

Health and Productivity Management

Policy and Basic Approach

In 2017, the Nippon Kayaku Group revised its declaration on the environment, safety and health and released it anew as The Declaration on Environment, Health and Safety, and Quality. The mental and physical health of employees is essential to revitalizing the organization and increasing productivity and customer satisfaction. Based on this recognition, we are conducting activities focusing on employees' mental healthcare and lifestyle habits as well as those aimed at preventing exposure to chemical substances in daily business operations.

Nippon Kayaku Group Responsible Care Policy (Health-related items)

◆ < Target >

- Serious accidents / disasters: zero

◆ 3. Improvement of occupational health and safety in the workplace

- Compliance with changes in national chemical substance management policies (voluntary management through risk assessments of chemical substances)
- Identifying and following up on high-stress workplaces through stress checks and organizational analysis
- Establishing a management system by creating a database of health check results (due to commence operation this fiscal year)
- Continuously obtaining Health & Productivity Management Outstanding Organizations certification

The Declaration on Environment, Health and Safety, and Quality

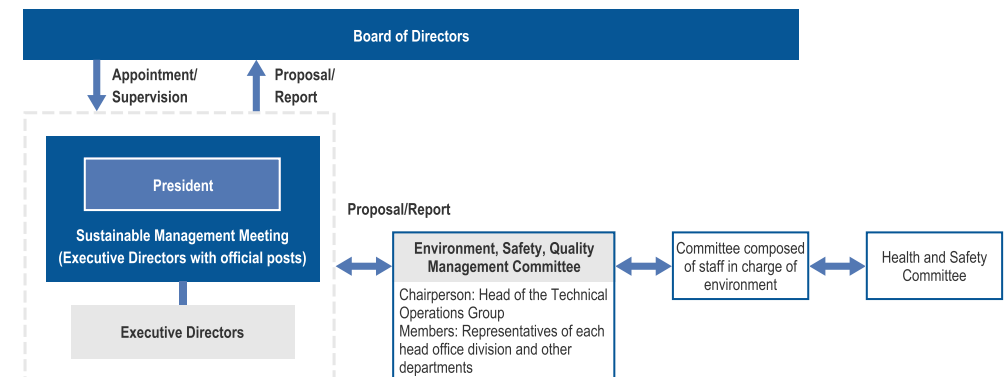
> [The Declaration on Environment, Health and Safety, and Quality](#)

System

Under the Nippon Kayaku Group's health and productivity management system, we have a committee that is chaired by the head of the Environmental Protection & Safety Division and is composed of staff in charge of environmental safety at Nippon Kayaku's sites and Group companies. This committee reports on the Responsible Care activities conducted by the entire company, each business site and each Group company and shares relevant information to discuss problems and important issues. Also, the Health and Safety Committee established at each business site and Group company holds meetings to check the on-site status of occupational health and safety activities and discuss identified problems.

Moreover, Nippon Kayaku and Nippon Kayaku Health Insurance Society for the health maintenance of employees and their families in an effective and efficient manner through the liaison meeting held for that purpose, where information is exchanged and reports and deliberations are made for health promotion.

Health and Productivity Management System



Promotion of Health and Productivity Management

Promotion of Health and Productivity Management

The Nippon Kayaku Group requires all employees to undergo regular health checkups as the basis for its health and productivity management. Employees receive advice and instructions from the industrial physician depending upon the results.

Moreover, for employees who work with specified chemical substances, we offer opportunities for special health checkups. We also have a database of information about the hazardousness of chemical substances handled by us, based on which we carry out risk assessments to prevent incidents and avoid damage to employees' health. In addition, at each business site, we are promoting THP* for employees' mental and physical health, aiming to help employees review their lifestyle habits and promote their health in a continuous and planned manner in order to lead even healthier lives. We also hold events such as a physical fitness test, a health management competition, a walking rally and hiking events for employees.

* THP stands for Total Health promotion Plan for the execution of a PDCA cycle that includes the formulation of a health promotion plan, health testing, health instructions, health promotion based on the instructions, and the improvement of lifestyle habits and revitalization of the workplace.

Initiatives for Mental Health

In order to improve operational efficiency and create greater value, it is crucial that employees be provided with workplaces where they can work with satisfaction and in good mental and physical health.

Nippon Kayaku made a declaration to introduce a mental healthcare system in the name of the president in 2005 and has since been providing managers with necessary instructions. For mental healthcare, it is important for all employees to continue to acquire accurate information and for the Company to be able to identify those who may be struggling with mental illness at work in order to help them at an early stage. We are therefore focusing on implementing health promotion measures by giving priority to the prevention of mental illness.

Specifically, we started to provide mental health training in FY2005 by inviting speakers from an EAP* provider to give lectures. Since FY2006, we have been implementing a three-year plan for all employees to receive the training. In FY2021, as in FY2020, we canceled group training due to COVID-19 and instead provided an e-learning seminar on self-care to help employees deal with the changes in their environment caused by the pandemic and other factors.

For those who take leave due to mental illness, we offer a reinstatement program to support their smooth return to work and prevent a relapse based on collaboration between their managers (company) and the industrial physician and counsellor in charge. As for the mandatory stress check program launched in December 2015 in line with the Industrial Safety and Health Act, we have been implementing necessary measures on an annual basis.

* EAP: Employee Assistance Program

Health Initiatives Implemented at Each Business Site

Measures for Sites without Statutory Industrial Physicians

For health management at our business sites where the appointment of an industrial physician was not required by law*, employees at these sites were unable to be interviewed by industrial physicians after undergoing their statutory health checkups or the screening for adult-onset diseases provided by Nippon Kayaku's health insurance association. In FY2013, we began to conduct examinations for these business sites and decided to send industrial physicians from the Head Office to interview employees at the sites as required.

In FY2014, industrial physicians from the Head Office began to visit these sites across Japan once a year according to a predefined schedule. We also make use of an online conference system for the interviews.

* Business sites where the appointment of an industrial physician is not required by law: As provided for in Article 13 of the Industrial Safety and Health Act and in Article 5 of the Order for Enforcement of Industrial Safety and Health Act, sites with less than 50 employees are not required to appoint an industrial physician.

