

Health and Productivity Management

The Sanyo Chemical Group believes that each employee working in good mental and physical health will create happiness for themselves and their families, and contribute to the development of the company.

Targets and results

We promote health and productivity management, believing that it is a key management issue for the company to be actively involved in the maintenance and promotion of employee health, rather than leaving it to individual management. We have created the Health and Productivity Management Strategy Map Initiative to quantitatively show health and productivity

management initiatives and results and to implement the PDCA cycle of activities.

In addition to setting action goals for the five initiatives, we also implement measures for physical and mental health and health investment measures that will improve productivity and job satisfaction, ultimately aiming to resolve management issues.

► Action goals for the five initiatives

(FY)

Initiative	Item	2022	2023	2024	2025 (Target value)
Exercise	To have an exercise routine at least once a week	50%	52%	52%	70% or more
Sleep	To be well rested with sleep	63%	61%	59%	80% or more
Diet	To have a balanced diet	75%	79%	82%	90% or more
Drinking	To have two or more alcohol-free days per week	76%	77%	79%	90% or more
Smoking	Not to smoke (Smoking rate reduction)	83%	84%	82%	90% or more

► Health-related indicator performance and FY2025 targets*1

(FY)

		2022	2023	2024	2025 (Target value)
Absenteeism*2	Personal injury/sickness absence rate	1.9%	1.3%	1.6%	1.0% or less
Presenteeism*3	Labor productivity loss rate	36.6%	36.4%	35.8%	30.0% or less
Work engagement*4	Self-motivated behavior and positive feelings toward work (deviation value)	50.1	49.6	49.7	51 or more

*1 Data from health checkups (obesity, liver function, lipids, blood sugar, blood pressure, etc.) are also used as intermediate indicators of action goals.

*2 A condition in which the employee cannot perform duties due to absence from work, leave of absence, or other reasons. Measured by the number of employees on sick leave who are absent for more than one month.

*3 A condition in which the employee is present at work but is not able to work sufficiently due to mental or physical health problems. Measured by the WHO Health and Labor Performance Questionnaire.

*4 A state of mind that is positive and full of accomplishment, vitality, enthusiasm, and immersion in one's work. Measured by a proprietary survey instrument using eight items that correlate well with the Utrecht Work Engagement Scale.

Promotion system

The "Health Promotion Council," which includes senior management, deliberates and decides on policies and initiatives, while the "Health Promotion Teams," which include employees from each region, have been promoting awareness and penetration of health and productivity management among employees and implementing specific measures in their respective regions. The company, the labor union, and the health insurance society work in unison to promote company-wide health initiatives.

Initiatives in FY2024

In conjunction with the ceremony commemorating the 50th anniversary of the founding of the Sanyo Chemical Industries Health Insurance Society, we held a panel discussion entitled "For each employee to seriously consider their own health." In addition to the five themes set out in our action goals, we also held seminars on areas of greatest interest based on employee surveys, distributing them via video. These initiatives related to health and productivity management have been highly evaluated, and we have been certified as a Health and Productivity Management Organization by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi for seven consecutive years.