



Promotion of Employees' Health

Achievements and Specific Measures

In FY2018, both Idemitsu and Showa Shell promoted employees' health based on their respective policies.

Actual Results of Specific Initiatives

- Mental health measures: In FY2018, a total of 5,774 employees participated in e-learning programs.
- Measures to prevent lifestyle-related diseases: Health guidance was implemented according to the health management category defined by the company.
- Established health support systems and programs for overseas employees to help manage their health in a different environment from that in Japan
- Implemented "workplace health seminars" in collaboration with health insurance associations in some areas

- Health seminar themed on effective walking (Held at Head Office (Teigeki Building) in November 2019)



We learned how to walk with proper posture, stride length and speed, as well as how to walk effectively to increase calorie consumption.

For FY2019, the two companies has promoted integration of their health-related systems step by step, taking advantage of their respective strengths in the occupational physician system, medical examination items and standards, stress checks, and health management support systems.

Examples of Initiatives

- Appointed industrial physicians to complexes with less than 50 employees and provided meticulous follow-up
- Extended company-sponsored cancer screening to young employees at periodic health checkups (only for those who wanted)
- Company-wide implementation of "workplace health seminars" (it is scheduled to hold a total of 20 seminars at 14 refineries, complexes, laboratories, and branches nationwide)
- Use of the Health Committee, internal information portal, and internal newsletters to raise awareness of health consultation services and to introduce health clinics at each base

Promotion of Medium-term Initiatives

In FY2020 and beyond, we will embody "Give priority to health and safety" as set forth in the Action Guidelines to build workplace environments in which employees are able to concentrate on their work with assurance by putting into practice health-oriented management that leads to autonomous health management.

Main priority Issues and specific measures

1. Improvement of health awareness

We regularly inform employees of our health declaration, policies, and quantitative conditions, thereby creating opportunities to discuss health issues on a daily basis.

2. Prevention of leave of absence due to diseases or injuries

To support employees with mental health problems, we will enhance our in-house expert team and develop measures against lifestyle-related diseases to promote autonomous prevention.

3. Reinforcement of promotion system and PDCA

We will clarify the promotion system, regularly reported to the Management Committee, and make an effective use of the systems so that we will implement the PDCA cycle effectively.

Health indicators (current status and goals)

In the promotion of the above specific measures, we will implement them by setting targets for the following health indicators:

● Mental health

Percentage of employees who took a leave of absence of at least one month due to mental health problems

FY2018 results: 1.3% ⇒ FY2022 target: 1.0% or less

● Physical health

Percentage of health management categories

(Unit: %)

	FY2018 Results				Targets for FY2022
	Total	Age of 40s	Age of 50s	Age of 60s	Age of 40s
Healthy	49	44	37	36	50 or more
At risk	41	44	51	53	—
Poor	10	12	12	11	Less than 10

* The health management category is defined by the company for items related to lifestyle-related diseases among medical examination items in reference to the standards of medical society (in the poor group, BMI is 30 or higher, blood pressure at systolic phase is 160 or higher, HbA1c is 8% or higher, etc.)

* Ultimately, we aim for 50% or more of the healthy group and less than 10% of the poor group in each age group. We have set targets of improvement in the age of 40s as an outcome indicator in the medium-term goal because it takes a considerable period of time before taking effects.

● Health awareness and lifestyle

Indicators in the results of health checkups

(Unit: %)

	FY2018 Results	Targets for FY2022
Percentage of employees who have problems in a medical questionnaire in health checkups (lifestyle)	78	—
Of these, the percentage of insufficient exercise	47	—
Of these, the percentage of insufficient sleep	33	—
Percentage of employees practicing self-care	—	50 or more