

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, and we aim to make the greatest possible contribution to the health of all people and the planet by first helping our employees live healthy lives.

Fuji Oil Group Health Management Declaration

In Fuji Oil Group's Management Philosophy, we set forth our Vision: "Together with our stakeholders, we will co-create a sustainable future for food, based on plant-based ingredients that are both delicious and healthy." 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 employee health management at Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd. are promoted by the Health Management Section of the Human Resources Department 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 Insurance Society.

Specific initiatives

Better mental and physical health management system

At Fuji Oil Co., Ltd., we have all employees undergo regular health examinations, and 100% of employees have had a regular health examination and 92.4% of eligible employees have had a secondary health examination (as of March 31, 2023). 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 by the industrial health staff.

In addition to these initiatives, in FY2022, we carried out COVID-19 vaccination at Fuji Oil Co., Ltd.'s Hannan Business Operations

Complex. 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.

At the request of female employees, we held a health talk on “menopause and andropause” together with an external lecturer and an occupational physician that was joined by over 100 participants.

To prevent mental health problems, we have employees respond to a stress check questionnaire (92.8% response rate in FY2022), and support each workplace’s efforts to solve issues identified there and improve the working environment by conducting psychological assessments. We offer Life Career Counseling services, including consultation on career concerns in addition to mental health problems with full-time in-house counselors. Affiliated external counsellors also support for employees suffering mental health problems. 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 need to take a long leave 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. We have also formed a system for smooth reinstatement of employees by continuing to provide health-related support in the approximately three-month transitional period after returning to work and are creating an organization where both returning employees and their coworkers can continue to enjoy their work.

We began publishing a column on health in FY2020 as part of our information sharing via our Japan-wide intranet, and in FY2022 vastly increased the amount of information posted. In an edition on lifestyle-related diseases that covered topics like blood pressure, lipids and diabetes, we also featured charts displaying data from employee health examinations, which is making employees more aware of their health by giving them a better idea of where they stand compared to their peers. The column is also shared with Group companies in Japan for an even more widespread promotion of health.

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 to advice on healthier lifestyles. By using 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 soy meat products (F-lunch) and menus using local vegetables, 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
Preventing smoking	Promote the 22 nd of each month as No-smoking Day to encourage smokers to quit
	Provide a smoking cessation program in partnership with the Health Insurance Society
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)
	Provide a walking campaign and online exercise program in partnership with the Health Insurance Society
	Shoulder the costs of exercise-related services as part of the welfare program
Supporting sleep	Establish a silent room with an environment for napping
	Introduce the benefits of the coffee nap* with digital signage

* A technique of consuming caffeine through coffee or green tea and then taking a short nap in order to suppress sleepiness and improve work efficiency afterward.

External recognition

Named among the top 500 in the large enterprises category (White 500) of the 2023 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. (sixth consecutive year)
- Fuji Oil Co., Ltd. (sixth consecutive year)

Named in the large enterprises category of the 2023 Certified Health & Productivity Management Outstanding Organizations Recognition Program by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi

- Fuji Sunny Foods Co., Ltd. (fifth consecutive year)

Named in the SME category of the 2023 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. (fifth consecutive year)
- Omu Milk Products Co., Ltd. (fifth consecutive year)

* Other external recognitions

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

Related documents

ESG Data Book (PDF 4.57MB) 