

December 17, 2018

MARUI GROUP Declares Support for UN Standards of Conduct for Business for Tackling Discrimination of LGBTI People

MARUI GROUP CO., LTD., announces that the Company has declared its support for the Standards of Conduct for Business put forth by the United Nations for tackling discrimination against lesbian, gay, bisexual, transgender, and intersex (LGBTI) people. MARUI GROUP is the first Japanese retailer to declare its support for these standards.

■ Standards of Conduct for Business for Tackling Discrimination of LGBTI People

The Standards of Conduct are a set of five standards defined by the Office of the UN High Commissioner for Human Rights to help support the business community in tackling discrimination against LGBTI people. The standards build upon the UN Guiding Principles on Business and Human Rights while incorporating input from several hundred companies from a diverse range of industries.

※Website:→<https://www.unfe.org/standards/>



(Source : The UN Free & Equal)

《Five Standards of Conduct》

At All Times

1. Respect Human Rights

Businesses should develop policies, exercise due diligence, and remediate adverse impacts to ensure they respect human rights of LGBTI people. Businesses should also establish mechanisms to monitor and communicate about their compliance with human rights standards.

Note: Due diligence includes researching the value and risks associated with companies and other investment targets prior to investment.

In the Workplace

2. Eliminate Discrimination

Businesses should ensure that there is no discrimination in their recruitment, employment, working conditions, benefits, respect for privacy, or treatment of harassment.

3. Provide Support

Businesses should provide a positive, affirmative environment so that LGBTI employees can work with dignity and without stigma.

In the Marketplace

4. Prevent Other Human Rights Violations

Businesses should not discriminate against LGBTI suppliers, distributors or customers, and should use their leverage to prevent discrimination and related abuses by their business partners.

In the Community

5. Act in the Public Sphere

Businesses are encouraged to contribute to stopping human rights abuses in the countries in which they operate. In doing so, they should consult with local communities to identify steps they might take—including public advocacy, collective action, social dialogue, support for LGBTI organizations, and challenging abusive government actions.

■MARUI GROUP’s Vision

MARUI GROUP promotes the diversity and inclusion of customers with the aim of being a front-runner in providing products, services, and stores that can be enjoyed by all customers, including senior citizens, differently abled individuals, non-Japanese people, and LGBT individuals and regardless of age, gender, or physical characteristic.

We are focused on the concept of “inclusion” as the key to responding to customer needs and social issues, which change with the times, and forging a better future.

MARUI GROUP aspires to help build a flourishing and inclusive society that offers happiness to all.

Information on MARUI GROUP’s vision for co-creation sustainability management can be found in the following reports.

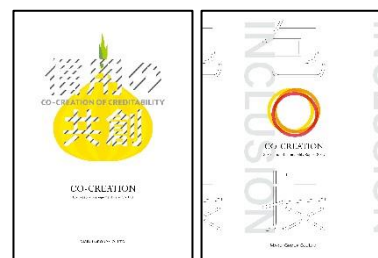
Co-Creation Management Report 2018

→<http://www.0101maruigroup.co.jp/en/ir/lib/i-report.html>

Co-Creation Sustainability Report 2017

→<http://www.0101maruigroup.co.jp/en/sustainability/lib/s-report.html>

Co-Creation Sustainability Report 2018 is scheduled to be released in February 2019.



■ Company Overview

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Major Affiliates: MARUI CO., LTD.; Epos Card Co., Ltd.; AIM CREATE CO., LTD.; etc.