

November 11, 2020.

**Kirin Holdings Recognized by the PRIDE Index as an LGBT-friendly Workplace, receiving Gold status for the fourth year in a row**

**TOKYO, Wednesday November 11, 2020** – Kirin Holdings Company, Limited (Kirin Holdings) , Kirin Brewery Company, Limited, Kirin Beverage Company, Limited, and Mercian Corporation jointly received a gold rating - the highest ranking - in the PRIDE Index\*<sup>1</sup> for its LGBT-friendly workplace policies.

\*1: A rating index for LGBT efforts at companies and other organizations, developed in 2016 by Work with Pride, a voluntary organization that supports the promotion and establishment of LGBT diversity management. <https://workwithpride.jp> (Japanese)

PRIDE Index indicators are *Policy* (declaration of action), *Representation* (community of people), *Inspiration* (Awareness Activities), *Development* (Human Resource Systems, Programs), and *Engagement/Empowerment* (Social Contribution/Liaison Activities). The awards recognize LGBT-friendly policies in five categories and are awarded on three levels: gold, silver and bronze overall. Kirin Holdings received high marks in all five categories.



The Kirin Group has taken steps to raise awareness about LGBT issues through messages from management to all employees, human rights training, efforts to promote understanding among hiring interviewers, and the establishment of an external consultation service.

● **LGBT-friendly Workplace Initiatives**

In July 2017, Kirin Holdings revised its compliance guidelines, which specifically set out a code of conduct for employees to clarify that Kirin Holdings will not discriminate against LGBT sexual orientation and gender identity or harm individual dignity, along with gender, age and nationality. In line with these revisions, Kirin Holdings has revised various internal systems\*<sup>2</sup> such as congratulatory and condolence leave, allowances, and company housing systems, which had been limited to legal spouses and relatives, so that same-sex marriages and de facto marriages can be handled in the same way as legal marriages.

\*2: For example, employees with gender identity disorder can take up to 60 days of accumulated leave to undergo medical measures such as hormone treatment and gender reassignment surgery.

Kirin Holdings will continue to respect human rights and create a corporate culture that makes the most of the capabilities of its diverse human resources to further improve our organizational capabilities for value creation. For more on Kirin Holdings and its Human Rights Policy, please see [https://www.kirinholdings.co.jp/english/csv/human\\_rights/](https://www.kirinholdings.co.jp/english/csv/human_rights/).

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