

# dip Corporation

## Health Management Report 2024



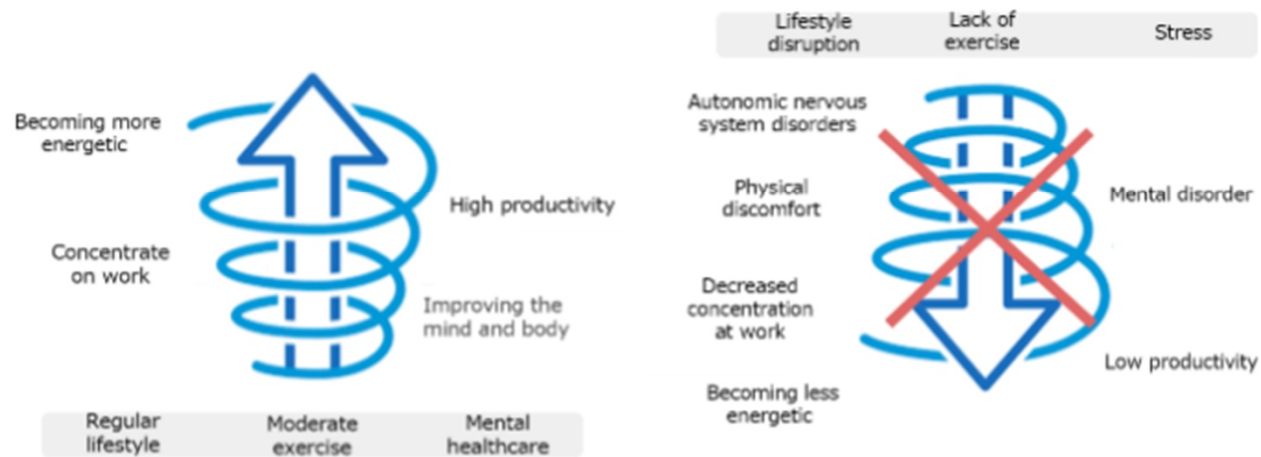
2024  
健康経営優良法人  
Health and productivity  
ホワイト500

# 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'.

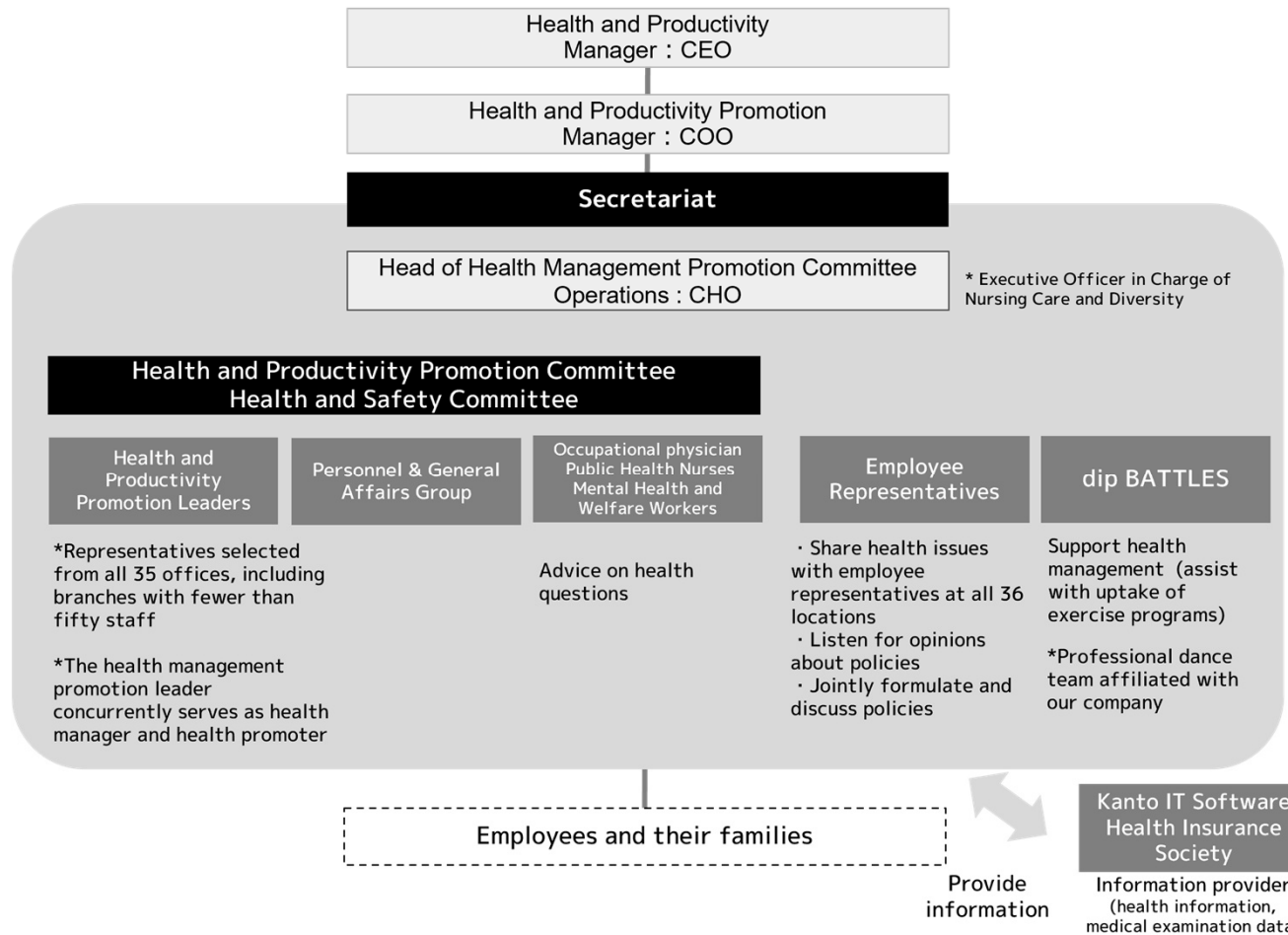
By keeping our minds and bodies in good condition, we will be able to concentrate more on our work, maximize creativity and performance, and work more vigorously. Fulfilling our work in this way will lead to the satisfaction of our customers and users, as well as to a greater happiness in our personal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

Promoting moderate exercise

Promoting mental health

Others

## Dietary Improvement Program

### 1. Employee influencers suggest recipes which are then shared on SNS



We work with an employee influencer who is a specialist in cooking to supervise **easy-to-make recipes** for employees who don't eat breakfast. We post photos of the actual dishes and feedback on the company's internal SNS.

### 2. Free breakfast & SDG bananas for employees



Dole distributes their surplus bananas to employees for free. While implementing initiatives to **distribute healthy food** with the aim of making breakfast a regular habit, we are also incorporating SDGs.

### 3. Health columns distributed by public health nurses



We provide columns written **by public health nurses on dietary related topics**.

Satisfaction levels for each of these initiatives are **4** provided at the end of the report.

Promoting a well-regulated lifestyle

Promoting moderate exercise

Promoting mental health

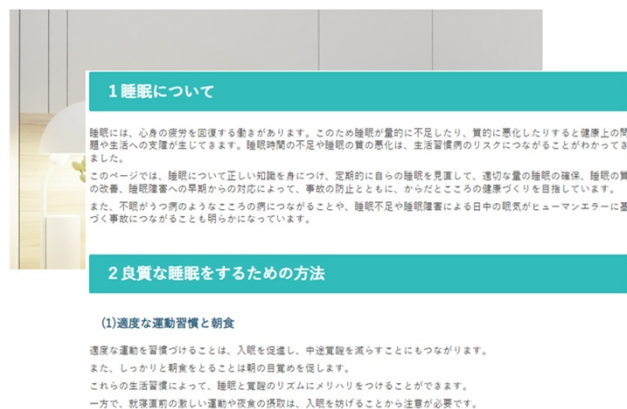
Others

## Sleep improvement program

### 1. Provide sleep apps and videos

(健康経営) 睡眠について

2022年7月6日 2022年7月6日



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

### 2. Conduct seminars to improve sleep patterns



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

### 3. Provide guidance by an occupational physician



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



Promoting a well-regulated lifestyle

Promoting moderate exercise

Promoting mental health

Others

## Walking · Stretching and dance programs

### 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 have created a support system on the company's internal SNS and aim to get everyone in the company to participate and enjoy doing exercise.

### 2. Stretching and dance program



#### . Dance lessons for employees' children

In collaboration with dip BATTLES, we are holding dance lessons for the children of our employees, with the aim of promoting health not only for our employees but also for their families.



#### 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 well-regulated lifestyle

Promoting moderate exercise

Promoting mental health

Others

Implementation of mental health care measures

# 1. Mental health care program



After a stress level evaluation, we provide **guidance for managers to reflect on their own teams and departments and individual training** for employees in high-stress positions.

当社で実施している様々な取組マップ

|             | 一次予防                     | 二次予防            | 三次予防 |
|-------------|--------------------------|-----------------|------|
| セルフケア       | ストレスチェック                 | 仕事と健康の両立支援マニュアル |      |
|             | マインドfulness動画 (スク、Daigo) |                 |      |
|             | コラム配信                    |                 |      |
| ラインケア       | 職場環境改善ガイドライン・研修          |                 |      |
|             | サーベイ迅速連絡体制               |                 |      |
|             | ハラスメント防止研修               |                 |      |
| 従業員/外の専門家ケア | 保健師派遣                    |                 |      |
|             | 療養室・健診室提供                |                 |      |
|             | HELPO健康相談 (24h365日電話可)   |                 |      |

With the aim of improving health literacy and encouraging employees to take an interest in their own health, we are providing **video viewing and consultation opportunities via healthcare apps** so that all employees can engage in self-care..

# 2. Distribute columns written by mental health and social welfare workers

**教えて！ダイバー博士！**

今回はストレスに気が付いた時にできるセルフケアを紹介していくよ。

こんにちは！ダイバー博士だよ。前回の記事も読んでセルフケアの例を挙げてみるね。

みんなは10月10日は何の日か知っているかな？  
実はこの日は「世界メンタルヘルスデー」だよ。  
1992年に世界精神保健連盟がメンタルヘルス問題に  
め、偏見をなくし、正しい知識を普及することを自  
「世界メンタルヘルスデー」と定めたんだ。  
その後世界保健機関 (WHO) も協賛し、正式な国際  
となったよ。

ここで「メンタルヘルス」という言葉の意味を確認  
メンタルヘルスとは「心の健康状態」のことを指し  
やかな時は心が健康だけれど、反対に心が重い落ち  
たら心のコンディションが崩れているかもしれない  
みんなも知っていると思うけど、心のコンディショ  
レスがきっかけになることが多いんだ。ストレスと  
たときに生じる緊張状態のことだよ。日常の中で起  
ストレスの原因になることがあるんだ。

- ・リラクゼーション：心身の緊張を緩めること。例としては呼吸法（腹式呼吸）、ストレッチ、音楽を聴く、カラオケを楽しむ、ペットと遊ぶ、趣味を充実させる、植物を育てるなどが挙げられる。  
※参考：  
<https://kokoro.mhlw.go.jp/ps/relaxation/>
- ・適度な運動：ウォーキング、軽いランニングやサイクリング、ダンスなどの身体に空気を取り込みながら行う有酸素運動がストレス緩和に良い。気分転換のために外に出て散歩をすることやリラクゼーション効果が得られる緑の多い公園で活動的に過ごすことも効果的である。
- ・快適な睡眠：睡眠の代表的な効果は心身ともに疲労を回復させること。脳も休まり、自律神経の働きが整うため、ストレスからの回復・耐性も向上する。
- ・ジャーナリング：頭に思い浮かんだことをありのままに「書く」ことで自分を知り、ストレスを軽減する方法。自分の考え方や感情、物事を客観視でき、そこから気づきや発見が得られることがある。
- ・意識してよく笑う：笑うと副交感神経が優位になり、ストレスホルモン（コルチゾール）の分泌が減少する。友人や家族などと楽しい会話をしたり、バラエティー番組を見て笑うのも効果的だと言われている。

We circulate **mental health care-related columns** written by employees who are qualified as mental health and social welfare workers to provide support for people who may be struggling.



Promoting a well-regulated lifestyle

Promoting moderate exercise

Promoting mental health

Others

## Other Initiatives

### 1. Health training for women



We support women in balancing their careers and life plans. We have started providing assistance with egg freezing and are focusing on health issues specific to women. With the aim of disseminating knowledge, **public health nurses serve as instructors** and conduct women's health training for employees at various stages in their careers.

### 2. Support for balancing caregiving and work

#### (2) 介護制度について

dipでは、様々な介護制度を設けています。必要に応じ活用ください。

#### (1) 介護休業・介護休暇

##### ◆介護休業

法律で決められている制度（対象家族1人につき3回まで、通算93日まで休業できます。）

##### ◆介護休暇（法定を超えた休暇を付与しています）

親・配偶者・子の場合は年12日まで有給、それ以外の場合は年12日（無給）  
 ※法律は対象家族が1人の場合は、年5日まで。（2人以上の場合は、年10日まで）  
 ※休業・休暇利用を希望の方はジョブカンの「介護申請書」より申請をお願いします。

##### ◆介護に関する理解促進

介護には個別性が高いため、本人・周囲を含めた「正しい知識の提供」が大切と考えています。介護の理解を深めるためにも、以下の動画を参考してください。



#### 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.

### 1. Subsidies for qualifications related to health and productivity management

【健康経営】健康にかかわるお勧め資格

📅 2024年5月17日 📅 2024年5月17日



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います。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ませんか？本ページでは、健康に関する様々な資格をご紹介します。

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

## APPENDIX: Overall understanding of health management

### Policy Recognition

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

(I have seen them)



### Employee Reaction to Health Management Initiatives

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

(Yes 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 on Health Management.

- Stress Check inspection rate ( 2019 92.2% → 2023 99.7% )
- Eating habit rate ( 2019 58.4% → 2023 53.3% )
- Exercise habit rate ( 2019 15.5% → 2023 25.1% )
- Adequate sleep rate ( 2019 63.9% → 2023 63.8% )
- Smoking rate ( 2019 35.8% → 2023 25.7% )

\*The year 2019, before the Declaration on Health Management, is used as the comparison target.

\*The eating rate is based on the indicator "having dinner within 2 hours before bedtime at least 3 times a week", and a decrease in the rate = an improvement in the figure.

\*The exercise habit rate is based on the percentage of people who exercise for at least 30 minutes twice a week.

As a result, job satisfaction ( 2021 3.17 → 2022 3.81 (maximum 5) ) and presenteeism ( 2021 60.9% → 2023 73.7% ) also improved.

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

\* Annual health checkup data, etc. are listed here <https://www.dip-net.co.jp/files/1876>

## APPENDIX: Health Management Program

### Participation Rate

Did you participate in any programs?

(I participated)

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

#### Walking Program

I realized I had been lacking exercise.

**77.0%**

#### Stretching Program

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

**100.0%**      **94.3%**

#### Dietary improvement program

Eating breakfast more often.

**67.7%**

# APPENDIX: Results of various programs (1/2)

## 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.

100.0% 94.3%



### ( Employee Comments )

- I'm grateful that I can take time like this during work hours to stretch myself and raise my awareness of health. The third leg stretch exercise was really effective. Thank you!
- I suffer from stiff shoulders and lower back pain every day, so it was good to learn a new stretching method. I'd like to participate in the next event too!

## Dietary Improvement Program

Eating breakfast more often.

67.7%



### ( Employee Comments )

- The ingredients are easy to find, and there are few steps to the cooking process, so I thought I'd give it a try!
- It was really enjoyable. It was a good opportunity for me to learn how fun it is to cook for myself.
- I live alone and didn't really think about what I was eating, but I felt like I should try to improve my diet as an investment in my future self.

## APPENDIX: Results of various programs (2/2)

Our company is one where women play an active role, with women making up half of the workforce and women in management positions accounting for 36.2% of the workforce. Women's health issues are important, and as 40% of our employees are under 40, we are implementing health measures that focus on PMS and fertility.

### Women's Health Seminar

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%

- ・ 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.

#### ( 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!

### Seminar on Egg Freezing Subsidy Program

ディップ株式会社 × 株式会社グレイスグループ

卵子凍結セミナー

配布資料 20231211時点

Comprehension level

97.0%

- ・ In partnership with the Grace Group, we held a seminar with specialist doctors
- ・ 97% of participants said it was helpful

#### ( Training Impressions )

- ・ I learned a lot. I think that correct knowledge based on data has not yet spread in Japan.
- ・ It was a fulfilling hour, from the talk about infertility treatment. I would like to discuss this with my partner and decide on our future course. Thank you.
- ・ I had no knowledge of this at all and had never thought about it before, but I thought I would consider it together with my future life plan.

## APPENDIX: Male employees taking childcare leave |



In July 2022, we endorsed the “Declaration on 100% Childcare Leave Acquisition by Male Employees” promoted by Work-Life Balance Co., Ltd., and are working to create an environment that makes it easy to take childcare leave, such as by promoting diverse ways of working for men and allowing employees with employment periods of less than one year to take childcare leave. As a result, we have maintained 100% of employees taking childcare leave at the end of fiscal year 2023, and we often hear that our active stance on male employees taking childcare leave is having a positive effect on recruitment.

**dip**  
Labor force solution company  
Percentage of men who take  
childcare leave

100.0%



### Measures to promote the taking of childcare leave by male employees

健康経営 | 男性育休に関する研修<管理職向け>視聴のお願い  
育休

#### 男性育休を阻むもの

以前、とあるdipの男性管理職の方とお話した際に、「育休を取る予定」という方がいました。

期間について尋ねたら、「営業現場だと、全部の仕事を引き継がないと長く休めない気がして、5日がせいぜいですかね」「取得には上司も職場も賛成してくれるけど、日数が長いのはちょっと、という雰囲気がある気がする」とおっしゃっていました。

現在ディップでの育児休業の取得率は高く推移は出来ております

イクボスとは、育児や家庭と仕事の両立を支援し、部下の成長をしやすい環境づくりをリードする役割を担います👍

是非、以下の研修動画をご覧ください。

#### ■「今すぐ実践！男性の育児休業」管理職編（約9分）

この動画では、育児休業取得を悩んでいるメンバーのサポート方として効果的なコミュニケーションのポイントについて学べます。イ

実際dipでは、営業現場でも中長期の期間で育休を取られている方が既に複数名いらっしゃいます。

とすると、男性育休を阻む要因には、職場ごとの「雰囲気」が影響している可能性があります。この「雰囲気」というのが、曲者なのです。

厚労省サイトのFAQを見ると、「受け入れてもらえるか不安」「ダメと言われたら？」といった質問が並び、「法的な権利ですから大丈夫です！」という回答ばかりで、「雰囲気」に腰が引ける本人の後押しになっていないように思います。

育休の取得促進が進む一方で、取得期間や取得中の過ごし方についての具体的な議論はまだ不足していますね。

職場と調整し、数日間の育休を取得することになっても、家庭では「その期間では大して役に立たない」とパートナーにため息をつかれてしま...

...  
これでは、やっていけない気持ちにもなる人もいるでしょう。

しかし、そもそも育休は、「育児体験」ではないのです。それぞれが目的を持って取得しなければ、「取得した」という事実しか残らなくなってしまいます。

### Voices of male employees who took childcare leave

#### 『仕事人間』だからこそ、育児休業で視野を広げてみたかった

4年前に長女が生まれた時は、コロナ禍で妻は里帰り出産を選び、私も新任管理職になったばかりのタイミングだったので忙しくて育児に関われなかつたんです。

しかし2022年にdipが「男性育休100%宣言」を掲げて以降、社内に男性育休を取る方が増えて、福岡オフィスでも男性育休をとるメンバーや管理職が多くなってかなり状況が変化しました。

今回は私も一か月の育休を取ることを決め、そのことを組織に報告  
福岡オフィスのみなさんから熱い応援をいただきました。

#### 属人化しない組織づくりで育休前の引継ぎもスムーズに

2021年に社内結婚して子供をもつと考えた時から、育休をとることは決めていました。

1月から3月末までの3か月間という長期取得が実現したのは、上司の さんや さんが後押ししてくださったおかげです。特に さんは妻の妊娠がわかるとすぐに「育休を取りなよ」と、背中を押してくださいました。

ただ、期間については最後まで悩みました。  
1か月なのか、3か月なのか、半年なのか...

私としても課長昇進直後のタイミングで、まさにやりがいと充実を感じていた時期で、半年も職場を離れるのは寂しいという気持ちが強かつたんです。

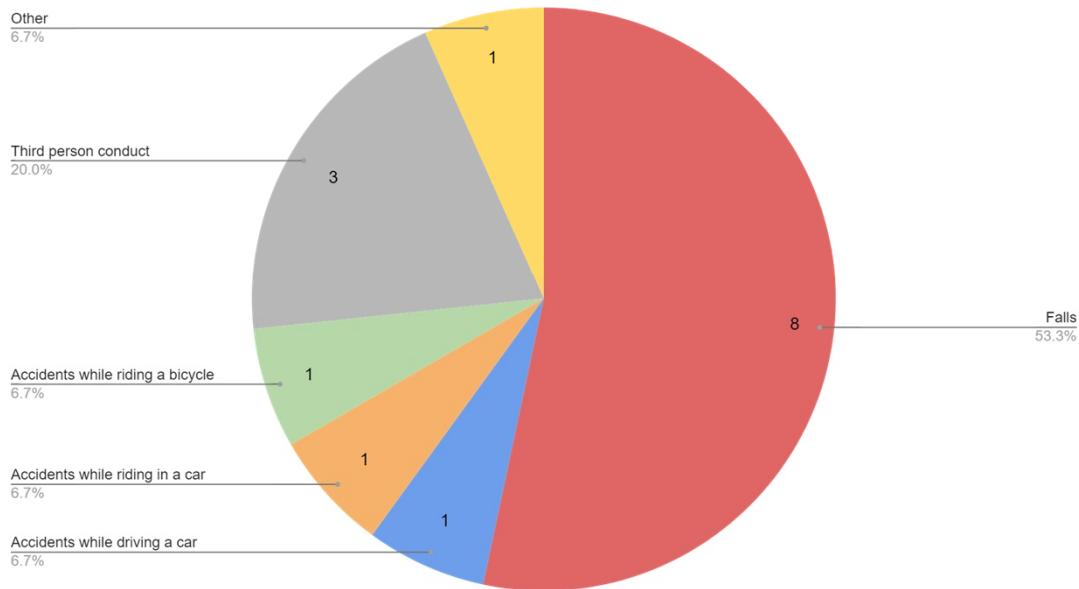
いろいろ考えた末、最終的に「3か月」に決めましたが、多様な選択肢を検討できたのは、同じ オフィスを任されていた 課長の存在が大きかつたんです。

- E-learning was implemented for all managers
- A column on childcare leave for male employees was distributed using the company's internal SNS, etc.

- Interviews were conducted with male employees who took childcare leave, and the results were shared on the company's internal social networking site.

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

Causes of occupational Injuries (dip26th~27th)



## 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 for Promoting Health Management for Business Partners

In 2020 dip Corporation made a "Health Management Declaration" and is working proactively on health management. In 2023, we declared our commitment to building partnerships based on the idea that "all of our business partners are important to our company". In order to achieve our management philosophy, it is essential that not only our company, but the entire supply chain coexists and prospers. In order to convey this perspective to our business partners, we have formulated these guidelines.

We ask our business partners to understand and consider undertaking initiatives in accordance with these guidelines. We will also provide support to our business partners in implementing health management and ask for understanding and cooperation as we assess individual situations, make recommendations, and work to ensure compliance with these guidelines.

Health management (Health Management is a registered trademark of the NPO Health Management Research Institute) is the strategic practice of considering the health management of employees from a managerial perspective. Based on the corporate philosophy, investing in the health of employees is expected to revitalize the organization by improving employee vitality and productivity, and ultimately lead to improved business performance and higher stock prices. Health management is one of the initiatives for "extending the healthy life expectancy of the nation" that is set out in the Japan Revitalization Strategy and the Future Investment Strategy.

※Quoted from the Ministry of Economy, Trade and Industry website

#### 1. Compliance with labor laws and regulations

- Carry out initiatives in compliance with laws such as the Occupational Health and Safety Law
- Aim for 100% health checkup compliance
- Aim to obtain certification related to occupational health and safety

#### 2. Initiatives to promote the health (physical, mental and social well-being) of employees

- Create opportunities to share health-related information and work to improve the health literacy of employees.
- Provide information to managers and supervisors about the need to consider the health of their team members.
- Aim to obtain certification as a corporation with excellent health management
- Implement health management measures
- Prevent overwork and take measures to improve mental health

#### 3. Approach to Health and Safety

- Prevent workplace accidents
- Create a comfortable working environment

#### 4. Other

- Aim to establish a health management commendation system by local governments, etc.
- Work to obtain awards and certifications related to work-life balance in areas such as childcare and nursing care

We will continue to improve on last year's guidelines, and in addition to complying with laws and regulations, we will also monitor the health of our employees and promote health management initiatives.



## 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 (dip26期～27期)

|           |       |
|-----------|-------|
| その他       | 6.7%  |
| 第三者行為     | 20.0% |
| 自動車運転中の事故 | 6.7%  |
| 自動車乗車中の事故 | 6.7%  |
| 自動車運転中の事故 | 6.7%  |
| 転倒        | 53.3% |

**転倒による事故が増えています！**

**転倒予防体操**  
毎日継続して、転倒しにくい身体をつくりましょう

- つま先かかと立ち**  
 <やり方>  
 つま先立ちと、かかと立ちを繰り返す ⇒ 4回×2セット  
 <効果>  
 歩くときにしっかりと足が踏ん張れるようになり、転倒予防になります
- 片足スクワット**  
 <やり方>  
 片足で立ち、そのままスクワットを繰り返す  
 ⇒ (右足2回→左足2回)×2セット  
 <効果>  
 バランス能力、筋力、足関節・股関節可動域の向上

**労働災害が発生してしまったら・・・**  
すみやかに人事 までご報告ください

## Five indicator behaviors for health

Eat Breakfast



Moderate Exercise



Enough Sleep



Refrain from Smoking



5 actions for health

2 days off Per Week

