

# dip Corporation Health Management Report 2025



2025  
健康経営優良法人  
KENKO Investment for Health  
大規模法人部門  
ホワイト500

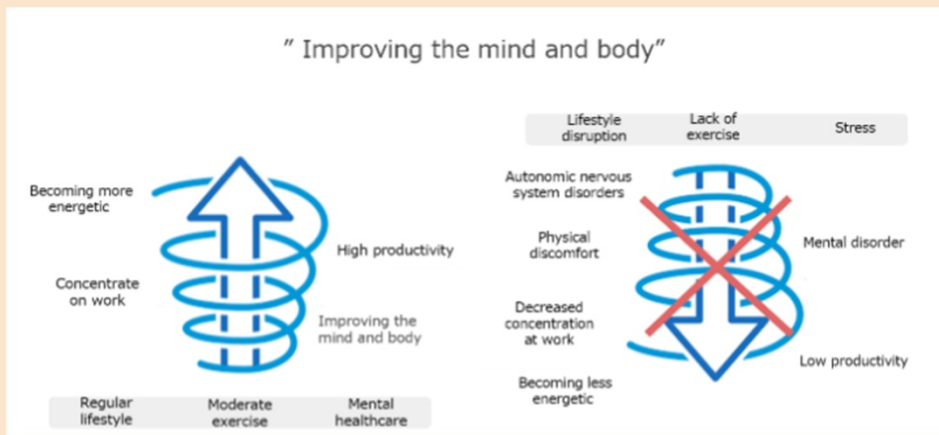
## Thoughts and Ideas on Health Management

Our management philosophy is 'People are everything, people are assets', and we believe that employee health management is considered one of the most important themes directly linked to work productivity and employee well-being. This involves not only preventing illness but also striving to become more energetic and happier than we are now. 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.



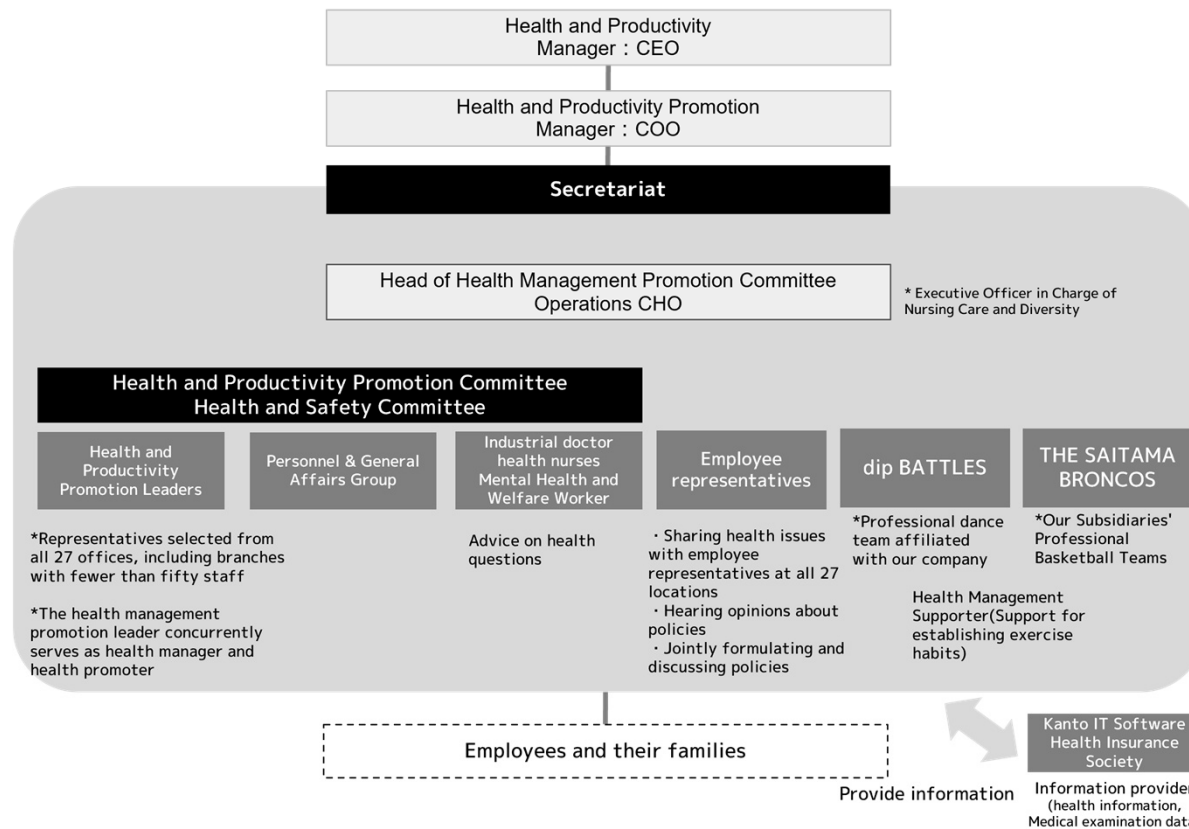
Hideki Tomita  
Representative Director and CEO,  
dip Corporation



# Fiscal Years 2024/2025 | 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.

Furthermore, as our company has its own professional dance team and professional basketball team, we enlist their cooperation to implement support initiatives primarily focused on promoting the establishment of regular exercise habits.



Preventing the Worsening of Illness

Improving Employee Health Literacy

Addressing Women's Health by Life Stage

Advancing Diversity, Equity, and Inclusion

## Dietary Improvement Program

### 1. Implementation of an in-office convenience service for lunch purchases

@channel  
27階ファミマ自販機に新商品追加 ✨  
dipは朝食を摂る人が少ない傾向にあります... 😞  
朝はコンビニも混んでいるし、おやつタイムもお菓子気分じゃない...なんて時ありませんか? 😞  
そこで、今回の追加商品は健康経営を意識した朝食にも取り入れやすいラインナップを考えました 😊  
新しく追加された商品はこちらです 📺

- ・ヨーグルト
- ・ナッツ&フルーツ
- ・スムージー各種
- ・サラダパスタ

休憩時間やちょっとしたおやつタイムにもぴったり  
賞味期限、在庫、売行きで商品は定期的に入れ替わり  
皆様のご利用をお待ちしています 📺 !!

5種のナッツ&フルーツ  
朝食にナッツはダイエトや美容にもオススメ!  
ヨーグルト (桃とさくらんぼ)  
朝食にもおやつタイムにもいいですね  
スムージー系  
アサイー種と野菜類 気分によって選べます! 飲むヨーグルトも人気です  
パスタサラダ (日替わり)  
ヘルシーサラダ感覚で お腹にいいですね! チーズが絡むパスタは 食べると気持ちいい good!

For employees who skip breakfast, we've introduced items like yogurt and nuts that can be **easily purchased and eaten from the office convenience store vending machines**, as well as pasta salads and other options for lunch to ensure adequate protein intake.

### 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

保健師 山口 裕香子 (毎木曜日) 2024年12月18日 16:30  
健康コラム  
健康経営を推進するため、定期的に保健師山口により健康生活コラムをお届けします 📺  
今回のテーマ  
🌟 適正な飲酒を心がけよう 🌟  
🎄 クリスマスや 🎄 年末年始はイベントが多く、お酒を飲む機会が増える方も多そうですね 😊 おいしいお食事ができ、仲間と楽しくコミュニケーションが取れると素敵な時間が過ごせますよね 😊  
一方でお酒は体に悪い影響も与えます。12月は急性アルコール中毒が原因で救急搬送される人が激増します 📺 救急搬送までに至らなくても、お酒の飲みすぎで辛い思いをした経験がある方もいらっしゃるのではないのでしょうか? アルコールが体内に入ると肝臓で「アセトアルデヒド」という物質に分解されますが、このアセトアルデヒドの毒性のせいで顔や体が赤くなったり、頭痛、吐き気、頻脈などの症状が表れてしまいます 📺 本日は適正な飲酒について考えてみましょう!

保健師 山口 裕香子 (毎木曜日) 8月20日 12:00  
健康コラム  
健康経営を推進するため、定期的に保健師山口により健康生活コラムをお届けします 📺  
今回のテーマ  
🌟 夏バテに負けない食事のポイント 🌟  
厳しい暑さが続いていますね 📺 身体がだるく感じたり、食欲が落ちたりすることはありませんか? これがいわゆる 夏バテ と呼ばれる状態です。  
夏バテの主な原因は、 暑さによる自律神経の乱れ、 冷房の効きすぎた室内と外の暑さとの温度差 です。  
食欲が落ち、栄養不足に陥ることで、疲れを感じやすくなるのです 📺  
今回は夏バテに負けない食事のポイントを紹介します 📺

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.

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## Smoking Cessation Program

### 1. Distribute column to promote smoke free life

健康被害について

たばこが原因になる病気はがんだけではありません

喫煙は体の細胞の遺伝子や障害を増やし、がんの他、循環器・呼吸器疾患、糖尿病などの生活習慣病、さらには歯周病などさまざまな病気の原因になります。

健康経営（喫煙に関するコラム） 自分で行える禁煙法

日本では喫煙による死者は毎年12万 前回来でのアーカイブは、HRPOCKETから見れます。

たばこを吸う人の死亡率は吸わない人より高く、6月よりお送りしている喫煙コラム（全5回）、国内で喫煙に賛同する喫煙者でなくなった人は年間5万人、国内の喫煙者では20歳より10年前に喫煙を始めた人は8年、女性は10年も寿命になることが分か

早く禁煙すればするほど寿命を取り戻すことができます。50歳で禁煙しても8年、60歳なら3年寿命を

禁煙に一步一步近づぐために、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 ☕

○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 🚭

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

mp-健康経営-202410-禁煙プログラム

ステップ1購入 ステップ1購入 ステップ1購入 ステップ2購入

1回目購入 産業医面談 2回目購入 禁煙川柳大会 3回目購入 産業医面談 4回目購入 禁煙達成

10月下旬 11月上旬～中旬 11月予定 11月中旬～下旬 12月上旬～中旬 12月下旬

■購入方法について  
購入につきましては都度、Slackのチャンネルにてお知らせさせていただきます。第一類医薬品のため本人のみの購入となり、購入の際は問診が必要となります。キャンセル扱いにならないよう購入の際は届くまでご確認をお願いいたします。

■費用補助について  
購入がすべて終わり、領収書PDFが揃った方に1月給与にて合計金額をお支払いする予定です。

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\*

～28期～ 川柳大会

グループ① 牧野 真弓さん 藤法 美結さん 西村 俊郎さん  
気の迷い 一本だけが 命取り

グループ② 今野 拓弥さん 佐多 勇彦さん 柳田 純希さん  
また値上げ 財布の圧迫 もう無煙

グループ③ 西本 雄亮さん 原代 裕二さん 熊谷 樹さん  
吸う手止め 未来をつかむ その瞬間

～評価のポイント～  
1.ユーモアの質  
ユーモアが独創的であり、読者を笑顔や驚かせる要素があるか  
2.独自性  
独自性を示しており、他の詩とは一線を画しているか  
3.テーマの一貫性＝禁煙への意志表明  
禁煙への強い意志を表現している、喫煙をやめる決意を強調しているか

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.

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## Sleep improvement program

### 1. Provide sleep apps and videos

あなたの睡眠タイプは？

それぞれの睡眠タイプに合わせた対策を選び、「眠れない」より、「どうすれば眠れるか」を具体的に考えましょう！

睡眠タイプ	原因	改善策
<b>A：入眠障害</b> (寝床に入った後、なかなか寝れない)	自律神経の乱れ・考えすぎ	交感神経を押し下げて寝つきをよくする
<b>B：中途覚醒</b> (寝床の中で頻りに目が覚める)	ストレス・加齢・寝室環境	睡眠の質を高め、長時間の睡眠を確保する
<b>C：早朝覚醒</b> (予定より起床し、目覚めが早い)	体内時計の乱れ・うつ傾向	体内時計を後ろにずらし、睡眠時間を延ばす
<b>D：過眠症/睡眠負債</b> (朝起きにくい)	睡眠の質の低下・呼吸の問題	短時間の休息と生活習慣の見直しで対策

※改善策チェックは（こちら）

すぐ眠れる“究極”の睡眠法とは？

**米式睡眠法**

アメリカ軍の兵士が迅速に眠れるように開発された技術

- 1 仰向けに寝て、肩の力を抜く
- 2 両腕を顔と胸を囲むイメージで肘がずつりあがる
- 3 息を吐いて、肩の力を抜く
- 4 足の力を抜く

※ 仰向きで10分程度寝る

**アリス式睡眠法**

SNSで「よく眠れる！」と話題になったオリスナル睡眠法

- 1 布団に横たってアリスをかく
- 2 目を閉じてゆっくり深呼吸する
- 3 目を閉じてゆっくり呼吸を繰り返す
- 4 呼吸が止まっているような状態になったら寝る

**認知シヤッフル睡眠法**

カナダの博士が考案「思考整理」を促される

- 1 脳を10分ほど休ませる
- 2 10分間の「1文字目」から始める
- 3 「目」から始める
- 4 「目」から始める

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

**健康！** 【お知らせ】健康プログラム（ウェビナー）を開催します！

健康経営では、皆さんの健康状況に応じて様々な健康施策を企画・実施しています。

昨年9月に実施した健康アンケートで、ご要望が1番多かった「**睡眠改善セミナー**」のご案内です。

※（前編）で、開催は6月予定とお伝えしましたが、ご参加いただいた皆様のリクエストにより、3月に調整しました。時期を早めることで、実践の定着につながればと思っております。

前編は、睡眠リテラシーにフォーカスした基本をお話しましたが、後編は、具体的な改善策や病院選び等、応用をお話できればと思います。

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

### 3. Installation of a nap room



Some office buildings feature nap rooms, providing an environment where employees can take short breaks to **restore concentration and enhance productivity**.

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## Walking · Stretching and dance programs

### 1. Walking Program



To encourage exercise habits, we hold this event twice a year, **competing in team and individual step challenges and recognizing top performers.** We promoted participation among employees who felt they lacked regular exercise, resulting in a record-high number of entries. By creating a supportive environment through our internal SNS, we aim for company-wide participation while making exercise enjoyable.

This initiative is jointly hosted with our business partners (annual implementation cost: approximately ¥640,000).

### 2. Dance Program



Through our collaboration with dip BATTLES, we host dance lessons that parents and children can participate in together, aiming not only to promote employee health but also to enhance the well-being of entire families.

### 3. Stretching Program



**Our Health Keeper team** conducts easy-to-do stretch programs. Not only employees but also our business partners participate in these online stretches, which take about two minutes and can be done during work breaks.

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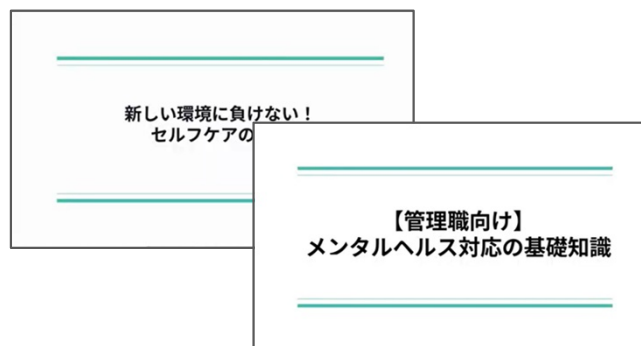
## Mental Health Measures

### 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. We also conduct customized training for high-stressed organizations.

### 2. Video streaming by mental health and welfare professionals



We are streaming videos by mental health and welfare specialists to raise awareness about personal health and promote appropriate care. Both self-care and line-of-duty care sessions were conducted, with self-care receiving particularly high interest and a 100% participation rate.

### 3. Establish consultation desks both inside and outside the company



We have established health consultation services not only within the company but also **outside the company.**

This allows employees to choose a service that makes them feel comfortable seeking advice.

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## Measures to Promote Understanding of Women's Health

### 1. 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-



Our registered nurses serve as **instructors** for tiered training programs on women's health. Video-based training sessions are conducted, with over 95% of employees participating each time. **Training is offered not only for female employees but also for all employees and managers.** Post-training comprehension tests are administered to deepen understanding of women's health.

This initiative was planned and operated internally, with no external outsourcing costs incurred.

### 2. Supporting Women in Balancing Health, Career, and Life Planning



We support women in balancing their careers and life plans. **We provide financial assistance for egg freezing** and, in partnership with Grace Group, offer seminars and other programs aimed at helping women gain accurate knowledge.

### 3. Understanding Preconception Care



We provide video training for employees in their 20s and 30s. For employees whose health checkup results indicate anemia, underweight, thyroid disorders, or obesity, **our public health nurses individually reach out to them and provide health guidance.**

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An environment where diverse employees can thrive

## 1. Support for Balancing Work and Caregiving Responsibilities

仕事と介護の両立支援 相談窓口



**【介護に関する窓口】**  
 人事企画室の介護知識のある社員、社会福祉士等が窓口となり、個々のご相談内容に合わせた情報提供、相談・助言を行っています。  
 まだ実際に介護は始まっていない方などのご相談も受け付けています。プライバシー・秘密は守って対応しますのでご安心ください。

誰もが安心して働き続けるために  
 「介護は情報戦」といったもので、知っているか知らないかでその後の対応や働き方が大きく変わります。  
 今後も、従業員一人ひとりが安心して仕事と介護が両立できるよう、情報発信を続けていきます。  
 介護について知りたいことがあれば、アンケート機能にてお知らせください！  
 その他、介護相談ではなく、質問がある方については、お気軽にdipコボットにてご連絡ください！

To support balancing caregiving responsibilities, we have established **internal and external consultation services**. Internally, **HR personnel with caregiving expertise and social workers serve as points of contact**, providing tailored information, consultation, and advice based on individual needs. Additionally, to foster company-wide understanding, we provide educational videos and conduct awareness surveys.

## 2. Support for Balancing Work and Childcare

dipDEIコネクト通信を配信しました！  
 タイトル

DEIコネクト通信vol.3 “自分らしく働く”とは？仕事と育児の両立を考える

解説



お疲れ様です。dipDEI推進PJTの石井です。  
 これまで以下のDEIコネクト通信を発信していただけたでしょうか？  
 ・第一回：DEI/アンコンシャス・バイアスに  
 ・第二回：仕事と介護の両立を考える

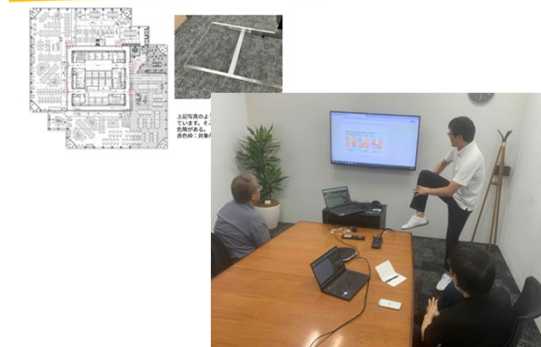


To understand the diverse ways of balancing work and childcare, we share posts on our internal social network and watch videos. We also share information and provide support through our **internal community for parents**.

## 3. Health Support for Older Employees

段差注意 (大阪オフィス)

dip



With the emergence of older employees, we are implementing **health support** tailored to their current life stages. In collaboration with our occupational physician, we provide health programs to eligible employees and regularly update their supervisors on their status. Additionally, we deploy **risk maps** to identify hazardous areas within the office.

## APPENDIX: Overall Penetration of Health Management

Health management initiatives are becoming firmly established

The following improvements have been achieved due to better awareness of the Declaration on Health Management.

- Stress Check inspection rate ( 2019 92.2% → 2024 99.8% )
- Eating habit rate ( 2019 58.4% → 2024 46.6% )
- Exercise habit rate ( 2019 15.5% → 2024 60.2% )
- Adequate sleep rate ( 2019 63.9% → 2024 57.1% )
- Smoking rate ( 2019 35.8% → 2024 28.1% )

\*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 → 2024 3.55 (maximum 5) ) and presenteeism ( 2021 39.1% → 2024 26.0% ) also improved.

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

Awareness of the health management policy has declined slightly, but satisfaction remains high at 85%.

We believe awareness has declined due to the increase in employees, but a detailed approach is needed for the segment whose health behaviors remain unchanged.

### Policy Recognition

2023 52.8% ▶ 2024 49.7%

### Satisfaction with Health Management Initiatives

2023 59.6% ▶ 2024 85.0%

\* Annual health checkup data, etc. are listed here ⇒ <https://www.dip-net.co.jp/files/2291>

## APPENDIX: Health Management Program

### Participation Rate

Have you participated in any programs?

(Joined)

2024

**65.1%**

### Behavior Change

Did you experience a change in your behavior through the program?

(Yes)

2024

**77.6%**

Nearly 70% of employees participated in the program, and the following two issues have emerged.

- 1) Since participation rates are low in proportion to the level of adoption of health management, it is necessary to strengthen internal communication and provide motivation to participate.
- 2) Since the percentage of behavioral changes has increased dramatically compared to last year, ongoing support will be needed.

### Results of Various Programs

#### Walking Program

Health awareness has increased

**79.6%**

#### Stretching Program

Glad to join

**100%**

Felt refreshed

**100%**

#### Dietary Improvement Program

Tend to eat breakfast

**72.4%**

\* Annual health checkup data, etc. are listed here ⇒ <https://www.dip-net.co.jp/files/2291>

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

### Walking Program

Health awareness has increased

79.6%



### Stretching Program

Glad to join

100%



Felt refreshed

100%

### Dietary Improvement Program

Eating breakfast more often.

72.4%



#### ( Employee Comments )

- It helped invigorate communication within the team, which had been lacking.
- Thanks to the walking event, I was able to consciously incorporate walking into my routine.
- This time, with the highest number of participants ever, I had more opportunities to discuss the event with colleagues than in the previous competition, increasing my enjoyment at work.

#### ( Employee Comments )

- Thank you for giving me the chance to move my body! Since I tend to feel a bit hesitant about physical activity, some of the movements were a little tricky for me. But I was relieved to hear you mention in your closing comments that “moving your body itself is important.” I look forward to participating again!
- Today's stretching workshop was a very clear and meaningful session. I'm so glad I participated. I sincerely hope you'll continue holding these sessions regularly.

#### ( Employee Comments )

- Having easy access to healthy snacks like yogurt and nuts is a huge help. Especially in the morning, many people around me eat yogurt, and being able to make nutrition-conscious choices even when busy seems like it would boost work efficiency!
- Being able to buy rice balls and light meals inside the company is incredibly convenient. You don't have to go outside, so you can use that time for work or breaks instead.
- The banana distribution really made me feel the company's commitment to employee benefits!

## 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 36.8% 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

97.8%

Comprehension level

86.7%

- The company's health nurse conducted training for all female employees, all staff members, and all managers
- Post-training comprehension tests are administered to assess 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!

### 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

100%

Percentage of people who consider egg freezing an "option"

59.2%

- In partnership with the Grace Group, we held a seminar with specialist doctors
- Many male managers also participated with the aim of applying what they learned to their management roles

#### ( 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: Men 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 2024, 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

### ●男性育休の重要性:

男性育休取得の重要性は、皆さまもご存じかと思いますが。特に、産後うつリスクが高いとされる産後8週以内（産後1/3育休期間）に取得することは、家庭を支えるうえでとても重要！この時期にしっかりサポートすることは、家族の安心だけでなく、自分のキャリアを続けるうえでもプラスになります。またご自身のキャリアと育児の両立を進める中で、適切な育休期間を決めてサポートすることが重要です。

### 一般的な育休取得期間（目安）

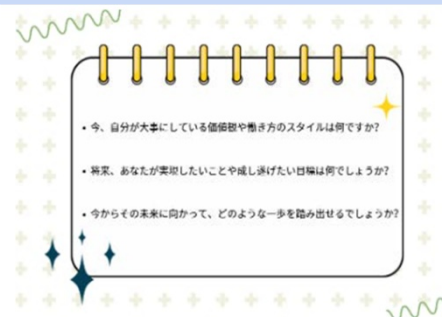
以下が平均的な育児休業期間の目安となります。（dip従業員）ご自身の状況に合わせて、最適な育児休業期間を選択ください。



※平均的には1-2ヶ月程度の取得が多い傾向にあります。

### ●キャリアとの両立:

キャリアの視点で見ても、育休はキャリアを止めるものではなく、新しい経験のひとつです。皆さんの育児・キャリアは、この先何年も続きます。だからこそ、早めに仕事と子育ての両立を始めることは、家庭もキャリアも持続的に安定させるための大切な選択肢。



こういった問いかけを自身に行い、自分らしく働きながらキャリアを築く・本質的に目指したい道を見つけていく事も大事なのではないでしょうか。

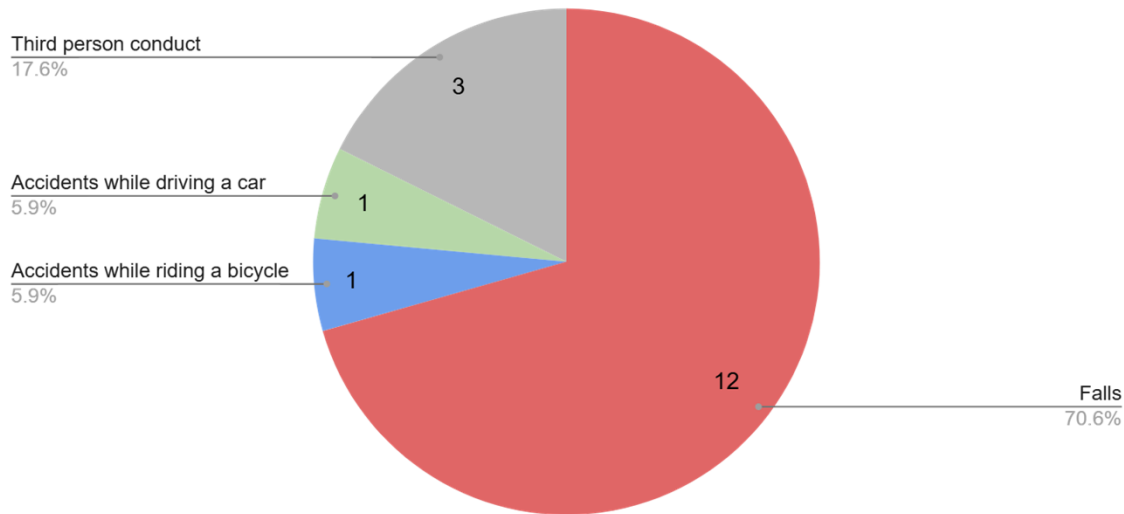
### ■育休の本当のゴールって何だろう？

育児休業は「休みを取ること」自体がゴールではなく、「復帰してから仕事と子育てをどう両立していくか」が本番です。だからこそ、自分のキャリアをどう築いていきたいのかを考えながら、自分やチームに合った取得方法を選ぶこともひとつの選択肢です。この記事が、そのヒントになれば嬉しいです！

- ・ E-learning was implemented for all managers
- ・ A column on childcare leave for male employees was distributed using the company's internal SNS,
- ・ We are launching a column series that explores how to balance work and childcare after returning from parental leave, rather than viewing parental leave itself as the end goal. etc.

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

Causes of Occupational Injuries (dip27th~28th)



## 3 Preventative Steps · 3 Actions

### STEP1

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

### STEP2

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

### STEP3

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

# APPENDIX: Guidelines provided to suppliers

## 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.

Implementing measures to prevent workplace 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 (dip27期～28期)

転倒	12	42.9%
暴上り行為	3	10.7%
立脚準備中の暴倒	1	3.6%
立脚準備中の暴倒	1	3.6%

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

1. 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

2. 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

National Safety Week, held every July, involves regular appeals for preventing workplace accidents, particularly through the Health and Safety Committee and internal SNS.

We not only display posters but also promote fall prevention exercises and actively encourage employee participation.