

Proactive Health Management

Each Idemitsu employee aims to be a person worthy of respect while aspiring toward fulfilling employment in the field of their choice.

Therefore, a policy of health promotion that ensures employees' minds and bodies are healthy and vigorous is considered one of management's top priorities. We encourage all employees to proactively manage their health and work to create an active workplace.

To support employees' proactive health management, we are promoting the following three key policies.

1. **Thorough proactive health management:** We ensure thorough health checkups and follow ups on results while providing guidance and support to enable employees to proactively manage their health.
2. **Mental health measures:** To maintain the sound mental health of employees, we have enhanced the preventive healthcare measures we offer employees, who are encouraged to pursue needed care on an individual basis, as well as the level of care overseen by line managers.
3. **Health Improvement Plans:** We implement innovative and effective health promotion plans for employees' proactive health promotion.

Health Management

Issues/Targets and Results

Lifestyle-related diseases

P	Fiscal 2016 Targets	D	Results	C	A	Evaluation/Improvements	P	Fiscal 2017 Targets (Plan)
	<ul style="list-style-type: none"> • Ensure 100% of employees receive health checkups, provide solid healthcare guidance and other follow-up support, and help employees proactively manage their health. • Complete the establishment of the health management system and implement health improvement activities based on macroanalysis to encourage the reform of specific lifestyle habits 		<ul style="list-style-type: none"> • The percentage of employees receiving health checkups is nearly 100% and excludes only special cases • Provided tailored healthcare guidance (active support) in cooperation with the health insurance union • Introduced a health support system (HSS) and are currently transferring data • As part of the head office's project, measured employees' abdominal fat, encouraged overweight employees to modify their behavior and held health supporting events with a focus on nutrition and exercise 			<ul style="list-style-type: none"> • All employees who needed follow-up support met with healthcare professionals and were instructed by specialists on treatments and how to improve their daily habits. • The ratio of employees receiving follow-up examinations was 92%. • Restarted specific healthcare guidance at three business sites with a total of 43 participants • The ratio of employees with healthy BMIs increased somewhat. HbA1c has remained the same. 		<ul style="list-style-type: none"> • Ensure all employees undergo periodic health checkups and receive follow-up examinations. To help employees proactively manage their health, ensure all employees assessed to be in poor health receive consultations. • Fully start the HSS • Increase the ratio of employees with healthy BMI and HbA1c by 3%.

Mental health

P	Fiscal 2016 Targets	D	Results	C	A	Evaluation/Improvements	P	Fiscal 2017 Targets (Plan)
	<ul style="list-style-type: none"> • Implement stress evaluations in line with the law and promote primary prevention • Define training covering preventive healthcare measures that employees can implement on their own as well as the oversight of care by line managers as internal education and prepare for the implementation of said training • Update the guidelines for people with mental health problems and build a support system to enable a smooth transition back to work 		<ul style="list-style-type: none"> • 93.5% of employees took stress evaluations. 13.8% of employees with high stress levels applied for consultations • Created a prototype training program for preventive healthcare measures overseen by line managers and carried it out for HR managers • Held 31 training sessions for preventive healthcare measures that employees can implement on their own during group training and pre-assignment orientation. 647 people participated. 			<ul style="list-style-type: none"> • The number of new cases of mental health issues slightly increased over the previous year, but the percentage of people taking off work at the end of the year fell from 0.51% to 0.45%. • The percentage of people who take another leave of absence is lower than usual at 33% 		<ul style="list-style-type: none"> • Ensure fewer people take off from work for mental health reasons. Reduce the percentage needing time off work to 0.5% or lower and the percentage of people who take leave for other reasons to 33% or lower. • Roll out training for preventive healthcare measures overseen by line managers to other areas • Revise training program for preventive healthcare measures that employees can implement on their own

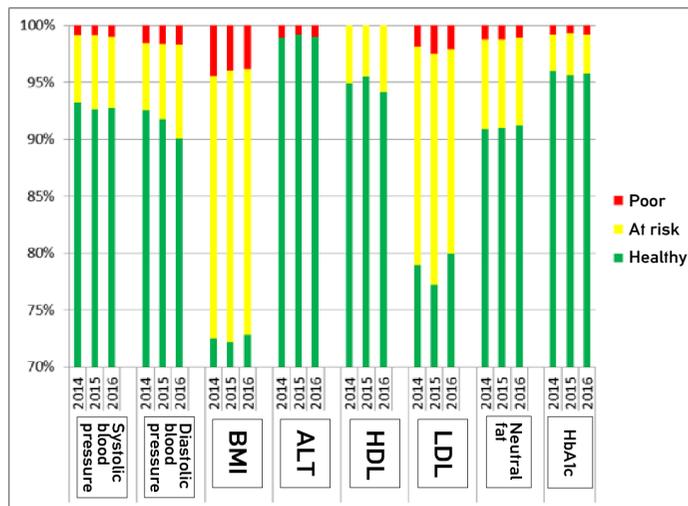
Thorough Proactive Health Management

We at Idemitsu believe that for every employee, the promotion of health begins with sound daily habits. To create a workplace that encourages such habits, since fiscal 2014, we have added healthcare initiative items to the Record of Activity Objectives sheets and provided opportunities for superiors and their subordinates to improve their health consciousness.

In addition, we have placed industrial health staff at each business site to actively provide guidance on improving habits and getting treatment at medical facilities. And, based on the health status of individuals, a site's health staff may advise the workplace to take necessary steps to improve employee welfare.

Idemitsu conducts health checks that include screening that goes beyond the level that is legally required^{*11} using screening items similar to those covered by a complete medical checkup, including cancer screenings.

In fiscal 2016, we newly defined health management categories. We are planning health guidance and health promotion activities to ensure that employees classified as being in the "poor" group receive thorough treatment and employees in the "at risk" group receive preventive medical guidance.



Results for Each Health Management Category over Three Years

[Health Management Category]

1. Healthy: There are no limits on work.
2. At risk: There may be a limit on movement and business trips depending on health status.
3. Poor: There are limits on work, such as no working at night or working overtime.

*11 Legal requirement: Article 44 of the Ordinance on Industrial Safety and Health provides for 11 items that must be covered by the mandatory health checkup provided by an employer, including blood pressure and thoracic X-ray examinations.

Health Management of Employees Stationed Overseas

Because at any given time, around 500 of Idemitsu's employees are stationed overseas, we have built a health management support framework and system for dealing with work environments that are different from that in Japan.

In fiscal 2016, we launched a system that ensures employees' mental and physical health as well as their management of medications and other medical care is checked once per year. Based on the results, an occupational health staff member provides support.

In particular, we have established a system that enables prompt action to help maintain the mental and physical health of the approximately 200 employees deployed to rural Vietnam to work on the construction of the Nghi Son Refinery. We have also dispatched two full-time onsite occupational health staff from Japan and work with local Japanese doctors.

Mental Health

Idemitsu began educating employees on mental health self-assessments in fiscal 2013, before stress assessments became mandatory. The stress checks conducted in fiscal 2016 were the first since they became mandatory, and the percentage of employees receiving the checks stood at 93.5%. Of those who were classified as being under high stress, 13.8% applied for an interview with a medical professional.

In addition, we offer face-to-face counseling with industrial physicians to those who overwork, to new hires working at the Company between one and three years (285 received counseling), and to those who find themselves in need of the advice of healthcare professionals based on regular health checks. To raise awareness about mental health, we conducted 31 training seminars on preventive healthcare measures that employees can implement on their own, including age- and grade-specific education as well as orientation for employees preparing for an overseas assignment. In total, 647 people across Japan attended the seminars.

Health Improvement Plans

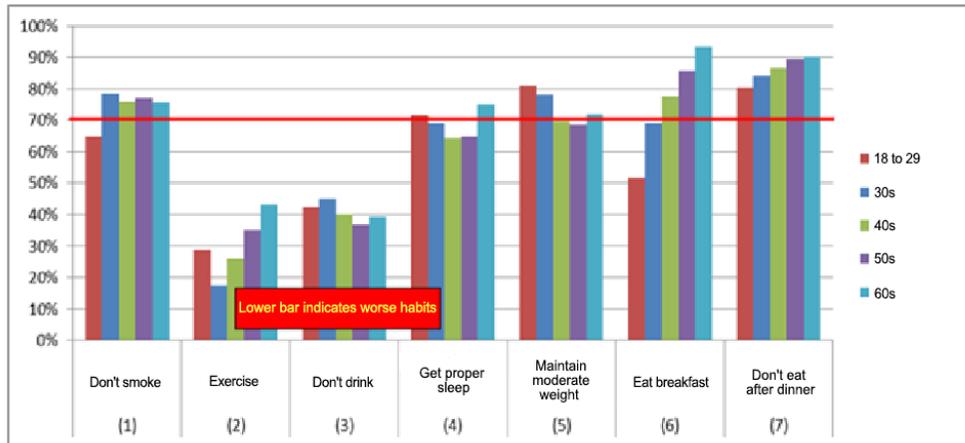
To promote employees' independent health management, we are planning health promotion events with a focus on Dr. Breslow's Seven Healthy Habits^{*12} while spurring action and promoting good health habits.

In fiscal 2016, helping employees to self monitor their lifestyle habits and health status, measurements of employees' abdominal fat were taken in May and August. We are also offering support in the interval before the next measurement takes place and have partnered with the Idemitsu Kosan Health Insurance Union to hold walking events and other events with a focus on fun physical activities, such as Pilates classes. In addition, we plan health promotion events with a focus on nutrition, such as breakfast campaigns for young employees and information on choosing healthful lunches.

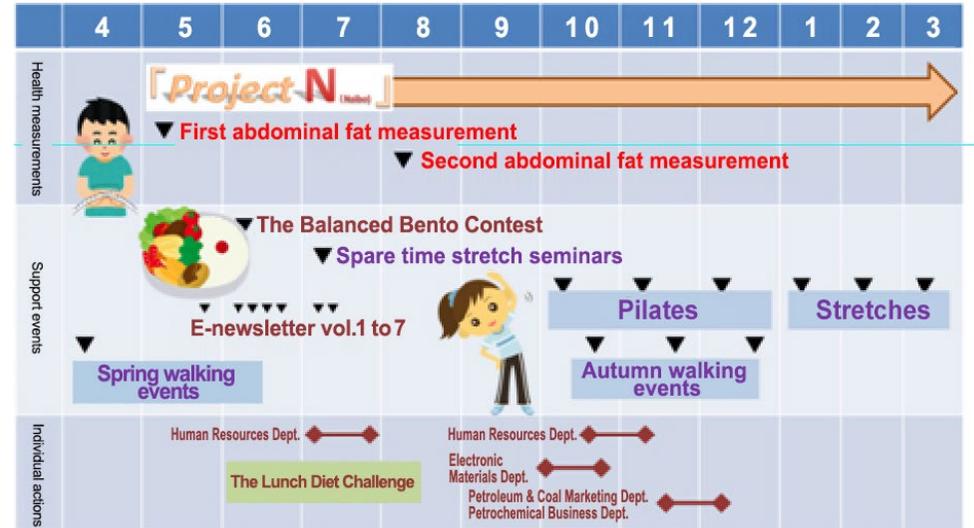
*12 Dr. Breslow was a professor at the University of California in the United States. He promoted the list of recommendations below based on the results of a survey investigating the relationship between daily habits and the potential to incur harm to physical health, such as disabilities and illnesses.

1. Do not smoke. 2. Exercise regularly. 3. Drink in moderation or don't drink at all. 4. Sleep seven to eight hours every night. 5. Maintain a moderate weight. 6. Eat breakfast. 7. Don't eat between meals.

→ [How about trying out Dr. Breslow's Seven Healthy Habits?](#)
[\(From the Ministry of Health, Labour and Welfare's e-healthnet information center. Japanese only.\)](#)



Percentage of people following the Seven Healthy Habits by age group



Abdominal fat measurements



Pilates class



The Balanced Bento Contest



In fiscal 2016, these health promotion activities garnered praise, and Idemitsu was selected for inclusion in the Certified Health & Productivity Management Organization Recognition Program (the White 500).