



Realization of a Workplace where Everyone Can Work with Energy and Vigor

We respect human rights and strive to build organizations and workplaces where all employees can contribute to the company's growth and display their abilities to the best regardless of gender and nationality.



AEON Yume-Mirai Nursery Schools (AEON MALL Makuhari New City)

◆ A company where diverse human resources can play an active role

The number of our company's employees has increased significantly due to the integration of overlapping functions of AEON Group's developer business together with the expansion of the number of mall openings. We will facilitate improvement of the environment where human resources with various backgrounds regardless of nationality, sex, and generation can work based on shared values.

● Employee data (as of the end of February, 2016)

	FY2014	FY2015
Number of employees (of which part time)	3,334 (1,310)	3,683 (1,370)
New employees (male / female)	82 (34/48)	84 (36/48)
Employees who have received childcare leave (of which male)	18 (1)	19 (1)

● Number of female managers

(as of the end of February 2016: Non-consolidated)

	FY2014	FY2015
Employees Women among the above	1,102 342 (31.0%)	1,782 479 (26.9%)
Managers Women among the above	708 68 (9.6%)	884 115 (13.0%)
Directors Women among the above	16 2 (12.5%)	15 2 (13.3%)

◆ Globalization of human resources

We hope that the AEON Basic Principles will take root in the local community by assigning local employees to supervisory positions at our overseas shopping malls to facilitate operation by local staff based on the local language and custom. Approximately 760 local employees are working at the offices and malls of subsidiaries in China and ASEAN countries, as members of the AEON Group, and they attend short-term training sessions at our malls in Japan, contributing to active personnel exchanges.

Pick Up "Children's Visiting Day"

The Chiba Prefectural Board of Education has called upon companies to hold "Children's Visiting Day". This is to enable children to acquire an outlook on working and business, become independent in society, and to grow up as contributing members of society through work. We have also put into action programs such as workplace tours, company cafeteria lunches, business card creation and exchanging, work experiences, and more.



◆ We give LGBT training

We launched a new LGBT program in fiscal 2015 in the "AEON Code of Conduct Training" that the AEON Group gives annually. Workers attend training to deepen their understanding of LGBTs and to discuss the way things ought to be in the workplace. We are striving to create workplaces where it is possible for all our workers to continue working in a lively way through the AEON Code of Conduct Training.

◆ Child-raising support

We are advancing various programs to ensure that employees can fulfill their roles both at work and home. Our child-raising program comprises action plans in line with the Act on Advancement of Measures to Support Raising Next-Generation Children and has been certified by the Ministry of Health, Labor and Welfare as a practitioner of "Kuru-min" child-raising support initiatives.

We have also prepared a dedicated guidebook including necessary knowledge and procedures covering from pregnancy to child-raising as well as easy-to-understand application forms. Through these practices, we have been certified as a company supporting next generation education by the Labor Office of Chiba Prefecture.



◆ Expansion of AEON Yume-Mirai Nursery Schools

Nursing-related specialty stores have opened in approximately 60 locations among the malls run by our firm across Japan. At present, among these, facilities that satisfy the conditions below are run as AEON Yume-Mirai Nursery Schools in four of our malls: AEON MALL Makuhari New City, AEON MALL Okinawa Rycom, AEON MALL Tokoname and AEON LakeTown.

- 1) The school must have a quota for workers in the AEON Group
- 2) The school must be open every day including holidays in accordance with the business hours of the mall as a general rule
- 3) The school must accept pre-school children from the age of 0
- 4) The school must be accredited or be operated on accredited standards

The school in Makuhari New City is directly managed by the AEON Group while a school opening contract has been concluded with the operators in the other cases.

It is necessary to devise various measures in order to build nursery schools that meet the accreditation level conditions in malls, such as ensuring lighting, playground and cooking facilities for the schools. However, we have heard many people say that they are

able to leave their children in these schools that are tailored to the lifestyles of those working in the retail industry without any worries.

We have also heard that AEON MALL Tokoname has been receiving many job applications from those with young children because there is a nursery in the building and so this is useful in the employment of opening staff. In addition, at least 20% of the places in accredited workplace nurseries must be open to local residents, so this is also a contributing factor to the reduction of the so-called child waiting lists.



Emina Kawauchi

Manager
Group 2, New Business Development Department
Leasing Division



◆ From the AEON MALL Labor Union

Our union, which started with 506 people, has expanded to 2,402 members (as of March 16, 2016) as we celebrate our 9th year. We continue to strive to "build working environments where people can connect with each other doing work that is fulfilling". In addition, we have set "Future" as our theme as we look to our 10th anniversary this year. Lack of communication tends to become an issue when organizations expand, and there is a possibility for anyone to be forced to leave the workplace due to sickness or providing care. Therefore, we would like to build trusting relationships

in which everyone covers for and supports each other at such times. We would like AEON to be a company where there is always the option to "continue working" as long as there is a valid reason to do so. We would like AEON to be a company where there is always the option to "continue working" as long as there is a valid reason for this.

Osamu Ishiyama

Chairman of the Central Executive Board
AEON MALL Labor Union



● Conclusion of a "global framework agreement"

Four parties – AEON, UNI Global Union, UA ZENSEN and the Federation of AEON Group Workers' Unions – concluded a "global framework agreement" in November 2014. The objective of this agreement is for companies and labor unions to recognize each other as partners, respect rights (e.g. basic human rights) in the workplace, share recognition regarding the response to the impact on the global environment, and to strive toward the implementation of the above. This is

the third time this agreement has been concluded in Japan. The content of this agreement includes respect for the eight core conventions of the International Labor Organization (ILO) that incorporate agreements relating to the minimum age of employment, workplace health & safety and the working environment. Activities regarding human rights, labor and the environment will continue to be promoted through the cooperation of these four parties both in Japan and abroad.