan.

The three organizations believe it necessary to gain backing from businesses to accelerate social changes and realize marriage equality. This project is to call for such endorsement from many companies in Japan and promote with them the legislation of same-sex marriage (marriage equality).

At CCBJH, we respect the individuality of each of our employees, value continuous innovation by actively listening to diverse values and ideas, and promote diversity and inclusion (D&I). We revised the company regulations (Employment Regulations) in January 2020 to add provisions stating spouses shall include partners who are in a similar relationship as marriage, regardless of gender. This allows our employees to use childcare leave, family care leave, and other welfare benefits, irrespective of the gender of their partners or marital status.

We also amended our Human Rights Policy and D&I Policy to include articles for "gender identity and expression" in addition to sexual orientation. Furthermore, we provide e-learning programs for all employees in efforts to create a workplace environment, thereby reforming people's awareness across the company.

[For reference]

Announcement of Revisions to Internal policies (Employment Regulations, etc.)

Initiatives to promote diversity & inclusion to provide equal opportunities for LGBT workers

<https://en.cbjj.co.jp/news/detail.php?id=722>

*Please note that the information contained in news releases is current as of the date of release. Certain information may have changed since the date of release.