

Employee Health (Health and Productivity Management)

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Policy

In January 2017, the Fuji Oil Group announced the Fuji Oil Group Health and Productivity Management Declaration,* which states that we will proactively engage in health and productivity management.

* Fuji Oil Group Health and Productivity Management Declaration (in Japanese)

<https://www.fujioil.co.jp/about/health/>

Governance

Initiatives for employee health and productivity management at Fuji Oil Co., Ltd. are promoted by the Health Management Section of the Human Resources Department. We work to improve the health of our employees and create a rewarding workplace in collaboration with occupational physicians, public health nurses, nurses, occupational counselors and other specialists, as well as the Health Insurance Society.

Basic approach

The Fuji Oil Group recognizes that the health and well-being of employees are important management measures also from the perspective of enhancing the quality of human capital. We believe that managing our employees' health and productivity improves employee satisfaction, and could also potentially help extend healthy life expectancies throughout society by engaging local communities and wider society. Conversely, failing to provide an environment where employees can thrive may lead to lower work motivation and productivity, resulting in higher employee turnover and other outcomes that could affect business continuity. Based on the Health and Productivity Management Declaration, Fuji Oil Co., Ltd. has been implementing various measures to enhance employee health. Enhancing employee vitality fosters a thriving organization and leads to growth. We aim to make the greatest possible contribution to the health of all people and the planet by first helping our employees live healthy lives.

Risk Management

GRI: 403-3, 6

Better mental and physical health management system

Fuji Oil Co., Ltd. aims to be a company where employees have long, happy and healthy working lives. To make this a reality, we have all employees undergo regular health examinations, and 100% of employees have had a regular health examination and 94.9% of eligible employees have had a secondary health examination (as of March 31, 2025). We aim for a target of 100% of eligible employees undergoing the secondary health examination. We are also working to enhance our health guidance provided by industrial health staff,

so that employees can use the results of these checkups to maintain lifelong health.

We have also published the FUJI OIL Health and Wellbeing Report to clearly present our health and productivity management guidelines to employees. Based on the guidelines, we hold health talks to communicate essential information. In the first half of FY2024, an occupational health physician gave a talk on blood pressure. In the second half of the year, an external expert gave a talk on the basics of fertility treatment. These talks were attended by over 100 participants, helping them to deepen their knowledge of these topics. Some comments from participants included: “I wanted to know what blood pressure even means, plus my parents are getting older so I wanted to find out about conditions caused by high blood pressure. I learned a lot.” “I found out what fertility treatment involves, how difficult it is, and the mental and physical burden on people undergoing treatment.”

To prevent mental health problems, we have employees respond to a stress check questionnaire (94.4% response rate in FY2024; with 9.0% of respondents under high stress), and support each workplace’s efforts to solve issues identified there and improve the working environment by conducting psychological assessments. All managers at our Hannan Business Operation Complex took part in a practical mental health training where they looked at real-life case studies and considered the best way to respond. We also have full-time in-house counselors offering consultations on career concerns, as well as holding open seminars that teach self-care, line-care by supervisors, active listening, and communication skills. Affiliated external counsellors also provide support for employees suffering from mental health problems. In order to respond to employees’ mental health problems at an early stage, we provide a favorable environment for all employees to use counseling services without hesitation.

If employees need to take a long leave of absence due to an illness or injury, the health staff will help them manage their health while they are on leave so that they can concentrate on treatment without worry. We have also formed a system for smooth reinstatement of employees by continuing to provide health-related support in the about three-month transitional period after returning to work, and are creating an organization where both returning employees and their coworkers can continue to enjoy their work.

As part of our information sharing that uses our Japan-wide intranet, we publish a column on health using a monthly topic. Our occupational health staff also provide detailed explanations and information at the monthly Safety and Health Committee meetings held at each business site to develop health awareness. The column is also shared with Group companies in Japan for an even more widespread promotion of health.

Measures to prevent lifestyle-related diseases

At Fuji Oil Co., Ltd., occupational physicians and health staff further enhance measures to help employees prevent serious diseases. We are committed to improving the health literacy of all employees by enhancing our health guidance as well as providing constant interventions, ranging from treatment recommendations to advice on healthier lifestyles.

To further safeguard the health of our employees and prevent illness, we have completely banned smoking on our premises and during working hours from FY2025. We have also updated our health management system to provide an easy way for employees to take an interest in health management, with features like an AI-powered body age calculator and ranking displays based on health examination results and lifestyle factors like diet, steps and sleep.

Program	Content
Offering healthy meals at our company cafeterias	Offer meals using our own soy meat products (F-lunch)
	Offer meals using local seasonal vegetables
	Offer balanced meals designed to reduce stress, aid fatigue recovery, and provide other health benefits
Providing health information	Provide seasonal and trend-based information on food ingredients and health columns using digital signage
	Provide health information on drinking and smoking through the Japan-wide intranet and the Safety and Health Committee

Program	Content
Preventing smoking	Completely ban smoking on our premises and during working hours
	Implement a smoking cessation program led by occupational health staff for smokers who want to quit
	Provide a smoking cessation program in partnership with the Health Insurance Society
Supporting exercise	Conduct stretches for lower back pain and morning exercise routines at the beginning of the workday
	Visualize changes in personal health indicators by using InBody, a body composition analyzing device installed in our health room
	Hold the Health Check Competition: Know Your Body semi-annually in collaboration with Osaka Kawasaki Rehabilitation University
	Provide a walking campaign and online exercise program in partnership with the Health Insurance Society
	Cover the costs of exercise-related services as part of the welfare program
Supporting sleep	Provide a silent room for napping
	Loan out sleep trackers to employees who are not getting enough sleep

Metrics and targets

At Fuji Oil Co. Ltd., we have set priority measures to achieve health and productivity management, and specified targets for each of these measures.

Please refer to the page below for details.

> Fuji Oil Co., Ltd. Health and Productivity Management (in Japanese)

<https://www.fujioil.co.jp/about/health/>

External recognition

Named in the large enterprises category of the 2025 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Oil Co., Ltd. (eighth consecutive year)
- Fuji Sunny Foods Co., Ltd. (seventh consecutive year)

Named in the SME category of the 2025 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Omu Milk Products Co., Ltd. (seventh consecutive year)

* Other external recognitions

<https://www.fujioil.co.jp/en/sustainability/evaluation/>

Creating a positive workplace culture: Harald (Brazil) named as a Great Place to Work for eight years running

Harald Indústria e Comércio de Alimentos Ltda (Brazil) has been certified as a Great Place To Work in Brazil for the eighth consecutive year. Great Place To Work® is a workplace culture institute which investigates and analyzes employee experience in around 150 countries worldwide, certifying and ranking companies that meet the criteria as a company that provides a sense of fulfillment.

Related documents

ESG Data Book (PDF 411KB) 