

Health and Safety Initiatives

Themes of activities in fiscal 2008

We worked to continuously improve the work environment and enhance our mental-health measures. We also enhanced our system for supporting employees in times of disasters and other emergencies.

Results of activities in fiscal 2008

1. Incorporated basic knowledge related to mental health and procedure for response in the workplace into the program of position-specific training for people promoted during the year.
2. Strengthened the setup for safety and hygiene management through coordination between the Central Committee of Workplace Safety and Health and the related committees in each block. We also tightened provisions on priority items such as health management.
3. Bolstered the systems for business continuity and confirmation of safety in the event of disaster, and implemented measures to counter H1N1 influenza.

Future challenges

We will promote the mental and physical health of our employees, by reinforcing mental-health measures as well as strengthening the health management scheme to prevent the lifestyle diseases, etc.

Expanding health management

Mental health seminars

Mental health has recently become a social issue; therefore, we include a mental health seminar into our annual training courses for promoted personnel at each level.



Mental health seminar

Preventing metabolic syndrome

We work on to prevent metabolic syndrome among our employees, by collaborating with national registered dietitians who provide preventive guidance to those suspicious for metabolic syndrome. Based on the results of regular medical checks and lifestyle-diseases checks, these dietitians explain the importance of self-control in daily life to employees with pre-metabolic syndrome and how to improve their diet and health, through seminars and group-works, or by individual interviews. They also set personal targets for them and provide follow-ups. In this manner, we encourage employees to think and control their health.

In fiscal 2008, we held total of nine seminars across the Company and 57 employees have participated in them.

Creating a system of workplace safety and health

In order to create a safe workplace environment, we have established the Central Committee of Workplace Safety and Health at a company-wide level, and promote activities aimed for zero accidents and incidents in the workplace. In addition, we work on safety and health activities, such as measures to prevent diseases, in each region taking into consideration their local characteristics.

System of workplace safety and health



Approach to BCP

We are pushing forward with efforts to create a system and mechanism so that business can continue in the case of an earthquake or natural disaster, so-called BCP* (Business Continuity Plan).

As one part of these efforts, we have introduced a safety confirmation system for personnel so that the Company and employees' families can confirm the safety of employees in case of a disaster. Furthermore, we have stored, at the offices in each region of Japan, items such as



Safety confirmation system for personnel

food, drinking water, medicine, blankets, and other supplies that can be used when a disaster hits.

We are also working to prevent the spread of new influenza, by establishing the internal prevention system, stockpiling masks and other supplies, etc.

* Business continuity plan (BCP) : Please refer to page 20.

Storing food, drinking water, medicine, blankets, and other supplies in case of emergency and pandemic outbreak

