

# SUNTORY

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Suntory Group Employees Reflect on the Importance of Respecting Humanity and Diversity, Equity & Inclusion through “Suntory Group’s Global Action for Humanity”

*- The company launches its first global Diversity, Equity and Inclusion Vision and Strategic Pillars -*



This high-resolution image has been posted on <https://www.suntory.com/news/index.html>

TOKYO (November 1, 2021) — Suntory Group will be dedicating the months of November and December to its second annual “Suntory Group’s Global Action for Humanity” program, where all of its 40,000 global employees are encouraged to take part in various activities to reflect on the importance of respecting humanity. Respecting humanity is integral to Suntory Group’s business as part of [The Suntory Group Way](#), a philosophy that guides how its employees approach their daily work to ensure Suntory Group is supported by its customers and continues to grow.

Today, the company celebrated the first day of the program by launching its first global Diversity, Equity and Inclusion (DEI) vision and strategic pillars. In addition

to participating in volunteer activities as part of Global Action for Humanity program, employees are also invited to explore the diversity in their everyday life and help create equitable and inclusive opportunities for all by acknowledging each other's differences such as by watching video messages from employees around the world, participating in online activities and seminars, and supporting their communities.

“As a company that aims to enrich people’s lives through our products and services, passion for people and respect for all humankind are essential for the company to continue growing for good,” says Tak Niinami, CEO of Suntory Holdings. “And today, I am proud to announce our deeper commitment to DEI as Suntory Group by launching our first global DEI vision and strategic pillars. This is our ambition to build an environment where each and every Suntorian can unleash their spirit. There is no simple approach to DEI, and it is an ongoing learning journey. We need to work together, listen and learn from each other, and be bold at times to create a better future for everyone. We may make mistakes along the way, but we must not shy away from having courageous conversations that will make us stronger for the future.”

Last year, many employees participated in the program which totaled to 8,322 individual actions, from helping at local advocacy centers to donating food, beverages, and PPE to local families and organizations. Additionally, the company pledged to match each individual action and donated US\$8,322 to the UN World Food Programme (WFP) to support their work in humanitarian and food assistance to those in need. This year, Suntory Group will also donate US\$1 for each action taken by its employees under this program for a total of up to US\$40,000 to WFP.

Below are some examples of volunteer activities, as well as DEI activities, that are planned by each group company worldwide.

- Japan: Will offer DEI thematic webinars and volunteer opportunities to employees in partnership with several NGOs and NPOs. Volunteer opportunities will include programs to provide food and Suntory products to children and families in need, as well as programs that can be done online from home.

- Beam Suntory (Worldwide): Will hold “Together for Good,” its global service event, during which all employees are encouraged to participate in wide range

of volunteer activities. Events will take place in person, through local partners like Friends of the Chicago River and virtually, with the support of Goodera who will host social impact team experiences. Beam Suntory, through its Proof Positive sustainability strategy, has committed to 1 million volunteer hours by 2030. Additionally, Beam Suntory continues to partner with its Employee Impact Groups to drive important conversations across the business as well as host learning sessions and events globally.

-Suntory Beverage & Food Europe: Will offer webinars and educational resources to engage employees with DEI. Employees will collect and support donations to local food banks and charities to donate food and drinks to those in need and affected by food poverty, and to demonstrate the values of inclusion. All employees can also use their 'Growing for Good Day' to volunteer in their local community.

-Suntory Beverage & Food Asia: Employees in Vietnam will participate in community work to provide local schools with necessary facilities and organize social events, including a blood donation drive. Teams in Indonesia will be setting up food trucks with drinks and provide children staying in scavenger villagers and orphanages with access to books and toys.

-Fruco Suntory (Oceania): Will offer volunteer opportunities to employees and encourage the uptake of its "Make a Difference Leave," an annual volunteer leave day that is accessible to its team.

-Suntory (China) Holdings: ASC Fine Wines will organize a fundraising auction of highly collectible wines in which it will donate parts of the sales proceeds to Shanghai Charity Foundation to support ASC Fine Wines' DEI endeavors, and will also invite its business partners to join ASC Fine Wines to enhance DEI culture in the wine trade. ASC Fine Wines will also organize volunteer opportunities for employees to participate in community service in Beijing, Shanghai and Guangzhou.

## **About Suntory Group's Global Diversity, Equity & Inclusion vision and strategic pillars**

### **Vision Statement**

"We are all Suntorians, we are all unique. We courageously embrace diversity and equity, and cultivate a culture of inclusion. Let's be bold, be curious, and the best we can all be for our colleagues, customers and communities. Yatte Minahare."

## **Strategic Pillars**

### 1)Diverse Workforce

We bring people together as Suntorians. We treat our uniqueness as strengths where everyone can feel pride for who they are by unleashing their spirit. We embrace equity for all and seek to develop talents from diverse backgrounds at every level and region of our organization.

### 2)Inclusive Workplace

We educate, advocate and communicate from the top to foster an inclusive workplace to empower individuals to thrive at their best. We cultivate a culture where everyone feels a sense of belonging and feels safe to bring their whole selves to work.

### 3)Customers & Communities

Growing for good. Be the preferred brand in the markets we serve by fostering partnership with our diverse customers, suppliers and vendors that reflect our values and behaviors. We support under-represented communities and businesses for a sustainable future.

## **About Suntory Group**

As a global leader in the beverage industry, Suntory Group offers a uniquely diverse portfolio of products from premium spirits, beer and wine to brewed teas, bottled water, carbonated soft drinks, ready-to-drink coffee and energy drinks, along with health and wellness products. Suntory is home to award-winning Japanese whiskies *Yamazaki*, *Hibiki* and *Hakushu* as well as iconic American spirits *Jim Beam* and *Maker's Mark*. Suntory also fascinates the taste buds in Japan and the Asian market with our *Premium Malt's* beer and also owns the exceptional Japanese wine *Tomii* and the world famous *Château Lagrange*. Its brand collection also includes *Sauza Tequila*, non-alcoholic favorites *Orangina*, *Lucozade*, *Ribena*, *BOSS* coffee, *Iyemon* green tea, *Suntory Tennensui* water, *TEA+ Oolong Tea*, *V and BRAND'S*, as well as popular health and wellness product *Sesamin EX*.

Founded as a family-owned business in 1899 in Osaka, Japan, Suntory Group has grown into a global company operating throughout the Americas, Europe, Africa, Asia and Oceania with an annual revenue (excluding excise taxes) of \$20.4 billion in 2020. Suntory is driven by Yatte Minahare - the spirit of bold ambition - and our 40,044 employees worldwide draw upon our unique blend of Japanese artisanship and global tastes to explore new product categories and markets.

As a company that delivers blessings of water and nature to our customers, Suntory is committed to its mission to create harmony with people and nature. Always aspiring to grow for good, Suntory is devoted to giving back to society through protecting water resources, nurturing its communities and fostering the arts.

Learn more about Suntory Group, its brands, and its commitment to social responsibility at [www.suntory.com](http://www.suntory.com), on [Facebook](#), [Twitter](#), [Instagram](#), [LinkedIn](#), and [YouTube](#).