

Respect for Diversity

Japan must create a society with a diverse workforce that actively includes women, elderly, and the physically-challenged if we are to maintain an energetic society as birthrates dwindle and the graying of society persists. Seven & i Holdings complies fully with the Law Concerning Stabilization of the Employment of the Aged and the Law for Employment Promotion, etc., of the Disabled. In addition, we strive to ensure diversity in our workforce by eliminating sex discrimination and creating a workplace in which women can work to their full abilities. We also seek to enhance our system providing for continuous job security through our nursing care and childcare leave programs.

Trends in the workforce

▶ Ministry of Internal Affairs and Communications: "Workforce Survey"



Stakeholder interests and concerns	Group efforts
Consideration of part-timers and temp staff	The same evaluation system used for regular employees is used for part-timers and temp staff. All efforts are made to offer them fair and just evaluation and treatment.
Hiring of elderly	Each operating company has a rehiring system appropriate to their particular business.
Creating a workplace in which women can succeed	We strive to create a workplace in which women can display their full potential, and take an aggressive approach to promoting women.
Support for childbirth, childcare, and nursing care	In addition to creating an action plan based on the Law for Measures to Support the Development of the Next Generation, we are amending our system for childcare and nursing care leave.
Hiring the physically-challenged	In addition to working to create a workplace in which the physically-challenged can be actively employed, we have also created and manage a special subsidiary, "Terre Verte," for employing the seriously physically-challenged.

Considerations for Part-Time Employees

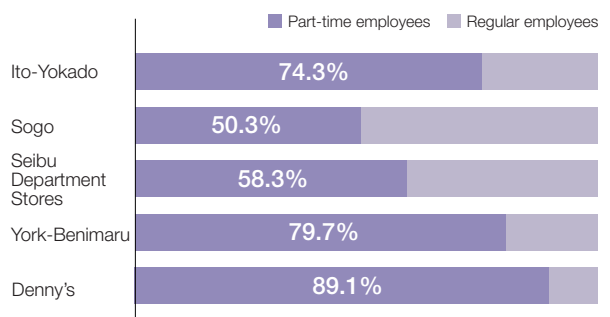
We respect diversity in work habits, and strive for fair and just evaluations and treatment.

The stores run by each of our operating companies employ a large number of part-time employees. It is very important for us to pay attention to their opinions and desires and to reflect these in our treatment of them. Ito-Yokado, York-Benimaru, and Denny's have already included part-time employees in the labor unions and introduced an hourly pay system that corresponds to skills and ability. We plan to address the situation at all group companies and make improvements to the system for treatment of part-time employees.

The hiring and training of part-time employees at Seven-Eleven stores is currently entrusted to the

franchise owners, who are the backbone of our business. Seven-Eleven has therefore created the "Part-Time Employees Training Guidebook" that is a compendium of points of concern and legal compliance issues involved in the hiring, training, and employment management of franchise store employees. This is distributed to franchise during their training.

Ratio of part-time employees at each operating company





Part-time employees are also eligible for promotion to management positions under the In-House Candidacy System.

Ito-Yokado strives to create a workplace environment in which employees feel motivated, and in which everyone, whether regular or part-time, gets work and treatment suited to their ability and individual traits. It was with this in mind that Ito-Yokado inaugurated the “In-House Candidacy System” for all management posts in March 2002. Through this system, any employee that has worked for two years or more (including part-time employees) may become a candidate for their desired work or management position, and will be promoted if a Personnel Department audit finds them suitable. Of 29 part-time employees applying through this system in FY2005, four achieved their management position or work goal. We will continue to use follow-ups on employee work results within this system, and will work to improve the system by enhancing our training curriculum and revising the work audit standards.

The labor union agreement has been revised to allow part-timers to join

The labor union agreement was revised in December 2005 so that part-timers that have been with us for one year or more and work 30 or more hours a week are entitled to join the Ito-Yokado labor union. Also, we continue learn the opinions and desires of part-time employees through regular consultation meetings with them held by each labor union section. In FY2005 more than 1,000 such meetings were held, and we were able to hear opinions concerning matters such as workplace environment needs and what local residents want from Ito-Yokado. Hearing these opinions is useful in making management decisions.



The Ito-Yokado labor union agreement has been revised to include part-time employees



Part-time employees are also participating in manager candidate training.

York-Benimaru believes that it is essential to involve people in store management who were born, raised, and live in the communities where we do business. We have therefore created a personnel system that does not differentiate between full- and part-time employees (except regarding transfers), so as to encourage local residents working as part-time employees at our stores. We also hold meetings with superiors twice a year for discussion of work desires and goals, so as to support part-time employees who express the desire “to take on more challenging work.” When suitable, these part-time employees can participate in “Management School” training for management candidates. As a result, as of February 2006, 402 part-timers were working as store managers.



York-Benimaru Management School



In addition to an hourly pay system that reflects skills and ability, we have a system for making the switch to regular employee.

Denny's has introduced a personnel system, which includes part-time employees, in which hourly pay is determined by skills and ability rather than the number of continuous years of employment. Beginning in FY2005 we also revised our Provisional Employee System, making it possible to transition to regular employee. Under the previous system, a provisional employee functioning as Shift Manager, Assistant Store Manager, or Store Manager was compensated with the same benefits and bonus as a regular employee, but since the revision it is now possible, based on employee desire and the needs of the company, to become a regular employee. In FY2005, 343 part-time employees, and 4 provisional employees, used this system to become regular employees.

Customers



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Local Communities



Employees



Environment



Hiring Elderly People

A “Rehiring System” up to age 65 has been established, and is applicable to part-time employees as well.

The Law Concerning Stabilization of the Employment of the Elderly was enacted April 1, 2006. This law requires the selection of one of the following three provisions: 1) Raise the retirement age to 65; 2) Introduce a rehiring system; 3) Eliminate statutory retirement.

Seven-Eleven responded by introducing a rehiring system, whereby employees who continue to possess the desire, skills, and physical strength to work are hired as contract employees (renewable annually) up to age 65. Ito-Yokado introduced a rehiring system in 1991, and beginning in 2006 healthy employees possessing the desire and skills to work are hired as contract employees on one-year renewable contracts up to age 65. Millennium Retailing, Inc. already had a post-retirement rehiring system for certain jobs, such as concierge, but as of March 2006 a new post-retirement rehiring system has been in effect for employees wishing to work. York-Benimaru introduced a system in March 2006 whereby employees can work under contract or for hourly wages until age 65, provided that “the employee has a record of training and developing subordinates” and the industrial physician has raised no objection. Denny’s introduced a system for contract hiring corresponding to the age at which pension benefits begin, which can be renewed annually until age 65.



We have a system whereby employees possessing the desire and skills can continue working up to age 65.

Ito-Yokado introduced a rehiring system in 1991 in response to the rapid graying of society as well as to meet the needs of employees desiring to continue working. This system was enhanced in 2006, so that healthy employees possessing the desire and skills to work are hired as contract employees on one-year renewable contracts up to age 65. 41 of 75 employees that have reached retirement age since introduction of this system have taken advantage of it and are now working in our stores. We will continue to enhance this system so as to activate the management abilities, skills, and specialized knowledge gained over many years of work.



Millennium Retailing, Inc.

We assign professional duties corresponding to the employee’s specialty so that they can pass on their high degree of department store business skill.

Millennium Retailing, Inc. seeks to allow younger employees inherit the high degree of department store business skill of older employees through the retiree re-hiring system. Professional duties are assigned under this system according to each individual’s specialized skill set, such as “Specialty skilled Sales,” “Sales to Corporate Customers,” “Buyer,” “Trainer,” etc. We respect the need for some post-retirement employees to take it easy, so the system allows for choices in terms of number of days or hours worked.



Our rehiring system also applies to part-timers and temp staff.

Denny’s rehiring system provides for 6-month contracts as needed by the company up to age 65 for employees, including part-timers and temp staff, who desire to work. As of February 2006 we had two contract employees over the age of 60, and 181 part-timers and temp staff.

Creating a Workplace in Which Women Can Succeed

We are eliminating all forms of sex discrimination, and promoting women to a variety of management positions.

The “Women’s Challenge Support Measure” issued by the governmental “Committee for Promoting Equal Participation of Men and Women” expresses the clear goal of “30% of leadership roles held by women by 2020.”

Seven & i Holdings is responding by aggressively promoting female employees so as to meet that goal. Seven & i Holdings has for some time been working to eliminate sex discrimination in all areas, such as hiring, personnel rotation, and advancement, and we are taking aggressive steps in recruiting women and promoting attainment of their full potential. One example of this is the establishment of the “Re-challenge Plan” throughout the group as a way of providing support to female employees balancing their career and childrearing or nursing care.

The recruitment of female employees continues apace. Seven & i Holdings has four women serving as directors and operating officers, with Seven-Eleven and Ito-Yokado each having two and Millennium Retailing, Inc. and Denny’s each having one.

In addition to recruiting women as Operation Field Counselors for franchise stores, Seven-Eleven is also recruiting female employees for management positions such as Store Developers, Directors, and

Operating Officers. As a result, it currently has 135 women in leadership positions, or 29.3% of its employees at that level.

Ito-Yokado has women in management positions, mainly at stores. As of February 2006 there were four female store managers and seven assistant store managers with management responsibilities backing up the store manager. In addition, at Headquarters there were four female department general managers, seven managers, and around 150 women working as buyers or distributors.

Millennium Retailing, Inc. selected the best personnel from among part-time sales employees and sales leaders in cosmetics and other sales departments and promoted them to “Licensed Employee” positions (annual contract employees). Millennium Retailing, Inc. supports career advancement for ambitious female employees, and currently has about 370 female licensed employees.

York-Benimaru fills about 30% of its leadership positions with female employees, with two store managers, 130 general managers, 403 section managers, two Headquarters buyers, etc.

As of February 2006, Denny’s cadre of women in management positions included 36 store managers, 40 assistant store managers, and two general managers at Headquarters.

We will continue to promote the creation of work environments that are free of sex discrimination. We will work to provide jobs with support for childrearing and nursing care, while aggressively recruiting women as corporate officers.

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Close Up

Our “Re-challenge Plan” is applied through the group to provide support to employees wanting to focus on childrearing and nursing care.



Seven & i Holdings

Seven & i Holdings (then the IY Group) established the Re-challenge Plan in 1991 to create a workplace in which female employees can continue to work with confidence. The entire group has implemented this program (Millennium Retailing, Inc. has implemented a similar program). This program consists of three plans. Under the “Leave of Absence Plan,” employees wanting to focus on childrearing can take up to two years leave for that purpose (when unavoidable it can be extended to three years). This plan also allows for employees needing to provide nursing care to a family member to take a leave of up to one year. The “Working Hours Reduction Plan” also provides for the reduction of daily working hours by a maximum of

four, while the “Re-Employment Plan” that gives precedence in hiring to employees who quit temporarily to raise children.

■ Number of employees taking advantage of childrearing or nursing care leave in FY2005

	Childrearing leave	Nursing care leave
Seven-Eleven	19	2
Ito-Yokado	180 (56)	14 (7)
Millennium Retailing, Inc.	73 (10)	4
York-Benimaru	45 (17)	1
Denny’s	24	3

Figures in brackets () denote the number of the total that are part-timers.

Support for Childbirth, Childcare, and Childrearing

We are revising our systems for next-generation childrearing support.

The rapid decrease in childbirth rates is having a deep effect on the social fabric of Japan. In response, the Ministry of Health, Labor and Welfare has sought to synergize the efforts of national and local governments and industry to create an environment conducive to the birth and raising of healthy children. To this end, the Law for Promotion of Next Generation Human Resources Development was enacted in July 2003, which mandates that as of April 1, 2005, all businesses of 301 employees or more submit an action plan in response. Seven & i Holdings responded by establishing an action plan for all operating companies, and submitting a report to the government.

Similarly, in response to revision of the Law for Child Care and Family Care Leave, Ito-Yokado revamped its childcare support system beginning April 2005. Under the new system, employees can take paid leave to care for a sick child, and we have made it possible when unavoidable to extend by one year what had previously been a maximum two years of childrearing leave. In addition, regular employees with children in the third grade or younger are not required to work any later than 7 p.m., so as to allow for more quality time with children.

Sogo and Seibu Department Stores have created the "Childbirth, Childrearing, and Nursing Care Leave / Nursing Care and Work Guidebook." This booklet describes the various leave and working systems, how to apply for them, and their associated benefits, which the company has implemented so as to create a workplace environment in which it is easy for employees to take leave for childbirth, childrearing, and nursing care. It is distributed to all employees, including part-time employees.

Seven & i Holdings will continue to make efforts to achieve consistency in the various systems used in the operating companies, and will work to enhance and improve these systems with goal of increasing the number of employees taking advantage of childrearing leave and extending the use of these systems to male employees.



Sogo and Seibu Department Stores have created the "Childbirth, Childrearing, and Nursing Care Leave / Nursing Care and Work Guidebook" to encourage employees to take advantage of leave time.

Hiring the Physically-Challenged

In addition to ongoing hiring of the physically-challenged throughout the group, we have also created and manage a special subsidiary where the seriously physically-challenged can work.

Seven & i Holdings reaches out to hire the physically-challenged in attempting to create a workplace in which they can succeed. Each operating company conducts its own outreach program, and considers the nature and degree of the disability, the employee's desire and other factors in assigning positions and work.

Five companies- Seven & i Holdings, Seven-Eleven, Ito-Yokado, York-Benimaru, and Denny's- have joined forces with Kitami City, Hokkaido in establishing and managing Terre Verte, a special subsidiary*¹. The 16 (as of February 2006) physically-challenged employees of this company are engaged in shiitake mushroom cultivation and the printing business. As a result, the hiring rate for the physically-challenged*² has reached 2.01% (803 employees). The hiring rate for the physically-challenged of York-Benimaru is, nevertheless, below the group operating range of 1.81%. We will continue to work hard to encourage hiring of the physically-challenged at both York-Benimaru and Millennium Retailing, Inc., by seeking to expand the kinds of work available to the physically-challenged and improving the workplace environment.



A work scene at Terre Verte

*¹ Special Subsidiary

A subsidiary permitted under the Law for Employment Promotion, etc., of the Disabled. The employees of a subsidiary that applies special considerations to the hiring of the physically-challenged may be deemed employees of the parent company provided that the subsidiary fulfills certain criteria, and may be included in calculations of the parent company's hiring rate for the physically-challenged.

*² Range of the hiring rate for the physically-challenged

Currently we are disclosing figures for the combined hiring rate for the physically-challenged of five companies: Seven & i Holdings, Seven-Eleven, Ito-Yokado, Denny's, and Terre Verte.

Respect for Human Rights

Respect for human rights has become a serious social issue. Ministry of Justice Civil Liberties Bureau reports that human rights infractions have been increasing, with a record number reported in 2005. It goes without saying that our business is about people, and our mission is to respect and uphold the human rights of everyone, both within and outside our corporation. Seven & i Holdings prohibits any discrimination or human rights violations in the course of business, and takes a serious approach to improving human rights awareness.

New reports of human rights violations

▶ Ministry of Justice Civil Liberties Bureau: "Human Rights Violations"



Stakeholder interests and concerns	Group efforts
Creating an environment that emphasizes respect for human rights	We have inaugurated organizations dedicated employee education for human rights awareness, and maintain a Human Rights Consultation Desks. The Human Rights Consultation Desks handled 59 inquiries in FY2005.

Creating an Environment that Emphasizes Respect for Human Rights

We have inaugurated organizations dedicated to increasing human rights awareness, and maintain a consultation desk for discrimination and human rights inquiries.

Seven & i Holdings respects the human rights and personal dignity of everyone, including our customers, business partners, local communities, and employees. We do not in the course of business discriminate on any unreasonable grounds unrelated to work execution, such as social status, lineage, race, faith, or sex. We also do not tolerate discriminatory language or harassment by our group employees.

We inaugurated organizations dedicated employee education for human rights awareness in all operating companies based upon this philosophy. In addition conducting a variety of employee education measures, they also operate Human Rights Consultation Desks for taking employee inquiries and complaints that concern human rights issues. Employees are made thoroughly aware through training and other means of the role of the Human Rights Consultation Desks and how to use them. With the greater awareness of respect for human rights there has been an accompanying increase every year in the number of inquiries. 59 inquiries were taken concerning human rights throughout the group (with the exception of

Millennium Retailing, Inc.) in FY2005. We will continue to increase respect for human rights through training.

Ito-Yokado also implements human rights training for new employees and employees assigned to new positions, which varies according to corporate level. Human rights training is also held at new and existing stores. Particular care is taken when opening new stores to check with local governments about the historical background of the area and special points of concern regarding human rights, and these are taken into consideration in the training of employees. "Human Rights Motto" entries are also collected from all employees and their families every year as part of our human rights awareness efforts, and prizes are awarded for the best among them. 6,838 entries were received in FY2005.



"Seven Steps to think about human rights", leaflet for in-house training for new employees at Ito-Yokado

Customers



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Employees



Environment









Improving Employability

The generally accepted notion of “long-term employment” in Japan has been shaken by the fierce corporate competition brought on by globalization. Companies now must seek to increase the “employability” of their staff through support for the creation of career plans in line with the abilities and aspirations of each employee, creating workplaces and personnel systems that serve to improve employability. Seven & i Holdings is putting efforts into employee self-realization and education at all of our operating companies, and we are making efforts to create workplaces where individuality is respected and people feel good about working.

Employability efforts



Stakeholder interests and concerns	Group efforts * Items accompanied by a logo are efforts specially noted for that company
Support for children's education	<p>We have created a merit- and ability-based personnel system, and are implementing employee training corresponding to each employee's experience and ability with the goal of improving the constant work results for all staff.</p> <p> We have created the “Friends-Mate” system for improved employee knowledge, technical skills, and customer service abilities.</p> <p> We encourage acquisition of Department Store Association designated certification.</p> <p> We have started an “In-House School” for gaining specialized skills, such as patissier and sommelier training.</p>

 Ito-Yokado  Millennium Retailing, Inc.  Denny's

Support for employee skill development

We support job-related training and qualification acquisition so that employees can improve work results for their respective roles.

Seven & i Holdings has replaced the former seniority system with an improved personnel system that is merit- and results-based. The basic principles are as follows:

- 1) Treatment of employees is based on ability
- 2) The goal of self-realization is made clear
- 3) Fair treatment

The personnel system is created to provide clear evaluations at each operating company of employee ability and work results, which are reflected in employee salaries, bonuses, and transfers.

Nevertheless, a thoroughly ability-based system could result in disparities in the treatment of employees, so we provide education and training corresponding to each employee's experience and ability with the goal of improving work skills and the constant work results

for all staff. We also offer a wide array of self-realization programs, such as distance learning courses, foreign language courses, and sign language courses, so that employees wishing to sharpen their skills can have opportunities to do so. We also have created the “Candidacy System” for promotion to management positions, including Department General Manager, which is open to all employees who have been with us for two years or more. We continue to strive for an active personnel placement system that puts the right people in the right positions, matching the wide-ranging personnel needs of the company with the needs of all of our employees.



Headquarters Customer Service “Ladies Styling Coordinator” training for improved customer service



We have established the “Friends-Mate” system for improved employee knowledge, technical skills, and customer service abilities.

Ito-Yokado set up its in-house “Friends-Mate” licensing system so as to couple the improved execution ability of each employee at our stores with business performance. In this system, if an employee achieves the ranking of 1~2 (see the chart below) for a company-designated license (qualification), that ranking is recorded as personnel data and used in personnel evaluations. As of July 2006, 14 license categories available, and a total of 9,057 employees had acquired licenses. We intend to increase the variety of licenses and the number of certified employees, as well as to revise license renewal standards and periods of validity so as to ensure that the knowledge and skills of the certified employees remain up to date.



Interior Friends-Mate certification test underway

Recipients of Friends-Mate licenses
(as of July 2006)

	Number of recipients
Ladies' Styling Coordinator	1,307
Shoes Advisor	756
Men's Styling Advisor	1,221
Child Friends-Mate	— *
Underwear Advisor	— *
YUKATA Friends-Mate	886
Sleepwear Friends-Mate	577
Interior Friends-Mate	501
Kitchen Advisor	— *
Streaking Friends-Mate	6
Care Support Advisor	— *
Service Friends-Mate	1,125
Checker Friends-Mate	1,924
Telephone Exchange Friends-Mate	754

* Planned for start second half of 2006.



We strongly encourage the acquisition of specialist licenses, such as the “Pro Sales License” certified by the Department Stores Association.

Sogo and Seibu Department Stores strongly encourage the acquisition of specialist licenses, such as those certified by the Department Stores Association, by our store employees and part-timers, so as to improve sales skills. For example, the “Pro Sales License” certified by the Department Stores Association offers categories such as “Fitting Advisor,” for specializing in advice on clothing coordination and altering, and “Gift Advisor,” for advising about presents and social manner based on knowledge of the traditions associated with ceremonial occasions and gift-giving. Specialist qualifications include “Shoe Fitter,” certifying skill in shoe fitting and basic knowledge of foot anatomy. Our company covers the course and testing costs, as well as those associated with keeping licenses up to date.



We have started an “In-House School” for gaining specialized skills, such as patissier and sommelier training.

In addition to job-related training, Denny’s regularly offers “In-House School” courses for gaining specialized culinary skills. All employees, including part-timers and temp staff, are welcome to participate in programs such as “Patissier School” for cake making, “Sommelier School” for learning about fine wine, and “Beer Master School” for learning skills such as proper beer pouring. The company pays all associated costs, including transportation. In FY2006 we obtained the cooperation of a makeup manufacturer in newly offering a “Makeup School” course. We will continue to expand this program based on requests from the participants.



Patissier School, where cake making is taught



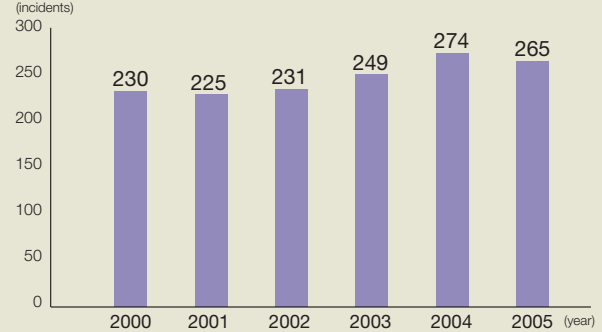
Maintaining Health and Safety



One of the most important roles of a company is to maintain a safe and healthy work environment for its employees. While this of course means work accident prevention, maintaining the mental and physical health of employees is also essential. People are feeling increasing stress nowadays due to economic changes and an increase in the pace of modern life.



Seven & i Holdings is active in seeking to maintain our employees' overall health and prevent health damage, and we are making particular efforts in the mental health area. We also take great care in safety management for the prevention of work accidents.

Work accident incidence in industry overall

▶ Ministry of Health, Labor and Welfare: "Major Accidents in FY2005"



Stakeholder interests and concerns	Group efforts * Items accompanied by a logo are efforts specially noted for that company
Thorough health checkups and health damage prevention	In addition to efforts to improve the rate of regular health examinations, we are constructing a system for follow-ups on examination results by an industrial physician. We established the "Health Management Center" in March 2006.
Mental health care	In addition to establishing a mental health consultation desk for the entire group, the Health Management Center actively supports leave-taking and job reinstatement.
Work accident prevention	Health and Safety Committees have been established at the worksites of all operating companies. We also conduct recurrence prevention measures after the occurrence of work accidents, as well as employee education. <ul style="list-style-type: none">  We have created the Traffic Safety Program in conjunction with local police departments for our Headquarters employees who often travel by car.  We have shored up our training in the use of dangerous cutting tools to eliminate wounds from sharp tools, the use of which causes the highest incidence rate for any type of accident.

 Seven-Eleven  Ito-Yokado

Thorough Health Checkups and Health Damage Prevention

We have established the "Health Management Center" and are working to strengthen the system for health management and health consultation.

In addition to efforts to improve the rate of regular health examinations, Seven & i Holdings provides health guidance to employees for avoiding the lifestyle-related diseases, such as metabolic syndrome, that have increased in recent years. We also encourage employees to be examined at a hospital when the company health examination determines this to be necessary, as well as measures such as follow-ups by an industrial physician and transfer to lighter duties.

In addition to the training and guidance of workplace managers concerning the number of hours worked, the Personnel Department also conducts

regular inspections of the work situation, and when there is a problem both the employee and the superior are given guidance. In FY2005, as required by the Personal Data Act, we entrust the control of all forms containing employee health data to the corporate health insurance union for proper handling.

We established the "Health Management Center," with a female director, in March 2006, with the aim of strengthening our employee support system while analyzing consultation details and trends.



The Health Management Center at Headquarters

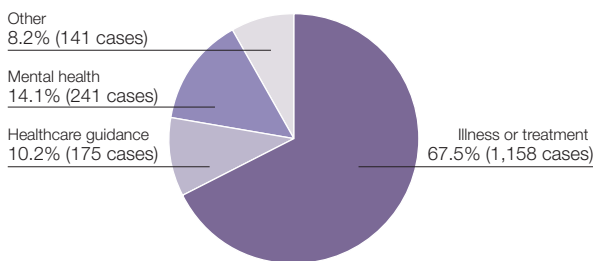
Mental Health Care

Specialists such as clinical psychologists and counselors provide mental health consultation.

Pleasant customer service is the most important factor in the retail and restaurant business, in which we deal with customers on a daily basis. Seven & i Holdings puts efforts into mental health care so our employees can remain healthy in body and mind while providing high quality service to our customers. We work to create opportunities at all of our stores for regular discussion between superiors and subordinates, so as to improve employee motivation and relieving stress.

Also, the group corporate health insurance union runs the “Family Health Consultation Hotline” and the “Counseling Hotline” for consultation with specialists such as clinical psychologists and counselors. In addition, Health Management Center psychiatrists and industrial counselors actively support leave-taking and job reinstatement by employees.

Content of consultations through the Family Health Consultation Hotline (FY2005)



Preventing Work Accidents

Health and Safety Committees lead accident prevention efforts at all operating companies.

Work accidents that often occur in the retail and restaurant business include accidents that occur during commuting, cuts sustained during food processing, and falls that occur due to slippery floors or obstacles. Seven & i Holdings has therefore established Health and Safety Committees at the worksites of all operating companies, for analyzing and verifying the causes of work accidents, creating prevention methods, and conducting employee education to prevent recurrence. This allows us to develop safety and hygiene methods that take the special characteristics of each workplace into consideration.



Seven-Eleven

We conduct Traffic Safety Programs for OFCs in conjunction with local police departments.

The work of our OFCs (Operation Field Counselors), who are in charge of providing management support to our franchisees, requires a great deal of vehicular travel. As such, we conduct Traffic Safety Programs 2~3 times annually for OFCs in conjunction with local police departments as one measure for preventing transport labor accidents*.

* Transport labor accidents include accidents during work travel and commuting.



Vehicle for OFC



Ito-Yokado

Strengthening training in the handling of sharp tools.

“Wounds from sharp tools” are the most common type of accident to occur every year at Ito-Yokado stores. We therefore have been strengthening our programs for training staff and part-timers in our fresh food departments in the handling of sharp tools since FY2004. Since then, wounds from sharp tools have been steadily decreasing, from 426 in FY2003 and 367 in FY2004 to 358 in FY2005. We continue to conduct this training so as to prevent work accidents.



Fresh meat and fish department backroom



Fresh produce backroom

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