

Sustainability

Health Management

SDGs of particular focus for achievement



Activity report FY2018

Promoting Occupational Safety and Health Priority theme

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Maintenance and Promotion Employee Health Priority theme

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For more details



For more details



Sustainability

Promoting Occupational Safety and Health

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Basic approach

The Fuji Oil Group Management Philosophy places "safety, quality and the environment" as the first of its values; and among them, "safety" is the issue we must give the highest priority for our continuing growth. For safety and health, the Fuji Oil Group established its Health Management Declaration in January 2017; setting the following six items as Basic Policy of Safety and Health.

Under the slogan: "Let's create a safe workplace together by observing the rules and sharing our experience", we strive to protect the lives of our employees and all the people working at our business sites, and achieve zero lost-time injuries.

Basic Policy of Safety and Health

1. The base of our thought is the dignity of human life.
2. The base of our safety activities is the participation by all our officers and employees.
3. Every manager has a responsibility for safety.
4. Good physical and mental health makes you a safer worker.
5. Making our workplace safe.
6. Becoming aware of and avoiding safety risks.

Objective

Continue to prevent all serious accidents at all group companies

Progress

The Fuji Oil Group works to reduce labor accidents by collecting and analyzing data on the conditions leading to labor accidents at group companies in Japan and overseas, and by providing feedback to the group companies.

In FY 2018, the number of labor accidents at Group companies in Japan totaled 27, four above the previous fiscal year, while the number of lost-time injuries decreased by three from the previous fiscal year to four. Most labor accidents included cuts, bruises and burns.

The number of labor accidents at Group companies outside Japan in FY 2018 was 43, eleven down from the previous fiscal year. and lost-time injuries decreased by nine from the previous fiscal year to 32. Most labor accidents comprised burns, cuts and falls.

We will continue striving to prevent the occurrence of labor accidents through the proper implementation of safety measures, the observance of specified work procedures, and hazard prediction activities.

Promotion System

Promotion System

To promote ESG management, Fuji Oil Holdings established the ESG Committee as an advisory body to the Board of Directors. The ESG Committee meets regularly to discuss important matters relating ESG, including occupational safety and health, and make reports and proposals to the Board of Directors.

In FY 2018, under the overall control of the Chief Quality Officer (CQO), various Group-wide initiatives for occupational safety and health were undertaken. In line with the Fuji Oil Group Management Philosophy, the Productivity Promotion Group, works in cooperation with each Fuji Oil Group company to eliminate accidents and raise the level of health management. This is done by conducting occupational safety and health audits at each production site to assess risks and addressing identified risks. The Productivity Promotion group was established under the CQO.

We consider labor-management dialogue important for the promotion of occupational safety and health, . For example, in accordance with the labor agreement, a Safety and Health Committee meeting is held at Fuji Oil Co., Ltd., each month to discuss employees' expectations and concerns regarding occupational safety and health.

Educational and awareness-raising activities

Fuji Oil Group implements various measures in recognition that prevention of labor accidents at manufacturing sites as one of its most important responsibilities.

We conduct checks to identify dangerous operations and situations that can lead to accidents and take necessary measures. We also promote the PDCA cycle for risk management, and promote daily hiyari-hatto (near-miss events) activities.

At business sites in Japan, a preventive measure against human errors was implemented; "Yubisashi Kosho [pointing and calling] Promotion Activities" started in March 2016 under the slogans "Call and point" and "Point once for each operation." Gradually, the practice of pointing and calling has taken root at each site. We will continue striving to further establish the practice of "pause and confirm," which is the basis of occupational safety. Group companies outside Japan are implementing safety activities to prevent labor accidents, including establishment of the Safety and Health Committee, safety patrols, safety communication activities, and safety meetings. At a FY 2018 safety conference for Group companies outside Japan, information was shared on the status of occurrence of labor accidents in FY 2017 and the progress of countermeasures.

Furthermore, recognizing the importance of raising employee safety awareness across the Group, we promote measures to increase safety awareness among employees. Such measures include the installation of electronic bulletin boards to remind workers every day to take safety precautions, and the establishment of safety experience rooms to allow workers to experience dangerous situations firsthand.



Safety meeting at a Group company outside Japan
(Indonesia)



Safety Conference for Group companies in the Asian
region, organized by Fuji Oil Asia (Singapore)



Safety Bulletin Board (Japan)



Safety experience room set up in a Group company in China

Assembly at a business site

We established a "Safety/Quality/Environmental Activity" category in our management awards program in FY 2016, to recognize departments and Group companies that have made outstanding efforts in the fields of "food safety, security and quality," "the environment," and "occupational safety and health."

In FY 2018, two sites in Japan received commendations for their achievement of zero labor accidents in the previous fiscal year (FY 2017).

Data

These data show the number per thousand workers, frequency rate, and severity rate of labor accidents for employees of the Fuji Oil Group.

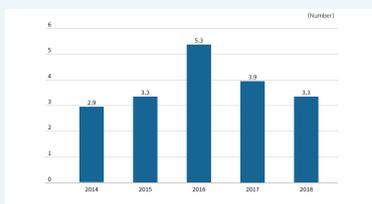
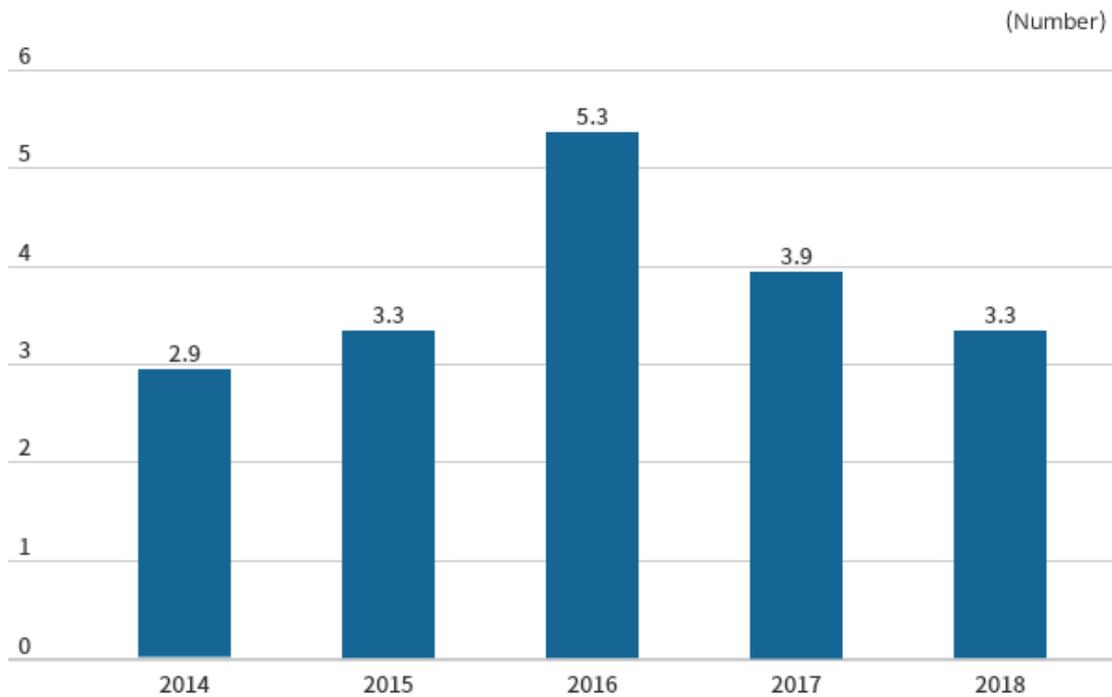
Because the number of labor accidents decreased at Group companies inside and outside Japan, the number of lost-time injuries per thousand workers, and the frequency rate* and severity rate** of labor accidents declined year on year. We will continue to promote safety activities with the aim of achieving zero labor accidents.

*Frequency rate: Number of labor accident victims per million working hours

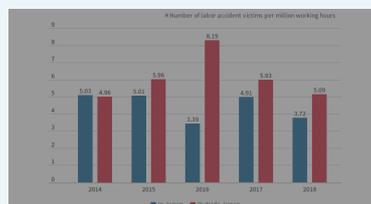
**Severity rate: Accident severity expressed as the number of days lost per 1,000 working hours

Labor accidents

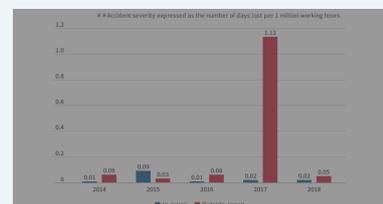
Fuji Oil Group Number of Lost-Time Injuries per Thousand Employees (4 Days or More)



Fuji Oil Group Number of Lost-Time Injuries per Thousand Employees (4 Days or More)



Fuji Oil Group Frequency Rate of Labor Accidents*



Fuji Oil Group Severity Rate of Labor Accidents**

Status of acquisition of management certifications

Status of acquisition of OHSAS18001 certification (as of March 2019)

PT. Musim Mas-Fuji (Indonesia)

Acquisition status of ISO 45001: 2018 certification (as of March 2019)

Woodlands Sunny Foods Pte. Ltd. (Singapore)

Sustainability

Maintenance and Promotion Employee Health

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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 set the following Mid-Term Management Plan objectives: “contributing to society by creating the future of delicious and healthy foods” and “ensuring the health and happiness of Fuji Oil Group employees” . We will continue to act to support our employees in maintaining and improving their health in areas as prevention of lifestyle-related illness and mental health problems.

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

Objective

We established the following objectives for 2020.

Improve health awareness among employees and actively conduct health promotion measures.

Establish a system to enable visualization of employee health condition.

Reduce the incidence of lifestyle-related diseases among employees and the number of employees with mental health issues.

Roll out measures to group companies in Japan and overseas.

Progress

- Established an employee health promotion system (enhanced health guidance and health management promotion systems).
- 100% of employees received health examinations. Secondary examination rate was 94.3% (down 1.6% from the previous fiscal year).
- Percentage of employees taking stress checks at Fuji Oil Co., Ltd.: 93.9% (up 2.5% from the previous fiscal year)
- Made efforts to raise employees' health awareness (installed health measurement systems at major business sites).
- Introduced delicious and healthy menus (using Fuji Oil's soy products) in company cafeterias.
- Fuji Oil Holdings was certified as an Excellent Enterprise of Health and Productivity Management (White 500) (February 2019).

Promotion System

The Fuji Oil Group promotes Group-wide health management initiatives under the overall control of the Chief Strategy Officer (CSO). The Health Management Promotion Group was established in the HR & Administration Division of Fuji Oil Co., Ltd., to plan measures and make improvements to health-related issues. An employee health support system was also established, comprising occupational physicians, public health nurses, nurses, occupational health counselors and other experts.

Specific initiatives

Measures to protect employees

We conduct regular health examinations. In FY 2018, the percentage of employees receiving health examinations at Fuji Oil Co., Ltd. was 100% (94.3% for secondary examinations).

To help preventing mental health problems, we offer stress checks and we encourage all employees to receive counseling. In FY 2018, 93.9% of employees took stress checks. In the future, we will work to visualize the physical and mental health of our employees by using a health management system. We also plan to conduct surveys with Group companies in and outside Japan to check their health management status and health awareness, and to roll out effective measures across the Group.

Highlights: Results of stress check implementation

Stress checks are useful for improving workplaces. In FY 2018, we created workplace improvement plans and conducted follow-up training for high-risk workplaces based on the results of stress checks.

Health awareness raising and educational activities

In FY 2018, health measurement instruments (for blood pressure, body composition and activity level) were installed at the Hannan Business Operations Complex, Tokyo Regional Office and Osaka Branch Office to help employees manage their own health.

Also, to promote awareness of work style reform throughout the company, we have created the "CWORK Award" program, which includes the 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 full scale operation of the health management system to visualize health management. The health management system enables employees to track their own health data (health examination results, etc.), leading to increased employee health awareness. Furthermore, in addition to encouraging our employees to participate in the food education project (providing on-demand lessons for elementary school students) as lecturers, we will plan and implement physical fitness promotion events to inspire employees to promote their own health.

Measures to improve employees' dietary habits and physical fitness

In addition to planning/conducting health-related events such as lectures on dietary habits improvement and training to prevent mental health disorders, we promote the provision of delicious and healthy menus incorporating Fuji Oil's soy and other products, at company cafeterias in Japan.

To promote the physical fitness of employees, each business site will plan and hold events such as walking and yoga classes.



Poster displaying healthy menu items offered at a company cafeteria

External Recognition

Certified as an Excellent Enterprise of Health and Productivity Management (White 500)

In February 2019, Fuji Oil Holdings was certified as an Excellent Enterprise of Health and Productivity Management 2019 in the large enterprise category (White 500) for the second straight year, under the Excellent Enterprise of Health and Productivity Management certification system conducted by Japan's Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi.

Moreover, two Group companies in Japan, Fuji Sunny Foods Co., Ltd. and Omu Milk

Products Co., Ltd., were also certified in the large enterprise category (White 500) and the small to medium-scale enterprise category, respectively.

The Fuji Oil Group will strive to earn high recognition and trust from stakeholders by vigorously promoting Group-wide health management efforts.



Data

Health Examinations

		Total of business sites in Japan (FY2018)	
		(Employees)	(%)
Rates of employees receiving examinations and anomaly observation*	Number of employees eligible to receive health examinations	1,466	
	Number of examinees	1,466	100%

		Total of business sites in Japan (FY2018)	
		(Employees)	(%)
	Number of employees with observed anomalies	971	66.2%
Secondary health examination/Treatment required*	Secondary health examination/Treatment required	473	32.3%
	Not examined /Not reported	27	5.7%

*FUJI OIL HOLDINGSINC. and Fuji Oil Co., Ltd.

Working hours

	Work record data for FY 2018	
Average monthly overtime per employee*	159.1	Hours/month
Average monthly overtime per employee*	17.0	Hours/month

*FUJI OIL HOLDINGSINC. and Fuji Oil Co., Ltd.

Rate of absence due to illness

FY 2018 Rate of absence due to illness*	1.27 %
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*Includes only employees taking time off or leave for injury or illness.

*FUJI OIL HOLDINGSINC. and Fuji Oil Co., Ltd.