

CONDÉ NAST

JAPAN

PRESS RELEASE

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Condé Nast Japan

CONDÉ NAST JAPAN IMPLEMENTS CODE OF CONDUCT TO HELP ADDRESS THE PROBLEM OF HARRASSMENT

A Condé Nast International Code of Conduct is implemented from today across all its markets and brands in order to help address the problem of sexual harassment. This requires all who Condé Nast Japan work with to be respectful, displaying integrity and a responsibility to others working with them.

The Code of Conduct presents guidelines for vendors and partners, outlining protocols to create a safe and respectful environment. Every shoot performed for Condé Nast Japan must adhere to the following guidelines;

- All models must be at least 18 years old. Exceptions will be made for subjects appearing as themselves as part of a profile or news report. In the event a shoot calls for subjects younger than 18, a chaperone must be provided by the agency, and the agency must ensure compliance with any applicable labor laws, including child labor laws. All work performed during a photo or video shoot must be in compliance with applicable laws and regulations, including but not limited to labour, wage and hour, and immigration laws.
- Photo shoot participants may not be under the influence of alcohol or illegal drugs (including unauthorized prescription drugs), and the consumption or use of alcohol and illegal drugs (including the misuse of prescription drugs) on the premises of a shoot is strictly prohibited.
- A brief describing any nudity, sheer clothing, lingerie, swimwear, animals, simulated drug or alcohol use or sexually suggestive poses planned to be incorporated in a shoot will be distributed to all concerned parties and must be agreed to in advance by the subject of the images. All attendees at the shoot will be notified of any planned nudity.
- A private dressing space must be available to everyone appearing in a shoot.
- If sheer clothing is to be included, appropriate undergarments must be provided unless otherwise agreed to in advance by the subject of the images.
- Any concerns a subject has regarding the amount of skin exposure of wardrobe must be considered, and no subject should be pressured to expose themselves more than they feel comfortable.
- While Condé Nast maintains control over creative and aesthetic decisions, any concerns of a subject's agent or other representative should be given respectful consideration.

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- We recommend that a model should not be alone with a photographer, makeup artist or other contributor participating in a Condé Nast shoot.
- Throughout the shoot, including any related travel, photographers and videographers may not shoot anyone engaged by or through Condé Nast other than as requested by Condé Nast.

“We at Condé Nast want to do all we can to stop sexual harassment in our industry. By adopting these recommendations, everyone involved in the creative process will be helping to create a safe and respectful work environment,” commented Jonathan Newhouse, Chairman and Chief Executive of Condé Nast International.

Condé Nast US and Condé Nast International announced work was underway regarding this initiative in October 2017. Since then over 150 conversations have taken place with representatives from every point of the publishing process including bookers and publicists, agents for photographers, models and stylists, in addition to our own Editors. This has allowed the Code of Conduct to be brought to market with confidence, and it is being communicated to all third party vendors as well as internally. The principles of the Code of Conduct were announced earlier this month by Conde Nast in a news item in the New York Times.

Processes are in place to ensure all shoots are carried out within the Code of Conduct guidelines, with a nominated Code of Conduct representative in each country overseeing its implementation. If anyone believes that any element of the Code of Conduct has been violated, a confidential procedure is in place. A Condé Nast International committee will be sitting across the business to review complaints brought, to include a right of reply. Comprised of senior Condé Nast executives, if the Committee finds a case where harassment is identified, the necessary steps would be taken, and Condé Nast would cease to work with that individual with immediate effect.

The implementation of the Code of Conduct begins with immediate effect. Any Condé Nast shoots carried out from this date onwards will adhere to these guidelines.

In addition to the Code of Conduct announced today, the Condé Nast Code of Ethical Responsibility has also been updated and recently shared with all employees. The Code of Ethical Responsibility covers all areas of professional responsibility, including no tolerance for bullying and harassment, whether sexual or any other types of abuse.

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