

dip Corporation

Health Management Report 2022



2023

健康経営優良法人

Health and productivity

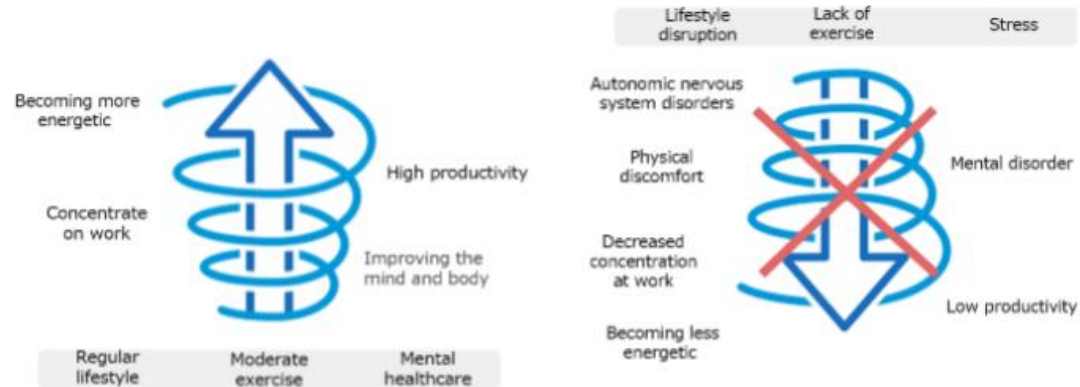
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Introduction | Thoughts and Ideas on Health Management

Our management philosophy is 'People are everything, people are assets', and we believe that employee health management is one of the important factors that directly affects work productivity and employee happiness. It is not only about 'not getting sick', but also about 'becoming more energetic and happier than before'. With this in mind, we have adopted the concept of health management as geared toward 'improving the mind and body'.

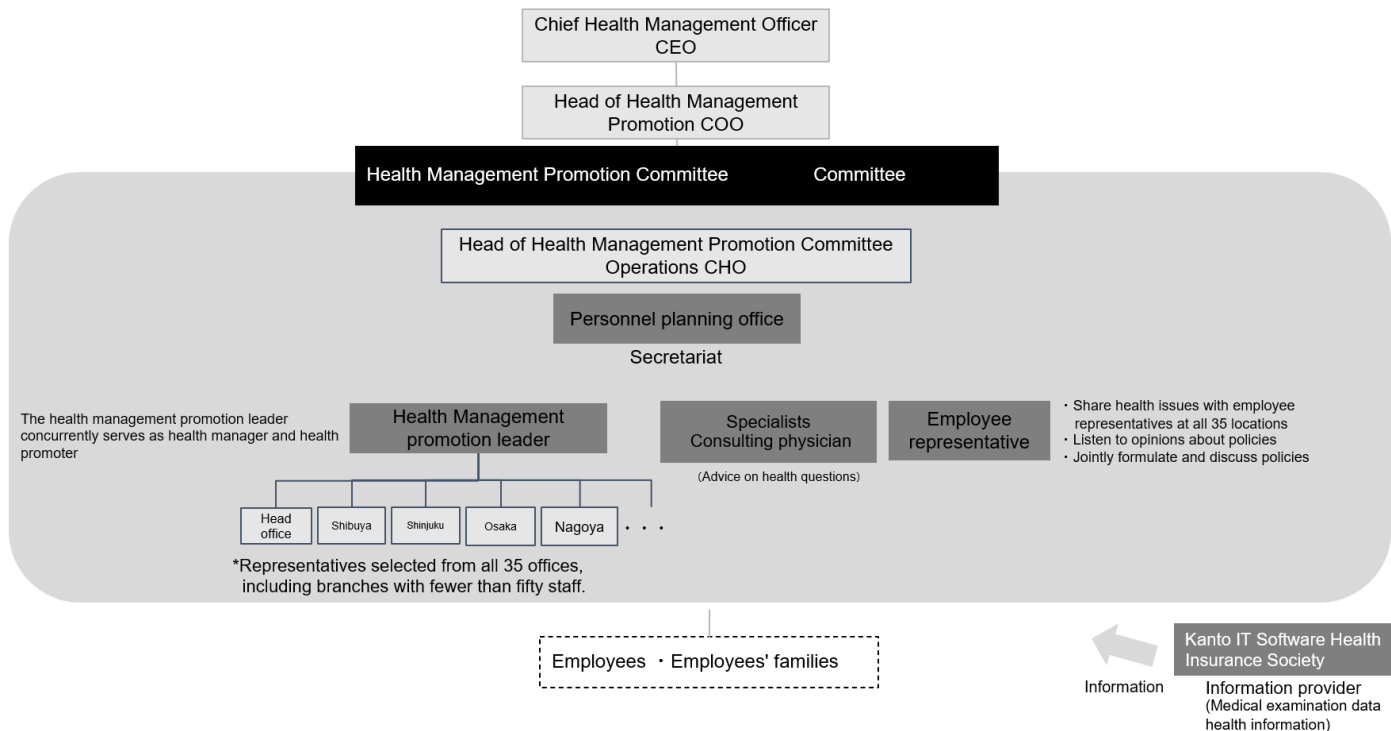
By keeping our minds and bodies in good condition, we will be able to concentrate more on our work, maximize creativity and performance, and work more vigorously. Fulfilling our work in this way will lead to the satisfaction of our customers and users, as well as to a greater happiness in our personal lives and those of our families.

" Improving the mind and body"



Health Management Promotion System

We have established a Health Management Promotion Committee and appointed a Health Management Promotion Leader from each branch office to serve as a member of the Committee, with the aim of listening to the voices of front-line employees and encouraging the advancement of health management initiatives.



Promoting a regular lifestyle

Promoting moderate exercise

Promoting mental care

Others

Dietary improvement program

1. Recipes provided by employee influencers and employee Tsukurepo SNS



In collaboration with our in-house culinary research department, we were provided with [easy-to-prepare recipes](#), and all participants shared photos and impressions of their creations on our internal SNS.

2. Distribution of breakfast to employees



We [distribute healthy food](#) to employees who do not eat breakfast so that breakfast will become a habit.

3. Column on diet by public health nurses (Ongoing)



Public health nurses write [a column](#) on topics such as how to eat effectively.

Promoting a regular lifestyle

Promoting moderate exercise

Promoting moderate exercise

Others

Sleep improvement program

1. Conduct seminars to improve sleep patterns



A seminar on improving **sleep quality** was held jointly with HELPO.

2. Provide sleep apps and videos



We are working to improve the quality of sleep by distributing **videos and apps** to encourage younger employees to engage with the program.

3. Conduct specialist interviews



Guidance by an occupational physician is also available for employees with sleeping issues.

Promoting a regular lifestyle

Promoting moderate exercise

Promoting moderate exercise

Others

Smoking Cessation Program

1. Distribute column to promote smoke free life



健康経営（喫煙に関するコラム）
前回までのアーカイブは、[HRPOCKET](#)から見れます。
6月よりお送りしている喫煙コラム（全5回）、
最終回は自分でできる禁煙の方法^①についてお伝えします。
禁煙に一步步近づけるために、自分の行動や環境を変えてみませんか？

○行動パターン変更法

喫煙と結び付いている今までの生活行動パターンを変え、
吸いたい気持ちをコントロールする方法です。

（例）コーヒーと一緒にタバコを吸う→コーヒーを紅茶にする^②

○環境改善法

喫煙のきっかけとなる環境を改善し、
吸いたい気持ちをコントロールする方法です。

（例）タバコ、ライターを処分する^③

A column (five-part series) on smoking cessation was distributed, including information on the risks of smoking and various methods for quitting.

2. Group smoking cessation program

temp-健康経営-202309-禁煙プログラム

【第1回目】まずはstep 3つのご案内
皆さん、この度は禁煙プログラムにご応募いただきありがとうございます。9月20日(水) ~

こちらのチャンネルは、禁煙プログラム参加メンバー限定となります！
皆さんで禁煙を楽しむ成功のために「タバコを我慢してこんな食事をした〜!!」など
皆さんの日頃のつゆやさ大歓迎ですので盛り上げていきましょう！

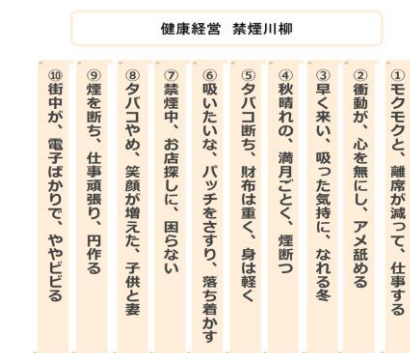
改めて簡単にstepをご説明させていただきます。(ご不明点ありましたら気軽に質問等ぜひしてください！)

■step 1 Amazonでパッチを購入しましょう！9/22(金)までに初回1箱の購入をお願いします！
⚠️一番最初はパッチが身体に合わない可能性もあるため1箱の購入しかできないようになっています。
まとめて購入してもキャンセル扱いになる可能性がございます。ご注意ください。(Amazonへ問い合わせ確認済み)
【初回購入】こちらから ※14枚入り1箱購入してください！
(初回以降の購入は別途ご案内しますのでお待ちください！)

■step 2 初回産業医面談の予約をしましょう！
⚠️面談後にスタートしましょう！
ニコチンパッチの注意点、そのほか健康のご相談やお話を簡単に1人15分程度お時間ください。

We encourage employees who wish to quit smoking to utilize nicotine patches. We have created a group made up of occupational physicians and team leaders who support employees through SNS in their efforts to quit smoking.

3. Implementation of no-smoking senryu*



Participants write a senryu about their determination to quit smoking and what they have learned about themselves through the process of quitting smoking, with the best entries receiving prizes.

* Senryu is a short poem in the same format as haiku. While haiku expresses natural scenery and feelings, Senryu are humorous expressions of humanity and life.

Promoting a regular lifestyle

Promoting moderate exercise

Promoting moderate exercise

Others

Walking · Stretching program

1. Walking Program



Anyone in the company can participate, and teams and **individuals compete against each other for the number of steps taken, with the top finishers receiving awards.** We aim to create a support system through the company's SNS, and to have fun and exercise with the participation of the entire company.

2. Stretching program



① Morning meeting stretch

Members of the dip Battles (pro dance team in the D-League) visit the office and join employees for some stretching and light dancing at the morning meeting.



② Stretch Video Distribution

MARIN of dip Battles has prepared a two-minute stretch video that has been distributed to employees to encourage them to stretch during breaks in work.

Promoting a regular lifestyle

Promoting moderate exercise

Promoting moderate exercise

Others

Mindfulness · Mental health care program

1. Mindfulness program

マインドフルネスについて



マインドフルネスという言葉聞いたことはありますか？

すごく簡単に言うと、集中して今の自分を見つめ直すことです！

DaiGoさんが初心者でも行える方法を解説しています。（動画はこちらから）

是非実践してみてください。

セルフケアをもっと勉強したい方へ

●厚生労働省 ポジティブシェアリング <https://kokoro.mhlw.go.jp/ns/>

This program is designed to help employees improve their concentration which will lead to better **physical and mental condition**. We offer short intensive courses to learn the basics and provide an app so employees can continue to work the program.

2. Mental health care program



① We **provide an e-learning program** on self-care that can be viewed by all employees with the aim of improving health literacy and encouraging employees to take an interest in their own health.

職場環境改善の取り組み

dip
Labor force solution company

- 「労働安全衛生法」の改正により、平成27年12月以降、50人以上の労働者がいる事業所でメンタルヘルス不調を未然に防止することを目的にストレスチェック制度の実施が義務づけられ、当社においても、ストレスチェックの実施、高ストレス者へのセルフケアの推進を実施してきました。
- これまでの高ストレス者のヒアリング等から、高ストレス者の発生は、職場の課題やリーダーシップに起因することが多く、職場全体で改善に取り組む必要があると推定し、今期からは職場環境改善に取り組みたいと考えます。



資料提供元：厚生労働省「職場ストレス改善ガイドライン」(2017年12月版)、厚生労働省「職場ストレス改善ガイドライン」(2017年12月版)

2

② After the stress check, **guidance is provided to managers to reflect on the results in their own sections**. Individual training is also provided for those in high-stress departments.

Promoting a regular lifestyle

Promoting a moderate exercise

Promoting moderate exercise

Others

Other Initiatives

1. Subsidies for qualifications related to health and productivity management

健康経営にかかわるお勧め資格

当社では、「人がすべて、人が財産」の経営方針に基づいた健康経営を推進しており、様々な施策・プログラムに取り組んでおります。
心身の健康を維持するためにも、LSPを活用し、健康にかかわる資格を取得してみませんか？

こちらでは、健康に関する様々な資格をご紹介します。

なお、講座受講については条件を満たした場合、**講座は費用補助対象**となりますが、|
受検費用は自費です。

①健康全体

・日本健康マスター検定（URL）
特定の疾病、健康テーマだけでなく、健康全般を体系的にカバーする「健康リテラシー/ヘルスリテラシー」をはかる検定です。

②食事・飲酒

食事は体の基礎をつくるため、口に入れるものから健康に気を付けてみませんか？

2. Support for balancing caregiving and work

| contents |
|---|
| 1. (1) 情報提供の目的 2. (2) 介護制度について 2.1. (2.1) 介護休業・介護休暇 2.1.1. ●介護休業 2.1.2. ●介護休暇（労務管理上の注意点を併せて示す） 2.2. (2.2) 介護にまつわる相談窓口 2.3. (2.3) 介護に関する窓口 2.4. (参考) その他、介護に関するページ |
| (1) 情報提供の目的 |
| 当社は、「人が全て、人が財産」という理念のもと、社員の幸福と会社の生産性の向上を図る「健康経営」を推進しています。健康であることは、働きやすさや生産性に直結します。 高齢化や生産年齢人口の減少により、誰かが介護の課題に直面する可能性があります。介護には認知症が関与し、「認知症である者の割合」「正しい知識の獲得」が大切と考え、この策、介護相談窓口の設置と介護の理解を深める研修を推進することとなりました。 健康経営の取り組みを通して、安心して介護をしながら働き続け、キャリアを伸ばすことできる職場環境作りを目指しています。 |
| (2) 介護制度について |
| ここでは、様々な介護制度を説明しています。必要に応じて活用ください。 |
| (1) 介護休業・介護休暇 |
| ◆介護休業 介護で決められている制度（労働者本人につき3日まで、連続3日まで休業できます。） |

Internal and external consultation services have been established to support employees balancing caregiving and work. We also provide videos and conduct comprehension questionnaires to deepen understanding throughout the company.

3. Health training for women

全従業員の皆さんへ

働く女性の健康課題と支援
－月経－

With the aim of focusing on health issues specific to women and acquiring correct knowledge, **public health nurses serve as instructors** and conduct—women's health training for each level of employees.

We **subsidize the cost** of taking certification courses related to health management.

Policy Recognition

Have you seen the philosophies and policies regarding health management and health measures that are communicated at dip?

(I've seen it)



Employee Reaction to Health Management Initiatives

Do you think dip is actively working on promoting the health of its employees?

(I think so)



Percentage of employees perceiving the company as "actively engaged" has improved.

The following improvements have been achieved due to better awareness of the declaration of health management.

- Stress Check inspection rate (2019 92.2% → 2022 96.7%)
- Eating habit rate (2019 58.4% → 2022 43.4%)
- Exercise habit rate (2019 15.5% → 2022 19.0%)
- Adequate sleep rate (2019 63.9% → 2022 70.9%)

* Eating habits refers to "Eating dinner within 2 hours before bedtime at least 3 times a week" so a decrease in the ratio = an improvement in the numerical value.

As a result, job satisfaction (2021 3.17 → 2022 3.43) and presenteeism (2021 60.9% → 2022 74.3%) also improved.

* Job Satisfaction and Presenteeism were measured from FY2021, so comparisons are based on FY2021.

Participation Rate

Did you participate in any programs?

(Participation)

2023

97.2%

Behavior Modification

Did you experience behavioral change through the program?

(I strongly benefitted)

2023

36.6%

Although 90% of employees have participated in some kind of program, the following two issues remain.

- 1) The level of recognition of health management is low compared to the participation rate. Many respondents do not recognize the program they are participating in as a health management policy.
- 2) Although they participated, only a small percentage felt that their behavior had changed, and continued support was needed.

Results of various programs

Dietary improvement program

Eating breakfast more often.

64.0%

Walking Program

I realized I had been lacking exercise.

77.0%

Stretch Program

I'm glad I participated. My body feels refreshed.

82.0%

63.0%

Dietary Improvement Program

Eating breakfast more often.

64.0%



(Employee Comments)

- I seldom ate breakfast, but since joining the program, I have been able to concentrate better at work and feel better, so I will try to eat it every day.
- I looked forward to getting up in the morning to eat bread. Toasting bread in the morning and eating it with coffee was so blissful and enriching. Thank you for planning this event.

Walking Program

I realized I had been lacking exercise.

77.0%



(Employee Comments)

- Talked about the walking program with clients and other departments.
- I've become more aware that I need to exercise.
- I would love to see the event promoted more.

Stretching Program

I'm glad I participated. My body feels refreshed.

82.0%

63.0%



(Employee Comments)

- Moving my body in the morning felt good, so I would like to do more stretching and radio exercises to work my entire body.
- I felt refreshed by being able to stretch before work! I was hoping for more time for stretching next time.

Women's Health Seminar

2022



Level of satisfaction

96.0%

Comprehension level

93.0%

- Webinar held on women's health in collaboration with HELPO.
- By allowing attendees to submit questions in advance we encourage everyone to participate with more awareness.

2023

全従業員の皆さんへ

働く女性の健康課題と支援

－月経－



Attendance rate

92.0%

Comprehension level

96.0%

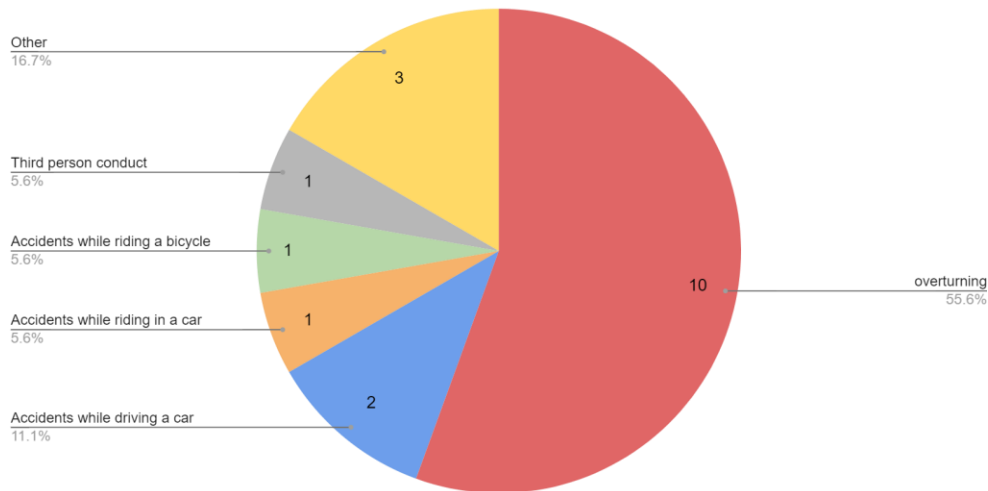
- Conducted position-specific training by our public health nurses.
- Tests are administered after each course to determine the level of understanding.

(Training Impressions)

- I was very impressed with the effort made by the company to hold these seminars.
- There were many things about my own body that I didn't know, and it was very informative to hear about them.
- Very clear and informative. I want to take care of my health.
- I hope the next session will also cover menopause!

Causes of Occupational Accidents → In our company, falls are the most frequent.

Causes of Occupational Injuries (dip25th-26th)



3 Preventative Steps · 3 Actions

STEP1

- ① Organize the work area
- ② Clean the work area
- ③ Maintain a state of tidiness

STEP2

- ① Make hazards visible
- ② Share information between offices
- ③ Maintain safety manuals

STEP3

- ① Exercise to reduce incidents of back pain and falls
- ② Monitor effectiveness of countermeasures
- ③ Inspect the workplace regularly

To be done at the head office

STEP1

Identify and analyze the occurrence of work-related accidents throughout the company

STEP2

Implement the 3 Preventative Steps x 3 Actions continuously

STEP3

Review and support for the above on an ongoing basis

To our suppliers Provided by Guidelines(Compliance matters)

Guidelines (Compliance matters ①)



1. Basic responsibilities of business operators

Employers must ensure the safety and health of their workers.
(applicable to all workers regardless of employment type)

2. Appointment of managers, supervisors, etc.

Depending on the scale and type of business and industry, a "safety manager", "health manager", "health and safety supervisor" or "occupational physician" may be appointed.

3. Establishment of committees

Depending on the size and type of business, a "safety committee" or "health committee" may be established.

4. Risk prevention measures by business operators

Necessary health and safety hazard prevention measures must be taken for all facilities, equipment, and machinery.

Guidelines (Compliance matters ②)



5. Employers will provide safety and health education to workers

The term "workers" includes part-time, temporary, and fixed-term employees.
Training at the time of employment and training at the time of changes in work content are mandatory in all workplaces.

6. Measures to maintain and promote overall health

When employers hire workers who will be employed on a regular basis, they are required to conduct medical examinations. Additionally, periodic medical examinations must be conducted at least once a year.
* Employees who perform hazardous work will need to take additional measures appropriate to their work.

7. Measures against overwork

For those who have worked overtime or on holidays for more than 80 hours per month, efforts will be made to provide interview guidance even if no request has been made. For those engaged in research and development work who work more than 100 hours per month of overtime and holidays, and for those who are covered by the advanced professional system, interviews will be conducted even if they do not submit a request for interview guidance.

8. Measures to promote mental well-being

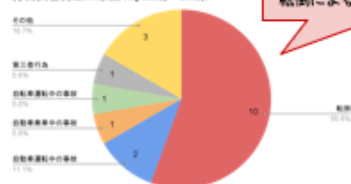
Stress checks must be conducted once a year in workplaces with 50 or more workers.
If a worker requests face-to-face guidance from a doctor, the company shall provide face-to-face guidance from a doctor.
After consulting with the physician, any necessary employment-related measures should be taken.

Prevention of industrial accidents

労働災害を防ぎましょう

～ 1分でできる！転倒予防体操 ～

労働災害発生の原因 (dip25期～26期)



転倒による事故が増えています！



予防の3ステップ・3アクション

STEP1: ①作業場所の整理整頓 ②作業場所の清掃 ③清潔に保つ

STEP2: ①危険の見える化 ②各オフィス間共有 ③マニュアルの整備

STEP3: ①腰痛、転倒予防体操 ②効果測定 ③職場点検

本社で行うこと

STEP1: 会社全体での労災発生状況の把握・分析

STEP2: 3STEP×3アクションを継続的に実施

STEP3: 上記内容について継続的な振り返り・支援

Five indicator behaviors for health

Eat Breakfast



Moderate
Exercise



Enough Sleep



Refrain from
Smoking



5 actions for
health

2 days off
Per Week

