

Employee Health (Health and Productivity Management)

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 Fuji Oil Group's Management Philosophy, we set forth our Vision: "Together with our stakeholders, we will co-create a sustainable future for food, based on plant-based ingredients that are both delicious and healthy." Health is important not only for the happiness of our employees and their families, but also to raise the strength of our Group. So here, Fuji Oil Group declares that we proactively engage in health and productivity management.

The highest priority in health and productivity management is the health and happiness of our employees, and we believe that a fulfilling work life will enhance our corporate value. The most important aspect of health and productivity management is individual health awareness. In other words, we need to take care of our own health. We will keep health in mind and work ethically, righteously, positively and vigorously. In this way we can work for people, solve their problems, and drive forward our contribution to society.

As part of health and productivity management, we take actions to support our employees to keep and improve their health.

Specifically, we implement initiatives in areas such as prevention of lifestyle-related diseases and mental health problems, and activities to promote physical health.

Governance

Initiatives for employee health and productivity management at Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd. are promoted by the Health Management Section of the Human Resources Department at Fuji Oil Co., Ltd. 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 also important management measures 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 Fuji Oil Group Health and Productivity Management Declaration, Fuji Oil Co., Ltd. has been implementing various measures to enhance employee health. Boosting the energy of our employees 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.

Better mental and physical health management system

At Fuji Oil Co., Ltd., we have all employees undergo regular health examinations, and 100% of employees have had a regular health examination and 95.3% of eligible employees have had a secondary health examination (as of March 31, 2024). 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 this report, an occupational physician gave a health talk conveying the company's health goals, which can only be achieved by valuing physical and mental health, social well-being, and life purpose. The talk was attended by over 100 participants. Some comments from participants included: "It made me realize the importance of health once again," and "I will try to get more sleep for a healthy mental balance."

To prevent mental health problems, we have employees respond to a stress check questionnaire (94.2% response rate in FY2023; with 9.1% 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. We also have full-time in-house counselors offering consultations on career concerns and support for those with mental health issues, as well as holding open seminars that teach self-care, employee mental health care, listening, and communication skills. Affiliated external counsellors also provide support for employees suffering from mental health problems. We thus provide a favorable environment for all employees to use counseling services without hesitation in order to respond to employees' mental health problems at an early stage.

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. At the meeting on the topic of hay fever, there was a lively exchange of opinions from concerned employees, with some employees suggesting early medication as a preventive measure. The column is also shared with Group companies in Japan for an even more widespread promotion of health.

Measures to prevent lifestyle-related diseases

Under Fuji Oil Co., Ltd.'s "100-year Healthy Active Life" initiative, occupational physicians and health staff promote 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. By using a health management system to better visualize health data, we enable our employees to track their own health indicators, including the results of their own health examinations.

Program	Content
Offering healthy menus at our company cafeterias	Offer menus using our own soy meat products (F-lunch)
	Offer menus using local seasonal vegetables
	Feature low-salt menus for Low-salt Menu Day on weekdays around the 17th of each month
	Offer balanced menus designed to reduce stress, recover from fatigue, and other health issues
Providing health information	Provide information and health columns on food ingredients according to the times and seasons using digital signage

Program	Content
	Provide health information on drinking and smoking through the Japan-wide intranet and the Safety and Health Committee
Preventing smoking	Promote the 22nd of each month as No-smoking Day to encourage smokers to quit
	Provide a smoking cessation program in partnership with the Health Insurance Society
Supporting exercise	Conduct lower back pain stretches and radio calisthenics daily at the start of work
	Installed InBody, a body composition analyzing device, in our health room, to provide visualization of trends in personal health indicators
	Held the Health Check Competition: Know Your Body, in collaboration with Osaka Kawasaki Rehabilitation University
	Provide a walking campaign and online exercise program in partnership with the Health Insurance Society
	Shoulder 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

External recognition

Named among the top 500 in the large enterprises category (White 500) of the 2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Oil Holdings Inc. (seventh consecutive year)
- Fuji Oil Co., Ltd. (seventh consecutive year)

Named in the large enterprises category of the 2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Sunny Foods Co., Ltd. (sixth consecutive year)

Named in the SME category of the 2024 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. (sixth consecutive year)

* Other external recognitions

<https://www.fujioilholdings.com/en/sustainability/evaluation/>

Related documents

ESG Data Book (PDF 2.85MB) 