

Promoting Health-focused Management

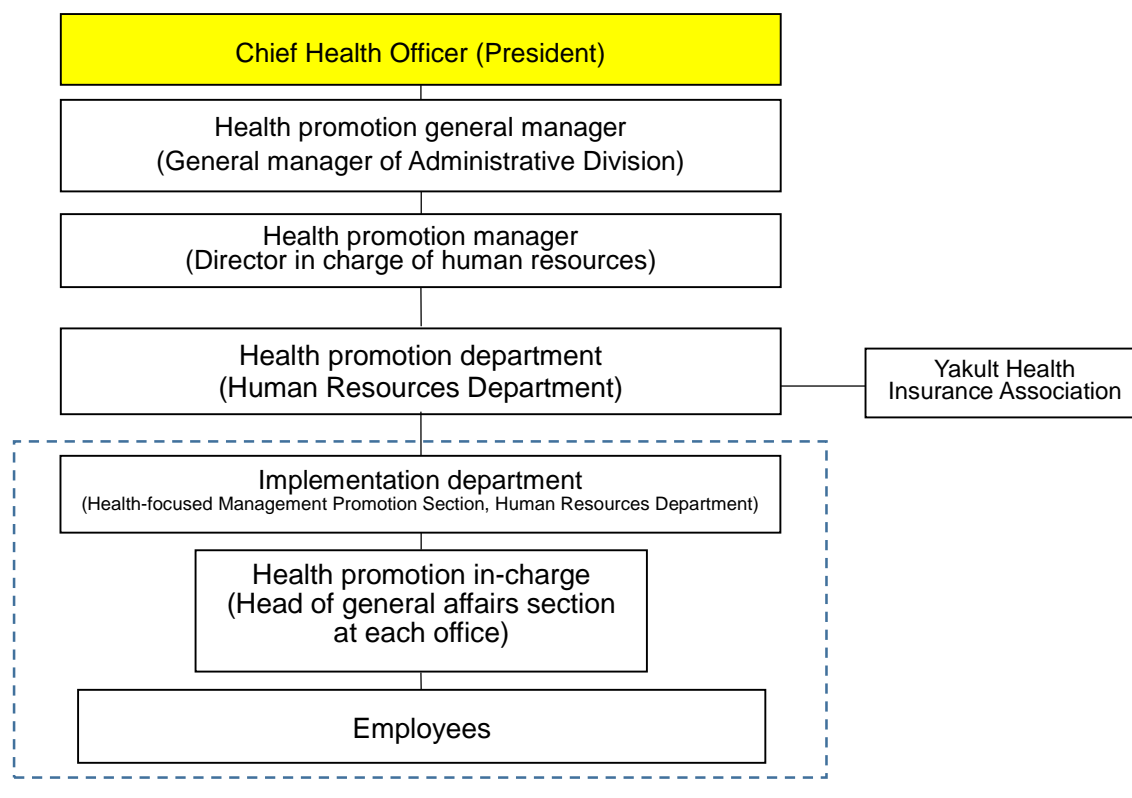
In 2017, Yakult Honsha introduced the Statement on Health based on the concept that promoting the health of employees is an investment for a prosperous future of the company. Since implementing the Statement on Health, we have been actively promoting strategic administration of “Health-focused Management”.

1. Statement on Health

We recognize that the health of our employees is essential to realizing the Yakult philosophy of “contributing to the health and happiness of people,” and therefore strive to create safe work environments that offer peace of mind, as well as promote good physical and mental health in our employees.

2. Structure to promote health-focused management

Upon promoting health-focused management, the president (the head of management) serves as the Chief Health Officer while the general manager of Administrative Division and the Director in charge of human resources are in charge of promotion. We established the Health-focused Management Promotion Section in the Human Resources Department as an implementation department and are promoting collaborated health, in which the company and Yakult Health Insurance Association are working as one on various measures.



3. Key goals of health-focused management

Under the statement on health, we consider “improvement of employee productivity and energizing the organization” as the most important issues and are promoting health-focused management with the following key goals:

- (1) Improvement and maintenance of employee health
- (2) Improvement of employees’ health self-awareness and conditions
- (3) Enhancement of work-life balance

4. Health measures

We regularly conduct internal surveys regarding health targeting all employees to grasp the health issues. In these internal surveys, we set health awareness*(self-awareness that one is healthy) as the topmost issue.

*In general, employees with high health awareness tend to have higher productivity compared with those having low health awareness.

Item	Content
Encouraging employees who require medical care or detailed examination to seek consultation	Based on regular health checkup, a full-time public health nurse recommends (up to three times) employees identified as requiring medical care or detailed examination, based on regular health checkup, to take re-examination, and it is mandatory that they report back the result.
Stress check	Stress check is held once a year across the company and employees can take it anytime within the specified period. Each department will be given a feedback of the result analyzed by the professional organization.
90-day exercise course (walking and gymnastic exercises)	Two courses - walking (10,000 steps or 5,000 steps a day) and gymnastic exercises (RAJIO-TAISO that is a well-known exercise method in Japan) - are offered to prevent and decrease obesity and lifestyle diseases and to make exercising a habit.
Encouraging employees to take annual leaves	We have introduced birthday leave, anniversary leave, and voluntary activity leave and are encouraging employees to use those leaves. In FY2019, we introduced annual paid leave by the hour.
Encouraging employees to take childcare leave	We held informal meetings for those who took childcare leave prior to reinstatement as well as training for managers. Employees have preservation leave system where employees can retain up to 50 days of expiring annual leave. These preservation leave can be used for childcare leave, and male employees are also encouraged to take childcare leave.

5. Various initiatives

Key goals	Item	Target	FY2017	FY2018	FY2019
Improvement and maintenance of health	Consultation rate of employees who require medical care or detailed examination	100%	-	72.7%	87.0%
	Rate of employees taking stress check	-	93.8%	96.4%	95.1%
Improvement of health awareness and conditions	90-day exercise course (walking and gymnastic exercises)	*100%	92.7%	93.0%	91.3%
Enhancement of work-life balance	Rate of taking annual leave	-	58.8%	70.9%	76.9%
	Rate of male employees taking childcare leave *100% for female employees	50%	8.7%	9.3%	19.6%

*Ratio among those who participated

As a result of the above initiatives, the employees' health awareness has been improving. "After the regular health check-up, I was recommended to have a re-examination and was able to detect a disease at an early stage," said a female employee in her 40s. "I did the 90-day exercise course and now I am accustomed to walking to the next train station as a daily exercise." said a male employee in his 30s.