

# Employee Health (Health Management)

## Management information

### Relevance to our business

The Fuji Oil Group considers employees as the company's capital, and recognizes that the health and well-being of employees are also important management measures from the perspective of enhancing the quality of human capital.

### 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 have been implementing various measures to enhance employee health. Boosting the energy of our employees encourages an active organization and leads to growth for the whole Group. Through corporate growth, we can continue to contribute to social development.

#### Fuji Oil Group Health Management Declaration

In Fuji Oil Group's Management Philosophy, we set forth our Vision: "We seek to contribute to society by creating a 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, and we believe that a fulfilling work life will enhance our corporate value. The most important aspect of 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 work ethically, righteously, positively and vigorously. In this way we can 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 keep and improve their health. Specifically, we implement initiatives in areas such as prevention of lifestyle-related diseases and mental health problems, and activities to promote physical health.

### Management system

Initiatives for health management across the Group were overseen by the Chief Administrative Officer (CAO) in FY2021. Since FY2022, that role has been transferred to the Global HR Group at Fuji Oil Holdings Inc. and to the Human Resource and Administration Division at Fuji Oil Co., Ltd. We work to improve the health of our employees and create a rewarding workplace in collaboration with occupational physicians, public health nurses, nurses, occupational counselors and other specialists, as well as the Health Management Unit of the Human Resources Department, the General Affairs Department and the Health Insurance Society.

## Specific initiatives

### Better mental and physical health management system

At Fuji Oil Group, we have all employees undergo regular health examinations. At Fuji Oil Co., Ltd., 100% of employees have had a regular health examination and 89.3% of eligible employees have had a secondary health examination (as of March 31, 2022). We aim for a 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. In addition to these initiatives, in FY2021, we carried out COVID-19 vaccination three times at Fuji Oil Co., Ltd.'s Hannan Business Operations Complex. Considering that we play a social role as an essential food-related business, we expanded the eligibility for vaccination to include not only our employees but also their families and our third-party partners, so that our employees can feel safer at work. To prevent mental health problems, we have employees respond to a stress check questionnaire (93.1% response rate in FY2021), and support each workplace's efforts to solve issues identified there and improve the working environment by conducting psychological assessments. We also 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 an 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. During the Occupational Health Week in October 2021, we held a speech by an external lecturer on health, entitled "Support for Balancing Medical Treatment and Work," which was attended by more than 100 employees and helped deepen their

understanding of the subject. We aim to create a system for smooth reinstatement of employees even after a long-term leave due to illness or injury by providing health-related support during the leave period, as well as to create an organization where both those returning employees and their coworkers can continue to enjoy their work.

We will also continue to publish health columns and mental health columns, which started in FY2020 as part of our information sharing via our Japan-wide intranet. Employees who saw shocking photos of the health damage from drinking in a column sharing the risks of heavy drinking said that they will “refrain from drinking alcohol.”

## Measures to prevent lifestyle-related diseases

Under Fuji Oil Co., Ltd.’s “100-year Healthy Active Life” initiative, occupational physicians and health staff promote measures to help employees prevent serious diseases. We are committed to improving the health literacy of all employees by enhancing our health guidance as well as providing constant interventions, ranging from treatment recommendations advice on healthier lifestyles. By launching a health management system to better visualize health data, we enable our employees to track their own health indicators, including the results of their own health examinations.

Program	Content
Offering healthy menus	Our company cafeterias offer menus using our own soybean products (Soybean Plus Dishes), low-salt dishes, and healthy dishes (Body-friendly Dishes), which are designed to raise employees’ awareness of improving their own eating habits
Providing health information	Provide health information related to meals and food ingredients according to the times and seasons at the company cafeterias
	Provide health information on drinking and smoking through the Japan-wide intranet and the Safety and Health Committee
Supporting exercise	Conduct lower back pain stretches and radio calisthenics daily at the start of work
	Create and distribute company walking maps (inside company offices and neighboring areas)
	Shoulder the costs of exercise-related services as part of the welfare program

## External recognition

### Named among the top 500 in the large enterprises category (White 500) of the 2022 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan’s Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Oil Holdings Inc. (fifth consecutive year)
- Fuji Oil Co., Ltd. (fifth consecutive year)
- Fuji Sunny Foods Co., Ltd. (fourth consecutive year)

### Named among the top 500 in the SME category of the 2022 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan’s Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Tsukuba Foods Co., Ltd. (fourth consecutive year)
- Omu Milk Products Co., Ltd. (fourth consecutive year)

\* Follow the link below to learn more about other external recognitions.

> <https://www.fujioilholdings.com/en/sustainability/evaluation/>

## Related documents

ESG Data Book (PDF 2.76MB) 