

# Occupational Health and Safety



As the companies' activities expand globally, Japanese society is undergoing significant structural changes. As the population ages, employment traditions change and work styles are revised, employee mental and physical health must be maintained, while creating safe and comfortable working environments if each employee is to fully demonstrate their abilities and potential. The Group considers its employees to be irreplaceable and so is working with them to create a safe, open work environment.

## » Health and Safety Committee

<https://www.nichirei.co.jp/sites/default/files/inline-images/english/csr/pdf/csr2018.pdf#page=52>

The Nichirei Group established a Health and Safety Committee to fulfill the requirements of Japan's Industrial Safety and Health Law and strives to promote health and safety management aimed at preventing occupational accidents and managing the health of employees. At our Head Office and each branch office, we strive to prevent long working hours and have no overtime and at food factories and refrigerated warehouses, we strive to reduce accidents as a major issue. This is in addition to other working environment improvement efforts we undertake, tailored to the conditions of each workplace.

## » Promoting Employee Health

Based on our recognition that employee health is an important management issue for a company aiming for sustainable growth, in fiscal 2016 Nichirei established the Health Promotion Group as a dedicated health management section within the Human Resources Strategy & General Affairs.

In fiscal 2017, we formulated the Nichirei Group Health Declaration and Group Health Management Standards. In addition to disseminating the declaration both inside and outside the Company, we have appointed a holding company health promotion manager, as well as health promotion managers and representatives at each operating company. They promote health management within the Group.

Regular medical checkups, including X-ray screening for the early detection of TB, screening for cancer and thorough follow-up measures are led by occupational health staff.

We also implement health awareness activities and conduct stress checks as part of our health checkups. In addition, we engage in a variety of health promotion measures, including the Nichirei Health School, an employee health-support program that incorporates the use of Nichirei Foods' *Kikubari Gozen* frozen health management meals.

For our small offices and overseas employees, we conduct remote interviews using ICT and smoking cessation support programs.



The Certified Health and Productivity Management Organization Recognition Program under the large enterprise category 2019 for the third consecutive year



### Nichirei Group Health Declaration

**Cherishing the hope of  
“Creating Savory Moments,”  
as we state in our corporate  
branding statement,  
we are working to improve the  
health of all our employees.**

#### Basic policy

1. We will promote the creation of a vibrant workplace through labor-management collaboration, based on the idea that mental and physical health are the basis of meaningful work.
2. We will strive to create an environment in which each employee enhances their health awareness and proactively promotes health.
3. We will promote health management based on three pillars: health maintenance, mental health measures and health and safety management.

Acquired top spot in DBJ Employees' Health Management Rated Loan Program



## Nichirei Service Safety and Quality Training Center

Placing importance on quality, the environment and safety, the Nichirei Logistics Group has opened safety and quality training centers across Japan. These facilities enable logistics staff to acquire knowledge regarding safety and quality, as well as to develop skills and an appropriate mindset.

The core training content includes “reconfirmation of basic knowledge through classroom learning,” information about “dangerous experiences” and the “reconfirmation of basic forklift operations.” Videos and illustrations are used to enable students to develop an intuitive understanding of the topics.

All training programs and teaching materials are original and veteran employees with a wealth of knowledge and experience give lectures while providing hands-on experience as part of a systematic curriculum.

At logistics centers, heavy loads are carried using forklifts to enable cargo to be sorted in upper floors. We thus strive to improve occupational safety and quality by incorporating into the curriculum practical training to ensure that equipment is correctly used to prevent items from falling.

Confirming the usefulness of “falling prevention equipment” while suspended in midair



Specialized course for developing the skill of confirming safety while driving a forklift using the “point and call out” method

## Occupational Safety and Health Initiatives for Foreign Technical Interns

The Nichirei Group provides occupational safety- and health-related training for technical interns from abroad. We are doing this to prevent occupational accidents and facilitate health management for those unfamiliar with life in Japan, while at the same time helping the trainees improve their Japanese-language skills. Our goal is to create workplaces where all Nichirei Group employees can work safely and healthily with purpose.

### Examples of Initiatives Conducted at Worksites

- Posters displaying warnings and procedural instructions in various languages
- Japanese language classes



A poster for Vietnamese employees



A poster for Japanese speech contest

## Nichirei Health School

In order to maintain and promote employee health, since fiscal 2017 the Group has been conducting the Nichirei Health School, a hands-on health support program. We provide specific health-related advice for employees at risk of certain lifestyle-related diseases. In fiscal 2019, approximately 900 employees participated in a special seminar where body composition and blood vessel age were measured.

### Main Details

Theme: Lifestyle disease prevention

- Lecture on pathophysiology (health nurse)
- Meal improvement (how to choose familiar menus, etc.) (Administrative dietitian)
- Exercise (posture, improvement of walking, exercise using chair) (exercise instructor)

