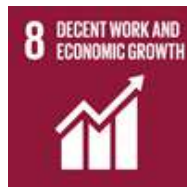


Sustainability

Maintenance and promotion of employee health (health management)

Focus SDGs



Management information

Relation between themes and business activities

The Fuji Oil Group recognizes that employee health is important not only for employees themselves and their families but also as a target of its management measures to increase corporate value.

Basic approach

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

Based on this declaration, we implemented various measures to improve employee health. We provide employees with helpful information and programs to enable them maintaining and improving their own health. The objective is to create a health culture of employees working in a lively way.

Fuji Oil Group Health Management Declaration

In Fuji Oil Group's Management Philosophy, we set forth our Vision: "We seek to contribute to the society by creating the future of delicious and healthy foods; using our core technologies in oils & fats and soy." 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 Management.

The highest priority in Health Management is the health and happiness of our employees. If our employees can enjoy their lives and work actively, it will lead to the enhancement of our corporate value. The most important thing for Health Management is individual health awareness. In other words, we need to take care of our own health. We will keep 'health' in mind, and will work "ethically, righteously, positively and vigorously." We can then work for people, solve their problems, and drive forward our contribution to society.

As part of Health Management, we take actions to support our employees to sustain and improve their health. Specifically, we shall implement initiatives in areas as prevention of lifestyle-related illness and mental health problems, and also activities to promote physical strength.

1st of January, 2017

FUJI OIL HOLDINGS INC.

President and CEO Hiroshi Shimizu

Promotion system

The Fuji Oil Group promotes Group-wide health management initiatives under the overall control of the Chief Administrative Officer (CAO). Fuji Oil Co., Ltd. established the Health Management Promotion Group in its HR & Administration Division and built a health support system in collaboration with occupational physicians, public health nurses, nurses, occupational counselors and other experts. We provide support for individual employees and their workplaces in each stage of disease prevention.

Specific initiatives

Measures to protect employees (enhancement of the health management system)

We have all employees undergo regular health examinations. At Fuji Oil Co., Ltd., 100% of employees have had a regular health examination (as of March 2020) and 94.4% have

been subject to a secondary health examination (as of April 2020). We aim for the target of 100% of eligible employees undergoing the secondary health examination, and strive to make good use of the examination results for the health of individual employees by enhancing health guidance.

To prevent mental health problems, we have employees respond to a stress check questionnaire (with 95.3% of employees responding in FY 2019), and support each workplace's efforts to solve issues identified there and improve the working environment by interviewing all employees and conducting psychological assessment.

In addition, we offer Life Career Counseling services, including consultation on career concerns with full-time in-house counselors, support for employees suffering mental health problems, and the availability of an affiliated external counseling room. 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 have to take leave for a long time due to 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 also provide health-related support for employees who return to work after completing treatment in order not only to enable them to resume their work smoothly but also to create an organization where both those returning employees and their coworkers can continue to work in a lively manner.

Measures to prevent lifestyle-related diseases

As the first "100-year Healthy Active Life" initiative to prevent employees from contracting serious diseases, in November 2019 we launched a blood pressure improvement program and a smoking cessation support program targeting employees. Moreover, our company cafeterias in Japan serve dishes using our own soybean products (Soybean Plus Dishes), low-salt dishes, and healthy dishes (Body-friendly Dishes) to raise employees' awareness of improving their own eating habits.

生活習慣病予防
いつまでも現役として生き活きと元気に働きましょう。
「百歳健活・生涯現役」を・・・

健康経営は、従業員の皆さんの健康と幸せを第1義の目的としています。またグループ憲法では、「おいさと健康で社会に貢献する、食の未来創造カンパニーを目指す」をビジョンとして掲げており、不二製油全従業員一人一人が健康であってこそ、このビジョンが実現できると考えています。「不二製油グループ健康経営推進宣言」に基づき、従業員の皆さんの健康維持・増進を図る施策・支援として、生活習慣病予防対策を以下のプログラムにて実施していきます。
不二製油株式会社
代表取締役社長 大森 達司

●第1弾: 重大疾患予防(脳卒中・心血管疾患)

1. 血圧改善プログラム
目標値: 収縮期血圧130mmHg、拡張期血圧100mmHg以上を「0」
3年で収縮期血圧の平均値を5mmHg低下する。

① 健康診断結果に孔での指導強化
② 健康意識向上のための継続的な教育
(講話・GLOBAL SQUAREに情報提示・職場食体験など)
③ 職場全体での減塩への取り組み
(食堂での見える化、健康を認識できる食堂へ)

2. 禁煙サポートプログラム
目標値: 2年で喫煙率10%減少

① 喫煙・禁煙に関するアンケート調査
② 禁煙ハッチなどの禁煙サポートの提供(禁煙プログラムへの参加)
③ たばこに関する定期的な勉強会
④ 禁煙ワークショップの開催
⑤ 禁煙4人の設定→禁煙7人の設定(第2弾)

健康経営推進グループ

Poster promoting healthy dishes served at a company cafeteria

Health awareness-raising and educational activities

Since FY 2018, health measurement instruments (for blood pressure, body composition and activity level) have been installed at the Hannan Business Operations Complex, Tokyo Regional Office and Osaka Branch Office of Fuji Oil Co., Ltd. in order to help employees manage their own health.

Also, to promote awareness of work style reform throughout the company, we have created a commendation program named CWORK (Creative WORK) Award, which includes a health awareness-raising category. The establishment of a mechanism that encourages each department to set a goal that will contribute to better health (such as “switching from bus commuting to bicycle commuting”) has led to increased health awareness among employees.

As part of efforts to enhance health guidance, in April 2019, we launched a health management system on a full scale to visualize health data. The health management system enables employees to track their own health data (health examination results, etc.), leading to increased employee health awareness.

We provide employees with opportunities to heighten their awareness of health by offering information on illness and health on the company intranet, conducting e-learning programs, holding seminars given by occupational physicians or public health nurses, and organizing health events. We thus encourage employees to change their attitudes toward health. In FY 2019, we held “line care”^{*} seminars taught by occupational physicians, targeting managers.

^{*} Line care: Employee health care provided by site managers or supervisors, defined by the Japanese Ministry of Health, Labour and Welfare

External recognition

Recognized for their health management initiatives, Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd. were selected among Excellent Enterprises of Health and Productivity Management 2020 (White 500) by Japan's Ministry of Economy, Trade and Industry (METI). Below is a list of external evaluations that Fuji Oil Group companies in Japan have received.

Selected among Excellent Enterprises of Health and Productivity Management 2020 (White 500)

- Fuji Oil Holdings Inc.
- Fuji Oil Co., Ltd.
- Fuji Sunny Foods Co., Ltd.

**Selected among Excellent Enterprises of Health and Productivity Management 2020
in the small enterprise category**

- Fuji Tsukuba Foods Co., Ltd.
- Omu Milk Products Co., Ltd.