



Promoting health management

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Various measures are in place to help officers and employees improve their physical and mental health in line with the Healthy HASEKO Full-of-life Plan under the slogan of “No success without healthy officers and employees.” Under the Haseko Group’s Declaration of Health issued by our president, we have established the Haseko Group Health Management Promotion Committee. Furthermore, with the aim of becoming a company where all employees can stay healthy both mentally and physically, and where each and every one can work with more vitality, we formulated the Haseko Group Health Management Strategy Map in 2021, visualizing the relationship between the management issues to be solved and the investments in health (health promotion measures) required. Through these efforts, we have been practicing health management.

With these efforts paying off, the Company and its affiliates were selected under the “2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program (White 500)” in the large enterprise category hosted by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.



Organizational framework for promoting health management

In accordance with the Haseko Group’s Declaration of Health, we established the Haseko Group Health Management Promotion Committee in fiscal year 2018. The Committee makes decisions on company-wide policies, targets, plans and progress on the maintenance and promotion of employees’ health, and shares related information.

As a subordinate organization of the Committee, we have set up the Health Promotion Conference. At the Conference meetings, we work to address health management on a group-wide basis: share the status of seminars and guidance on health, formulate health promotion projects tailored to the circumstances of each Group company, and discuss the results of collective analysis of stress checks.



Ultimate target indicators (KPI)

The Haseko Group Health Management Strategy Map defines the ultimate target indicators. The measurement method and actual results for the last two years are as shown below. To achieve the targets, we are focusing on providing care for high-risk individuals in terms of physical and mental health, through Health Management Committee meetings and personalized follow-up by health staff of the in-house clinic. The target for absenteeism is set with the idea of gradually improving the current score. (Target indicators are for the Group.)

Ultimate target indicators	Measurement method	Unit	Results		Targets
			FY2022	FY2023	FY2023
Absenteeism	Measured by dividing the total number of days of absence or leave due to illness by the number of employees	Day	2.1	2.1	1.6
Presenteeism	Measured using a question in the employee survey, that asks to self-evaluate the past four weeks (out of 100 points), with performance to be demonstrated in the absence of illness or injury at 100%.	Score	76.9	77.1	78
Work engagement	Rate of respondents who answered “Yes” to the question “Do you have interest in your job?” in the employee survey.	%	68.0	66.2	—
	Simple average of scores for the three items of (1) vitality, (2) enthusiasm, and (3) devotion to work in the employee survey (0 = not at all to 6 = feeling always).	Score	3.41	3.37	3.42
Turnover rate	Annual turnover rate of full-time employees	%	5.4	5.7	—

Systems and measures—The Healthy HASEKO Full-of-life Plan

Haseko Welfare Center Inc., the Haseko Group’s organization for health promotion, plays a pivotal role in supporting employees’ health, including health checkups at the in-house clinic, health guidance, planning and operation of health seminars, stress checkups, and regular communication of health information through publications. As a highly unique system, employees aged 45 and those over 50 are eligible to get a PET-CT scan, with all costs covered by the company. This has proven highly effective in the early detection of cancer. In addition, the offices of health insurance society and Haseko Welfare Center Inc. have been consolidated on the same floor to strengthen the promotional framework for health services and employer-insurer collaboration in worksite health

promotion (collaborative healthcare). The healthcare services provided mainly by health insurance society include brain screening, women’s comprehensive medical checkups, and dental checkups at no cost to employees. Specific health guidance, an initiative promoted as part of collaborative healthcare, has significantly increased its participation rate (percentage of the insured covered increased from 24.5% in fiscal year 2019 to 44.1% in fiscal year 2023). Results are reflected in physical health data, such as a decline in the percentage of participants with metabolic syndrome. In addition, efforts are underway to reduce health risks through population approaches for each theme, such as mental health care, health education programs for employees in their 30s.

Topics of the Measures

Cooperation with the management—Sharing the employees’ health status with the management

Health status of employees (physical health: findings in periodic medical checkups, mental health: factors causing strong stress reactions in stress checks) is shared with the officers in charge of departments of Haseko Corporation and the presidents of Group companies, for exchange of opinions to solve the issues.

Communication and awareness-raising to for employees—Periodic publication of Wellness Newsletter

Haseko’s *Wellness Newsletter* is published quarterly to improve the employees’ health literacy, by familiarizing them with the system and providing information on self-care that can be practiced on a daily basis, thereby raising awareness of all employees. (the image on the right)



Measures to address health issues peculiar to women—Holding of Women’s Health Seminars

Health issues specific to women vary by age. We provided educational programs for all female employees through video and e-learning formats, offering different contents for three age groups (participation rate: 93.1%, and 97.3% for those under 55 years old, who were required to take the course). Through this seminar, we aim to increase the rate of those taking the women’s comprehensive medical checkup.

In addition, we are planning to hold a seminar for male managers in fiscal 2024.

Providing opportunities and facilities for refreshing oneself—Operation of company-operated recuperation facilities and holding of events

We believe it is essential for employees to have opportunities to refresh themselves in order to maintain and enhance their mental and physical well-being, and deliver high performance.

Our directly-operated recuperation facilities are located in Tateshina (Chino City, Nagano Prefecture) and Nanki-Shirahama (Wakayama Prefecture). By directly hiring local staff, we make our facilities more homey and easy to visit repeatedly.

We held a total of 28 events in fiscal year 2023, including virtual relay road races for teams using a running app, participated by approximately 800 people in total. Every year in the summer, starting 2023, when the COVID-19 began to subside, we held a summer camp, attended by 128 people in 2024, including employees’ family members, as part of our ongoing efforts to help employees develop the habit of exercising and to promote communications.



The summer camp

