

# Safety and Health Activities

## Aiming to create a safe and comfortable work environment and promote physical and mental health.

### Environment, Safety and Health Policy

We Carrier Group gives top priority to the protection of employees, stakeholders, and the environment. With consideration of safety and the environment, we are working on improvements every day to ensure that all people can work safely and comfortably through socially responsible product design, procurement, production, sales, and services. In order to achieve goals set forth in this policy, we will promote the following things.

#### Employees

- We provide a safe, accident-free working environment for all employees.
- We will secure the resources necessary to continuously improve and maintain our environmental and occupational health and safety management systems.
- We appropriately discuss safety and health initiatives with all employees and support their participation.
- Based on fundamental safety measures, we promote individual safety awareness, eliminate hazards that cause industrial accidents and develop risk mitigation activities.

#### Environment and local communities

- With minimizing the impact on the environment and local communities, we provide products and services that comply with relevant laws and other requirements.
- While we aim to achieve world-class reductions in environmental impact in terms of energy and water use, waste management and emissions of chemicals into the air, we will promote environmental activities in close cooperation with local communities.
- Leverage digital technology to analyze data across the value chain from design to service, for accurate operational reporting, proactive risk identification and management.
- Set targets through environmental and occupational health and safety management systems and continuously improve performance.

#### Stakeholders

- We manage our operations to ensure full compliance with all applicable laws, regulations and other requirements worldwide.

- We review all business decisions appropriately to reduce impacts, hazards, hazards, toxicity and risks in terms of environmental, safety, and health.
- We actively encourage and support high-risk suppliers to work on topics such as environmental initiatives, the safety and health of workers, and social responsibility for business continuity.
- Our environmental and occupational health and safety management system ensures business continuity by identifying and managing new environmental, safety, and health impacts, hazards, toxicity and risks in advance.

The environment and occupational health and safety are shared responsibilities and each employee bears his or her own responsibility. All employees are required to think for themselves, to detect problems at an early stage, to report near-misses, accidents, disasters, etc., and to stop work when necessary. We also recognize and promote these in our daily business activities.

**David Gitlin**

Chairman & Chief Executive Officer

Carrier Corporation

**Adrian Button**

Senior Vice President, Operations

Carrier Corporation

## **Safety and Health Management Declaration**

The Nippon Carrier Group has formulated the Safety and Health Management Declaration to further improve its existing safety and health management activities and to ensure that these activities are understood by all from top management to employees. It clearly states the roles employees and the Company need to play in safety and health management.

### "Nippon Carrier Safety and Health Management Declaration"

We promote safety and health management based on the belief that well-being is the foundation of corporate growth by enabling employees to fully demonstrate their abilities in safety, health, and comfort, regardless of job type, position, or location.

Employees of Nippon Carrier will

- take responsibility for safety and health and act proactively.
- not only aim for injury and disease-free conditions, but also continue to pursue more comfortable, safer, and healthier working conditions.

To do this

- We work to identify and address issues that hinder safe, healthy, and comfortable working conditions.
- We value active communication.
- We respect a good work-life balance.

May 1, 2024

Nippon Carrier Corporation

Toru Kubo, President

## The Certified Health & Productivity Management Outstanding Organization 2024

Nippon Carrier has been recognized as "The Certified Health & Productivity Management Outstanding Organization 2024". This is for six consecutive years since fiscal 2019. Believing that all people involved in our business activities are important management resources for the company, we are fully engaged in activities to create a lively and vibrant people and organization based on the premise of the safety and physical and mental health of our employees.

\* Health & Productivity Management Outstanding Organizations: Health & Productivity Management Outstanding Organizations Recognition Program promoted by Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi. It aims to develop an environment in which they can be socially recognized as "organizations that consider employee health management from a managerial perspective and work strategically" by "visualizing" good corporations engaged in health care management.



We acquired Occupational Health and Safety Management System (ISO45001) in January 2021. Since obtaining OHSAS18001 certification, the predecessor of ISO45001, in 2008, we have been making effective use of this management system for many years to promote "independent safety management" in which employees proactively participate in safety and health activities, reduce, and manage the risks of accidents and illnesses in business activities, and check compliance with laws and regulations in their own workplaces.

Nippon Carrier Group aims to be a company that can deliver trust to customers and other stakeholders by promoting the health and safety of all employees and creating a comfortable work environment with less fatigue and stress through the active safety and health activities by employees.

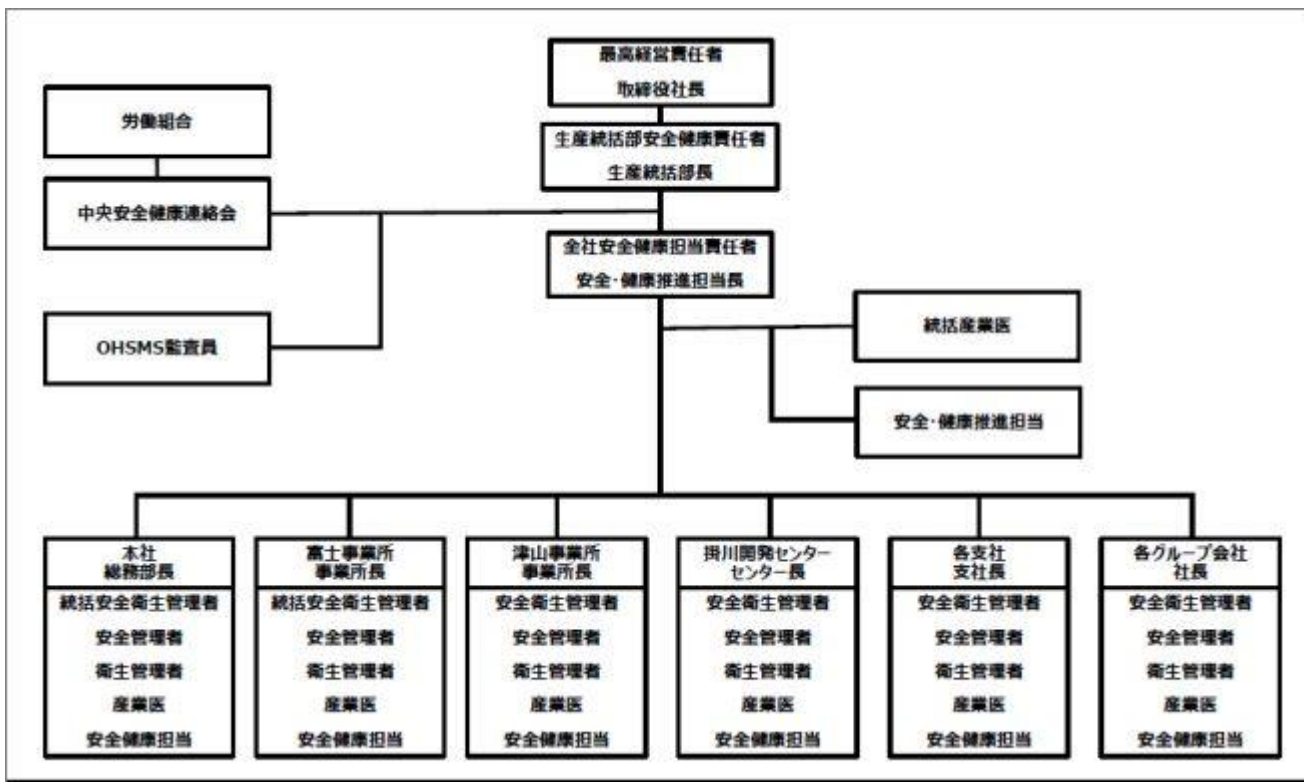


## Safety and Health Promotion System

In Nippon Carrier Group, safety and health management activities focusing on a line management from top management to employees have been conducted at each business site or group company unit.

In addition to fulfilling legal requirements such as holding safety and health committees, each business site and group company is implementing flexible and proactive initiatives in accordance with work content and process risks, such as setting up voluntary specialized committees and departmental and workplace committees. Furthermore, at each branch office where different risks from those at the factory are expected, we conduct activities in accordance with needs such as holding safety and health committee meetings.

## Organization of Nippon Carrier Group



## Safety

### Raising awareness of safety and health

At Nippon Carrier group, top management has established a basic policy. It includes a commitment to health and safety as a key item, and we deliver the message of our commitment to health and safety to employees.

In addition, at each business site, including offices and branches, during a prayer for safety at the beginning of each month or a morning assembly, heads of the sites convey messages and raise awareness of business-specific risks.

### Commitment to safety

An analysis of occupational accidents within the Nippon Carrier Group reveals that accidents are caused by human factors, such as being caught in machinery due to approaching unsafe machinery or equipment, being caught due to removal or disable of safety fences and guards or falling while walking. Although the number of accidents is decreasing, accidents still occur occasionally at manufacturing sites.

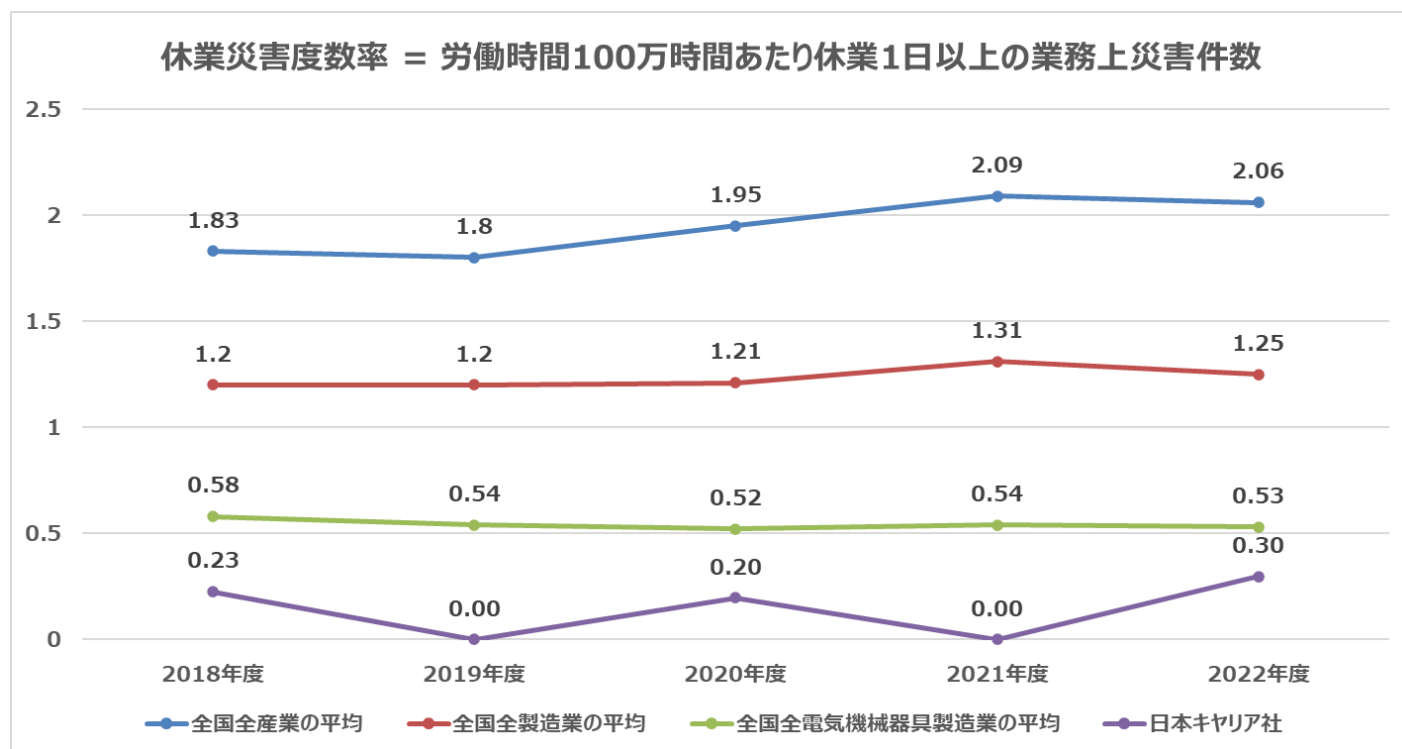
In order to prevent occupational accidents among employees, the Nippon Carrier Group implements various initiatives, such as dual-layered engineering safety measures for machinery and equipment, safety education, accident risk reduction, workplace improvements, and risk assessments.

### Safety-related data

## Occupational accident

### Changes in the incidence rate (frequency rate)

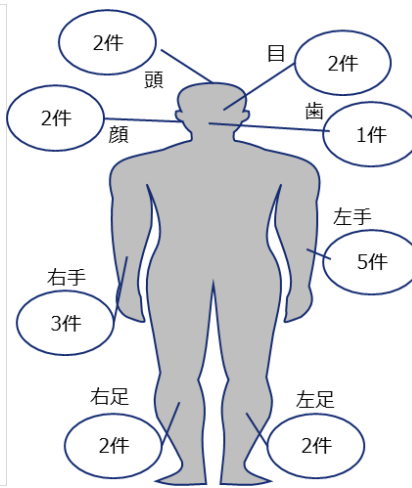
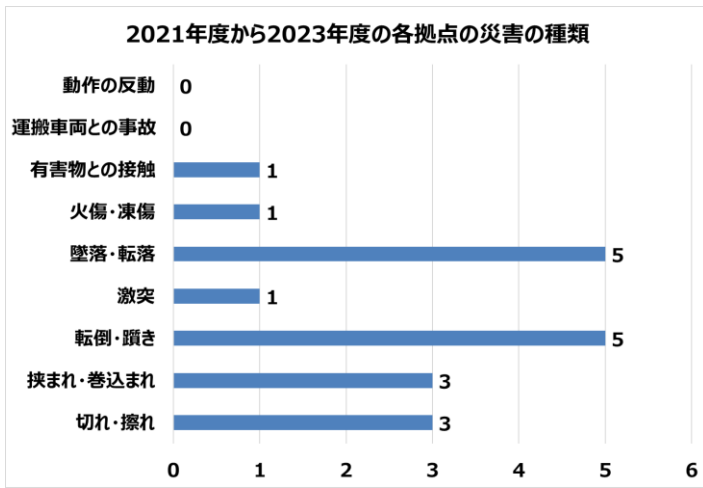
The frequency rate is an indicator of the rate of occupational accidents (lost work of one or more days) per million working hours and is used as a guide to workplace safety. A higher frequency rate indicates a higher number of occupational accidents, and Nippon Carrier's rate is below the average of all electrical machinery and equipment manufacturers in Japan.



※ All-industry average, manufacturing industry average

### Number of accidents at each site

Site	Fiscal 2021	Fiscal 2022	Fiscal 2023	Total
Head office & branches	0	0	1 case	1 case
Fuji Plant	9 cases	4 cases	4 cases	17 cases
Tsuyama Plant	0	0	1 case	1 case
Kakegawa Dev center	0	0	0	0
Total for Nippon Carrier	9 cases	4 cases	6 cases	19 cases



## Safety education

Nippon Carrier Group strives to ensure the competence of employees involved in occupational safety by providing education and training required for the operation of the Occupational Health and Safety Management System as well as education based on Industrial Safety and Health Act and related government and ministerial ordinances and various training courses.

We also provide education tailored to the diverse needs of our employees, including experience-based safety education to experience disasters through simulation and risk prediction training for traffic accidents.



## Disaster risk reduction

Nippon Carrier Group strives to maintain and improve a comfortable working environment to prevent work-related accidents among its employees. By grasping the current situation at the worksite through numerous patrols and environmental measurements, we are taking measures against sources of accidents, improving work methods, and providing education, thereby reducing the risk of accidents for the entire Group. Some of them below.

### ● Wearing of personal protective equipment

We distribute safety glasses to employees engaged in manufacturing and service.

To maintain our health and safety, we also require employees to wear protective equipment such as dust masks and cut protection guards and thoroughly provide a training on how to wear them correctly.



- **Plug-type Ground Fault Circuit Interrupter**

We have installed an outlet with an earth leakage breaker to prevent disasters caused by electricity.



- **Crash and fall prevention**

We have installed safety fences at high places and rivers on our premises to prevent crashes and falls.



- **Management of Chemical substances**

We respond as needed such as IT-based management of chemical substances used in manufacturing, labeling of SDS (Safety Data Sheet), strict compliance with environmental laws and regulations at each site and set up of appropriate workplaces when using organic solvents and specified chemical substances.

## **Risk assessment**

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Risk assessment is a useful method for evaluating and eliminating or reducing potential hazards and hazardous risks not only at the manufacturing site where the hazard has occurred, but also at other sites where the hazard has not occurred. Extending risk assessment activities to workers level, Nippon Carrier Group provide educations to enable them to evaluate the risks of potential hazards in machinery, equipment, and chemical substance management and improve them.

## **Traffic safety education**

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At Nippon Carrier Group, for employees who use cars, motorcycles, and bicycles to commute, we regularly have a check of their fatigue and health condition by a third party and for those who use company cars, we check their driver's license and takes measures to prevent accidents by introducing alcohol checkers. We also regularly conduct "Driving and Traffic KYT" and "Traffic Safety Education" to raise awareness of safe driving.

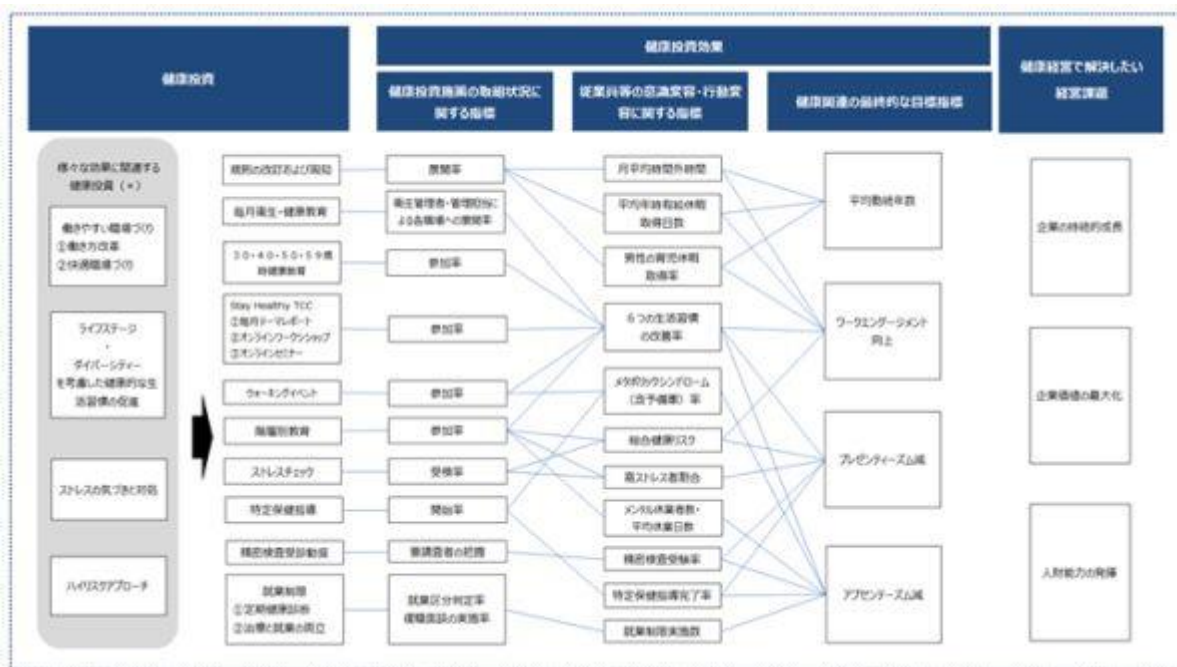
## Health

### Commitment to Health

Nippon Carrier Group is committed to health management with the aim of maximizing the potential of each individual employee in the best possible condition thereby ensuring sustainable growth for the company by minimizing situations in which employees, our greatest asset, are absent from work due to illness (absenteeism) or unable to fully perform due to physical or mental illness (presenteeism).

We have incorporated health activities into ISO 45001 promotion targets, setting numerical targets and not only aiming to minimize absenteeism through activities for employees who already have health problems or risks (high risk approach), we are also providing all employees with ① a comfortable workplace, ② opportunities to develop healthy lifestyles according to their life stages, ③ opportunities to become aware of stress and improve their coping stress (population approach).

### Strategy map



### Changes in various health management indicators

	Goal	2019	2020	2021	2022	2023
Rate of regular health checkup	100%	99.9%	99.9%	100%	100%	100%
Rate of regular checkup findings (statutory items)	55.5%	63.7%	65.6%	64.6%	62.6%	68.0%
Number of employees with work restrictions based on the results of regular health checkup	0	4	3	3	4	2
Rate of detailed examination	100%	-	88.0%	85.1%	83.5%	75.3%
Rate of initiation of specific health guidance	70% or more	33.7%	75.9%	90.2%	91.3%	83.2%
Rate of metabolic syndrome in all ages	14.5%	14.8%	15.0%	14.6%	14.5%	15.6%
Cancer screening rate (stomach)		64.8%	59%	84%	82%	Calculating

Cancer screening rate (large intestine)		87.6%	90%	91%	90%	Calculating
Cancer screening rate (uterine cancer)		44.0%	37%	40%	39%	Calculating
Cancer screening rate (breast cancer)		48.8%	40%	46%	46%	Calculating
Lifestyle① Smoking rate	20% or less	30.9%	28.0%	27.2%	25.1%	23.7%
Lifestyle② rate of skipping breakfast	15% or less	25.9%	25.8%	28.5%	28.6%	24.0%
Lifestyle③ rate of eating within 2 hours before going to bed	15% or less	17.9%	15.7%	14.5%	13.8%	28.5%
Lifestyle④ rate of heavy drinkers	15% or less	26.0%	25.1%	24.1%	24.0%	16.6%
Lifestyle⑤ rate of 5000 steps or less walk per day	10% or less	16.0%	20.0%	21.8%	23.2%	-
Lifestyle⑤ rate of exercise at least 30 minutes twice a week						24.5%
Lifestyle⑥ rate of insufficient sleep	25% or less	24.7%	21.8%	23.1%	24.0%	32.6%
Stress check examination rate	100%	97.7%	97.5%	97.7%	98.6%	97.3%
Rate of people with High stress (criteria values changed in 2023(Old criteria))	--	7.3%	5.6%	5.3%	6.4%	11.2% (7.2%)
Stress check total health risk score	100 or less	101.4	96.8	95.6	96.4	97
Rate of leave due to mental health problems	0 0	1.5%	1.1%	1.1%	1.1%	1.1%
Per capita medical expenses		155k yen	142k yen	177k yen	173k yen	Calculating

Average length of service		20.4 years	20.4 years	20.0 years	19.9 years	Calculating
Average monthly overtime working hours	20 hours or less	27 hours	25 hours	25 hours	21 hours	Calculating
Average number of paid leave taken		16 days	13 days	13.7 days	15.1 days	Calculating
Rate of taking childcare leave Female Male		100% 0%	100% 0%	100% 2.6%	100% 4.3%	Calculating
Rate of male employees taking life support leave (spouse giving birth)		34.2%	10%	35.9%	47.8%	Calculating
Employment rate of disabled people		2.44%	2.59%	2.67%	2.67%	Calculating
Employment rate of non-Japanese employees		4.3%	4.2%	4.0%	4.3%	Calculating
Work engagement	Increase YoY	+ 1 point	+ 2 points	+ 1 point	No comparison due to change in survey	Research Re-modification (2023's values to be taken as reference)
Health literacy	Increase YoY	-	-	-	-	2023's values are taken as standard
Presenteeism	YoY —	-	-	-	-	2023's values are taken as standard
Health management level survey Deviation value Rank		54.1 901~950 / 2328 companies	57.3 651~700 / 2523 companies	58.8 551~600 / 2868 companies	61.3 351~400 / 3169 companies	60.1 601~650 / 3520 companies

Nippon Carrier Group has established a system to provide occupational health services equally to employees working at all locations across the country and ensures that all employees are aware of this system. Health management staff at each site undergo one day of training each year to improve their skills and work on health management closely with the head occupational physician, contracted occupational physician, public health nurse, and health manager. The head occupational physician and public health nurse visit each site from Okinawa to Asahikawa on a regular basis (introduced online services from FY 2020) to provide health guidance and health education.

In April 2023, a new cloud-based health management system was introduced, which allows all employees to check the results of health checkups on their personal websites and directly contact occupational health staff for reports on the results of detailed examinations and health consultations.

## Health care

### **Periodic health checkup**

In addition to the legally required checkup items, employees of all ages are required to undergo blood tests. In the workplace health checkup, colon and stomach cancer, abdominal echography, and fundus examination are conducted using the expense subsidy program of the Health Insurance Association. After regular health checkup, employees at all locations will receive health guidance in person or online, and individual health guidance will be provided based on a self-assessment for the health themes of the year. The themes are "CKD and arteriosclerosis" in 2020, "Osteoporosis" in 2021, "Dental health" in 2022, "Salt intake" in 2023, and "Vascular aging" in 2024.

For foreign technical intern trainees, we have prepared medical questionnaires in Thai and conduct various medical examinations, stress checks, and health guidance in the same manner as employees. If a full medical examination is required, public health nurse and occupational physician repeatedly urge them to visit a medical institution until the results of the examination are confirmed. For employees with the potential life-threatening risk, we will take care of them in cooperation with the health management staff based.

41% and 43% of employees who received health guidance (Fuji) rated the results as "very good" and "good," respectively.

### **Special and Designated Occupational Health Examinations**

We conduct health examinations based on the law to employees engaged in hazardous work or shift work and achieve 100% attendance every year.

### **Measures against Overwork**

Employees who work 45 or more hours of overtime per month, including those in managerial positions, are subject to overtime health checkups. Selected employees whose overtime hour is between 45 and 80 hours

and those who work 80 or more hours of overtime are required to have an interview with an occupational physician in the following month, and the attendance rate is 100%.

### **Employees working overseas**

The company covers the cost of vaccinations, and the employee will transfer to the new post based on the decision of the occupational physician beforehand. During stationing, the employee is required to undergo a medical examination once a year, and health guidance is provided based on the results.

### High-risk approach

#### **Work restriction**

Occupational physicians will instruct employees with high risk of cardiac and cerebrovascular diseases such as severe diabetes and hypertension, to restrict their work such as prohibiting shift work, overseas business trips, and long overtime work.

#### **Measures against metabolic syndrome: Specific health guidance**

Employees who are eligible for specific health guidance are provided with specific health guidance by a specialist during working hours. In addition, health guidance is also provided by public health nurses to employees under the age of 40 who have metabolic syndrome (including pre-metabolic syndrome) or are taking medication.

#### **Support for Balancing Treatment and Employment**

When returning to work after medical treatment, a pre-return-to-work interview with an industrial physician, manager, and HR representative is required. If the recovery is insufficient, the employee will work under the consideration of employment restrictions based on the judgment of the occupational physician. After returning to work, an interview with the occupational physician will be held on a regular basis, and the employee will be instructed to work according to his or her physical condition. During the period of sickness and recuperation, the employee will receive injury and sickness benefits from the health insurance association.

### Population Approach - Creating a Comfortable Workplace -

#### **Work Style Reform**

We conduct "Pulse Surveys" on a regular basis to survey employee engagement. We understand whether employees are willing to contribute to the company, and each team discusses what the company's challenges are. While the team works on improvements, the entire company promotes initiatives that make it easier for employees to work and make their jobs more rewarding.

At our headquarters, we introduced a new way of working called hybrid work, which combines telework and office work, in the fall of 2021. The ideal ratio of office work, telework, and other (business travel and vacation) in a 5-day work week is set at 4:4:2, and each employee is encouraged to "plan when, where, and what to do" in accordance with his/her work for the week.

## **I&D Council**

Inclusion and Diversity or I&D are strong values at Carrier globally and as same as other regions, I&D council was launched in Japan. Japan I&D Council has embarked on various initiatives in an aim of making a company a better place where every employee can feel belonged and be valued equitably by embracing diversity.

In January 2024, Reduce the gap team of I&D held a culture celebration event at the former Kawasaki HQ and Fuji factory. They introduced New Year events in different countries. We have many foreign colleagues who have been working in the company since before.

In February 2024, opinion exchange meetings were held in our branches by Drive Inclusion team of I&D and female employees. The team started the meeting by asking "When do you feel you are minority at the workplace?" and the team could learn their honest opinions that they can't normally speak up.

And "WE" organized the event to commemorate the International Women's Day this year too. WE welcomed Ms. Hiromi Inoue, President and Representative Director of IBM Japan Digital Services Company on March 7. She delivered a seminar under the theme of "Instilling a diverse and inclusive world is the key for business growth".

Also we introduced mentorship program to develop diversity and establish the support system to promote employee's growth in 2023, which resulted in the participation of 31 mentor - mentee pairs as a first phase. We aim to kick off the second phase in July 2024 and start calling for new members.



## **Creating a comfortable workplace**

Nippon Carrier has created the Comfortable Workplace Guidelines as an index for workplace environment management.

At the Fuji Plant, we have 38 qualified Class-1 health supervisors.

The representative health managers of the 23 workplaces at Fuji Works, Tsuyama Works, and Kakegawa R&D Center, as key persons in creating a comfortable workplace, conduct weekly patrol based on workplace check sheets, periodically measure levels of illumination, noise, and greenhouse gasses, and provide monthly health education at their own workplaces.

Health education materials and videos are posted on the portal site and used by the Safety and Health Committee at each site as well.

FY2023 Themes of Health Education	
January	The Story of Cholesterol
February	About Tinnitus
March	Let's Learn about Meteoropathy and Prepare for it
April	Recommendations for Improving the Intestinal Environment
May	Hearing Anti-aging
June	Brain Anti-aging~Prevent Aging Brain"
July	If you drink, know what a Standard drink is.
August	Effects of Anger Management
September	Be careful not to get Autumn Fatigue
October	Revision of Workers' Accident Recognition Criteria for Mental Disorders Caused by Psychological Stress
November	Oil and Grease
December	Prevent Heat Shock before it happens

**Workplace**

**Head office**

In May 2024, the company changed its name and relocated its head office.

Before the head office relocation, some desks were not equipped with desk monitors, but there were many requests to install desk monitors to improve work efficiency. After the relocation, all desks were equipped with desk monitors with movable stands, keyboards, mice, and docking stations to enable comfortable work.



The office is also equipped with numerous conference rooms with different capacities, where large monitors, cameras, and speakers are permanently installed, so that meetings can be started immediately upon entering the room. There are also seats where one person could concentrate on work, as well as booths



dedicated to web meetings, which made it possible to create an office where people could work by planning when, where, and what to do.

Particularly popular with employees is the break room, where they can take a break or enjoy a meal with colleagues. The break room can also be used as an event venue and is fully equipped with a projector and audio equipment.



## Engineering building e-THIRD at the Fuji Plant

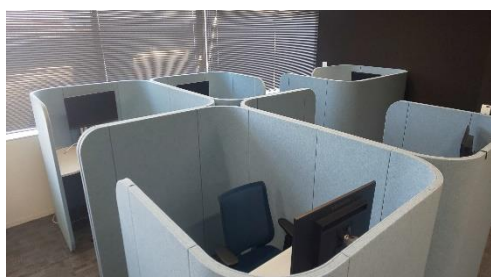
The e-THIRD technical building at the Fuji Plant has attracted attention for its innovative design that emphasizes employee wellbeing. A comfortable cafeteria, greenery common areas and focus booths are designed to enhance productivity and satisfaction of workers. These spaces are intended to reduce stress and promote creative thinking while balancing relaxation and concentration. The e-THIRD also plays a role as also a testing laboratory utilizing state-of-the-art air-conditioning technology, symbolizing our commitment to energy conservation and comfort. This environment makes it an ideal office for our employees to maximize their capabilities and generate innovation.



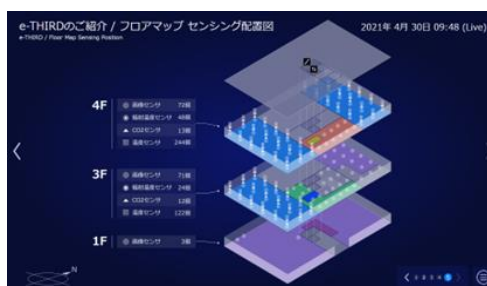
Cafeteria



Common area



Focus booths



ICT facilities

## Measures against smoking

Since 2020, smoking has not been allowed during working hours, and since April 2022, smoking has been completely prohibited on the premises of all sites. The smoking rate in 2023 was 23.7%, which has decreased by 7.2% in the five years since 2019.

## Heavy manual work improvement project

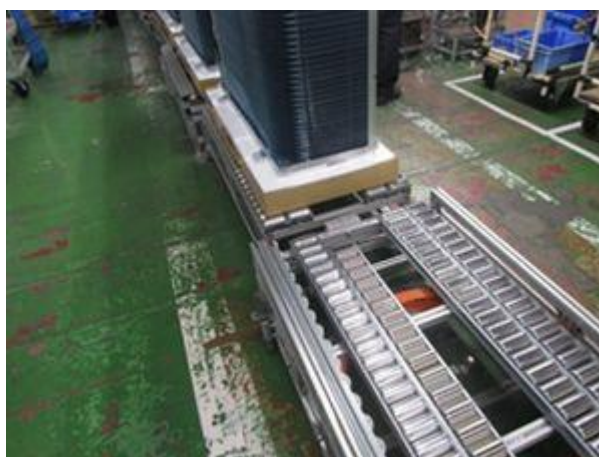
At manufacturing department in Fuji plant, we aim to create production lines that are easy to work on with less strain on the body. To this end, we use our own evaluation sheet (Rakuraku Kaizen Sheet) that incorporates ergonomics to evaluate the physical risks of work movements and work on systematic line improvements to reduce work with high risk levels.

The activities of this project were presented at the 80th National Industrial Safety and Health Conference held in Tokyo in October 2021.



Product lifting device

Reduction of lifting work by air cylinder



Improvement of plank-less conveyor

Abolition of transportation of 15 kg plank

## Stay Healthy CJC!

We have included "Stay Healthy CJC!" (health promotion activities that respond to diversity) in our ISO45001 promotion goals, and have incorporated six lifestyle improvements - diet, exercise, smoking cessation, sleep, stress management, and drinking - as well as life-work balance into our monthly promotion plans. We carry out these activities, issue health reports by site and check the results of activities.

### Employee participation: Health theme report posted on portal site

We are developing educational activities in which employees introduce their own efforts to promote the health of themselves and the workplace.

Fiscal year	FY 2021	FY 2022	FY 2023
Number of posts	82 posts	50 posts	57 posts

## Online Workshop

Since FY 2022, with the aim for I&D, we have been holding roundtable discussions with related people and gather ideas for health issues and how to address them. In the first session, "Work-Life Balance for Fathers Employees," nine representatives from each site introduced their before and after experiences related to child-rearing including a change in their daily life rhythm to go to bed earlier and get up earlier, richer work-related conversation after they started to talk with their children from the same viewpoint, and an increase in work efficiency which allows them to go home earlier.

In the second session, "Women's Health Management," 13 female representatives from each site participated. There were voices calling for male supervisors and colleagues to understand menstrual pains and menopausal disorders, leading to the launch of Women's Health Consultation Service. It has also received consultations from male superiors about how to be considerate to their subordinates.

The third session was held with the theme of older employees. In the fourth session there was a request from non-Japanese employees for a manual on medical examinations and we created it in response.

In FY 2023, in the first session was entitled "Tips for Improving Stress Tolerance." The employees who have overcome the experience of absent from work due to mental illness delivered the message saying that they if speak up to those around you, you will receive help from them.

The opinions raised in the second workshop "Balancing Work and Nursing Care," the third workshop "Working Mom's Work-Life Balance" and the fourth workshop "Health Promotion for Working Women" led to the establishment of an in-house nursing care consultation service, enhancement of awareness of menstrual leave, and the installation of a couch in the women's locker room for use when employees are feeling unwell.

In the first session of 2024 entitled on "Have a Narrow Escape Special", nine employees who have fought illnesses such as cerebrovascular disease, heart disease, and cancer were introduced, sharing their actions before and after their battles with illness. They delivered messages to employees such as "Don't be overconfident about your health," "Listen to the advice of those around you," and "If you feel something is wrong with your health, please visit a hospital."

2023	April	May	June	July	August	September
Theme	Mental Health Awareness and Care	Review and Improve Exercise Habits	Mental Health Awareness and Care	Review and Improve Eating Habits	Review and Improve Drinking and Smoking Habits	Healthy I & D
Title	Efforts for Communication	UPDATE Condition Through Exercise	Tips for Improving Stress Tolerance	My Family's Favorite Menu to Get Through the Summer	Encouragement for reducing alcohol consumption, sobriety, and quitting smoking	Balancing Work and Nursing Care
Workshop		7 participants			11 participants	
Number of referral cases	5	5	6	7	6	6
	October	November	December	January	February	March
Theme	Review and Improve Exercise Habits	Healthy I & D Balance between Work and Childcare		Healthy I & D Women's Health		
Title	Do You All Exercise?	Working Mom's Work-Life Balance		Health Promotion for Working Women		
Workshop		13 participants		10 participants		
Number of referral cases	7	6	9	-		

**Stay Healthy TCC**  
会話の量は職場の元気の土台！

2023年4月版 メンタルヘルスの気づきとケア

**コミュニケーションの工夫**

コミュニケーションの量と質

↑ 25% 増  
職場の生産性UP  
働きがUP

↓ 25% 減  
円滑なコミュニケーション  
メンタルヘルス被害の発生  
不登校・不登園

**健全なコミュニケーション**  
職場の発展

**不健全なコミュニケーション**  
職場の危機

健康を妨げた会社員は、コミュニケーションの量が増えることは、職場全体の生産性向上に繋がります。また、従業員が健康を妨げることによって、生産性の低下へつながる。健康を妨げることによって、生産性の低下へつながる。

今回は、5名の教員の対面コミュニケーションの工夫・発展について、お話を伺った形式でご紹介いたします。

**ヘルシーD&I**

「仕事と介護の両立」

Stay Healthy TCC

オンラインワークショップ 2023年8月22日(火) 13:30~14:30 6名で開催しました。

一人で抱え込まず、相談を

クアマネさんとの連携が大切

家族の介護が必要になったら自治体の窓口や地域包括支援センターにご相談を

**WSショップ内で出たご意見**

- 少し休める長椅子が欲しい
- 上司や男性社員、周囲の理解が必要
- 生理休暇の取り方が分からない
- 生理・更年期症状だからしょうがないとせず、早期の受診が大切
- 婦人科は敷居が高くてなかなか...

#501 ロッカールームに長椅子設置頂きました。



## **Employee cafeteria**

In recognition of its efforts to improve the food environment for the health of the residents of Shizuoka Prefecture, the cafeteria at Fuji plant has been certified as a Shizuoka Healthy Side Dish Partner in the company cafeteria category. Only two companies in Fuji City have been certified.

## **Population approach: Stress awareness and coping (mental health)**

We thrive to prevent mental health problems among employees, detect them at an early stage, respond appropriately, and prevent their recurrence after returning to work.

### **Stress check**

We conduct an interview with an occupational physician to high-stress employees who wish to have. In 2023, 31% of high-stress employees requested an interview with an occupational physician, and interviews were conducted with all those who requested one.

### **Mental health education**

Mental health education is provided at the time of hiring and promotion. Managers receive education once or twice a year, as well as repeated mental health management training centered on case studies repeatedly. In FY2022, all targeted 69 employees participated in the training. (100% participation rate)

### **1on1 Meeting**

Managers regularly hold one on-one meetings with each of their subordinates to check on the progress of their work and share their concerns about work and the workplace as well as individual circumstances that affect their work.

### **External telephone and e-mail consultation service**

At Carrier's external EAP, external experts provide consultation on all work-related and family-related concerns and anxieties (aside from health concerns such as career, financial, educational, and nursing care issues are also possible).

## **Population Approach - Infection Control-**

As to a measure against COVID-19 infection, we appropriately reviewed our BCP based on the social situation and the latest information and disseminated throughout the company.

At Fuji plant, we administered the COVID-19 vaccine to related 1,800 people including our employees as well as those of subcontractors, temporary staffing companies, and partner companies.

At Fuji plant, Tsuyama plant and Kakegawa Development Center we regularly conduct emergency resuscitation education by employees certified standard first aid. There are currently 114 employees with standard first aid certification. We also conduct disaster triage training every year to ensure efficient rescue activities in the event of a disaster.



Standard first aid course



Disaster triage training



Disaster triage training

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