

## Health and Productivity Management

The Sanyo Chemical Group believes that each employee working in good mental and physical health will create happiness for themselves and their families, and contribute to the development of the company.

### ■ Targets and results

We promote health and productivity management, believing that it is a key management issue for the company to be actively involved in the maintenance and promotion of employee health, rather than leaving it to individual management. We have created the Health and Productivity Management Strategy Map Initiative to quantitatively

show health and productivity management initiatives and results and to implement the PDCA cycle of activities.

In addition to setting action goals for the five initiatives, we also implement measures for physical and mental health and health investment measures that will improve productivity and job satisfaction, ultimately aiming to resolve management issues.

#### ▶ Action goals for the five initiatives

(FY)

Initiative	Item	2021	2022	2023	2025 (Target value)
Exercise	To have an exercise routine at least once a week	50%	50%	52%	70% or more
Sleep	To be well rested with sleep	66%	63%	61%	80% or more
Diet	To have a balanced diet	76%	75%	79%	90% or more
Drinking	To have two or more alcohol-free days per week	75%	76%	77%	90% or more
Smoking	Not to smoke (Smoking rate reduction)	82%	83%	84%	90% or more

#### ▶ Health-related indicator performance and 2025 targets\*1

(FY)

		2021	2022	2023	2025 (Target value)
Absenteeism*2	Personal injury/sickness absence rate	1.8%	1.9%	1.3%	1.0% or less
Presenteeism*3	Labor productivity loss rate	37.5%	36.6%	36.4%	30.0% or less
Work engagement*4	Self-motivated behavior and positive feelings toward work (deviation value)	49.7	50.1	49.6	51 or more

\*1 Data from health checkups (obesity, liver function, lipids, blood sugar, blood pressure, etc.) are also used as intermediate indicators of action goals.

\*2 A condition in which the employee cannot perform duties due to absence from work, leave of absence, or other reasons. Measured by the number of employees on sick leave who are absent for more than one month.

\*3 A condition in which the employee is present at work but is not able to work sufficiently due to mental or physical health problems. Measured by the WHO Health and Labor Performance Questionnaire.

\*4 A state of mind that is positive and full of accomplishment, vitality, enthusiasm, and immersion in one's work. Measured by a proprietary survey instrument using eight items that correlate well with the Utrecht Work Engagement Scale.

### ■ Promotion system

The "Health Promotion Council," which includes senior management, deliberates and decides on policies and initiatives, while the "Health Promotion Teams," which include employees from each region, have been promot-

ing awareness and penetration of health and productivity management among employees and implementing specific measures in their respective regions. The company, the labor union, and the health insurance society work in unison to promote company-wide health initiatives.

#### VOICE



\* Health Promotion Secretariat members (second from left, front row)

Having worked on health and productivity management through trial and error since 2018, I feel that awareness in the company is growing year by year. At the Health Promotion Council attended by all executives, information is shared about company-wide and regional health issues and related measures, and the executives in charge express their enthusiasm for local activity reports by regional health promotion teams. Through my interactions with executives and employees as a Secretariat member, I realize that health initiatives have the power to connect people because they are important to everyone. I will continue to work hard, believing that pursuing the health and happiness of employees will lead to the growth of the company in various ways.

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