



Addressing Cancer, Diseases, and Injuries

Initiatives and measures for early detection and prevention	Initiatives	<ul style="list-style-type: none"> • Recommending that employees receive secondary examinations • Providing e-learning related to health checkups and cancer screenings • Providing cancer screenings (with content varying depending on age) exceeding legal requirements
	Subsidies	<ul style="list-style-type: none"> • Subsidies for secondary examinations • Subsidies for health checkups for the spouses (dependents) of employees that are 40 years old or older
	Others	<ul style="list-style-type: none"> • Participating in Gan Taisaku Suishin Kigyo Action (the corporate action to combat cancer, an initiative promoted by the Ministry of Health, Labour and Welfare) • Providing information to improve cancer literacy via internal portal sites and internal social media
Measures for helping employees balance work and medical treatment	Support systems	<ul style="list-style-type: none"> • Clarifying processes from medical treatment to the resumption of work and systems for supporting the processes for employees in need of long-term medical treatment • Developing plans to help employees to balance work and medical treatment, based on their symptoms, frequency of hospital visits, and workstyle • Consultation service provided by an internal coordinator who supports employees in their balance of work and medical treatment • Paying full amount of salary during leave of absence for treatment Also paying leave salary (salary paid to employees on leave), whose amount varies according to the duration of service • Monetary support program for balancing work and cancer treatment, support program for employees receiving medical treatment
	Workstyles	<ul style="list-style-type: none"> • Utilization of paid leave (by the hour, half day, and whole day) • Use of shorter working hours, flexible working hours, and staggered working hours programs • Carryover of unused paid leave, back-up leave
	Others	<ul style="list-style-type: none"> • Describing the details of each program in the handbook regarding Health and Productivity Management



Mental Health Initiatives

Surveys	<ul style="list-style-type: none"> • Conducting stress checks and providing support for employees with high stress levels (such as interviews with industrial doctors or public health nurses and the introduction of counseling services) • Conducting employee awareness surveys
Training	<ul style="list-style-type: none"> • Mental health training given by public health nurses • Harassment training • Providing self-learning opportunities related to mental toughness
Support	<ul style="list-style-type: none"> • Support provided by public health nurses and industrial counselors before, during, and after leaves of absence • Implementation of a program under which the employee begins working again on a trial basis, and takes a rehabilitative business trip before returning to work • Regular interviews with industrial psychiatrists at the time of and after returning to work (head office only)
Others	<ul style="list-style-type: none"> • Prohibiting harassment under work regulations • Publishing harassment guidelines and power harassment guidelines and informing employees of them • Establishing a harassment consultation office, whistleblowing office, and internal and external mental health consultation offices

Internal health events

I declare I will use the stairs!

Event for establishing habits

FY2021
200
participants

The number of participants is increasing every year!

E-learning

FY2020
120
participants

Measures to address presenteeism

About sleep

FY2019
100
participants

Other measures

- Consolidation of the sales divisions onto a single floor and the introduction of hot desking in offices
- Establishing an in-house café (featuring relaxing music, beverage servers, library, and lunch and snack sales)
- Creating events (including internal events, sporting events, and social contribution activities that also lead to the promotion of good health)
- Publication of the Group's internal newsletters and use of internal social media (such as internal portal sites and Yammer)
- Co-sponsoring local festivals and sporting events
- Building online systems (Installing online systems in all conference rooms, installing single occupancy online conference rooms)
- Use of internal digital signage connected to all branches (to share news and other information)