

## Health

### Basic Stance

Employee health is the foundation on which Hino Motors engages in business and is an important factor that is also considered a company asset. When all employees are working in good health at every workplace, Hino Motors can keep growing and make greater contributions to customers and society.

To help employees maintain and promote a healthy body and mind, Hino Motors addresses employee health daily and handles it flexibly and thoughtfully with the goal of being a company where employees can work with energy and vitality.

### Health Maintenance Support System

Hino Motors has established a one-on-one counseling service staffed by occupational physicians and contracted counselors, and a toll-free telephone consultation service using a professional agency.

In fiscal 2017, an internal counseling staff of seven was set up at each workplace to increase early discovery and treatment of employees facing mental health challenges. Counseling has been provided on 430 occasions for 180 employees and support provided leading to medical care. In fiscal 2018, too, six members were added to the counseling staff to strengthen the system.

In addition, a system has been created that takes employee health into consideration at each workplace so that when an occupational physician determines the necessity of special measures as a result of health checkups and individual counseling, actions are taken such as providing guidance limiting work.

### Employee Mental Health Management

#### ◆ Stress check

The Company implements stress checks for all employees, provides education on self-care, and aids employees under extreme stress through counseling in a medical setting and support by an outside expert. In addition, the results of stress checks are analyzed and evaluated, then feedback is given to each workplace for subsequent utilization in workplace management.

#### ◆ Mental Health Care Study Sessions

It is important that managers at each workplace acquire fundamental knowledge to ensure early discovery of employees facing mental health challenges and a quick response. Since fiscal 2013, a total of six hours of training on Lectures on Mental Health Initiatives in Management and Practical Training on Listening Skills have been implemented for newly appointed managers. In fiscal 2017, new content was added and a total of 344 managers participated.

This education has resulted in reducing the number of employees who have had a recurrence of mental issues by one-fifth compared to fiscal 2013 when the current education began.

Safety  Health Quality Human Resources "Creation" and Work Styles Supply Chain Social Responsibility Initiatives

● Participants in Mental Health Care Study Sessions Held for Managers

Business site	FY2014	FY2015	FY2016	FY2017
Head Office/Hino Plant	475	369	183	266
Hamura Plant	188	21	47	33
Nitta Plant	91	22	44	27
Koga Plant	—	—	—	18
Total	754	412	274	344



A mental health workshop

## Employee Health Management

### ◆ Early Discovery and Treatment of Employees Facing Mental Health Challenges Through Analysis of Health-Related Data

Maintaining and supporting the physical health of employees requires ascertaining their health condition in a timely manner and responding appropriately. Hino Motors analyzes the results of regular health checkups and medical information from outside the company. This leads to the development of suitable measures in collaboration with Hino Motors Health Insurance Society.

As specific examples of measures to date, health guidance by occupational physicians has been improved, prostate cancer and colon cancer exams were added to the regular health checkups in fiscal 2016, and a system was established in fiscal 2018 allowing employees to individually choose to undergo exams for breast cancer, uterine cancer and stomach cancer.

Also, as a preventive measure for second-hand smoking, in fiscal 2017 the indoor smoking area at the Hino Head Office was closed and the outdoor smoking area moved to a location where second-hand smoke is not an issue. Moreover, efforts have been made to reduce smoking rates, including visualization of employee smoking rates at each workplace, lectures to encourage quitting smoking, and subsidies for in-house outpatient services to quit smoking.

### ◆ Measures to Prevent Heatstroke

In addition to measures introduced into facilities to prevent heatstroke, Hino Motors continues various initiatives through preventative activities. Specifically, it holds seminars explaining how to prevent heatstroke and partially subsidizes the price of cold beverages (from June through September). For employees working in the plants of Hino Motors, the Company provides functional drinks as well as saline solution, and it establishes specified times for employees to drink water.

All of Hino Motors' workplaces take steps to prevent heatstroke, including meeting with employees each morning to check on their health condition and monitoring the workplace environment using devices that measure the wet-bulb globe temperature index of heat.



Roof with thermal barrier coating



Green curtain



Heat stroke prevention seminar

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### ◆ On-Site Health Instruction

With the aim of providing motivation to employees to improve their health and acquire the knowledge they need, efforts have begun that bring public health nurses and nurses to workplaces to give lectures on health. The lectures are provided by workplace request and chosen from the following topics. To date, they have been held 21 times with 270 participants.

Lecture Themes: (1) encouragement to stop smoking; (2) preventing back pain; (3) preventing high blood pressure; (4) getting a better night's sleep; (5) how to read health checkup results

### ◆ Supporting Healthcare for Employees Stationed Overseas

Hino Motors has set up a healthcare assistance service to provide healthcare lectures by an occupational physician based on the living conditions of each destination country to all employees who will be stationed outside Japan. The Company also provides training for the employees' family members by educating and raising awareness of infectious diseases and conducting preliminary health checks and vaccinations. In addition to providing employees with an occupational physician by telephone or email, the Company supports the healthcare of mind and body through the same kind of service as it does in Japan by providing counseling through a toll-free telephone number.

## External Evaluation (Certified as a Health & Productivity Management Organization (White 500))

The Certified Health and Productivity Management Organization Recognition Program, jointly promoted by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi, evaluates daily efforts to support employee health. Following certification in 2017, Hino Motors has once again received certification as a Health and Productivity Management Organization (White 500).

The Certified Health and Productivity Management Organization Recognition Program considers health management for employees from a management perspective and recognizes outstanding companies working to strategically promote health. Going forward, based on improvements to employee health literacy and the results of regular health checkups and stress checks, the Company will expand the number of employees eligible for health guidance and improve the quality of counseling. To that end, it is striving to strengthen support for creating an energetic workplace and activities to prevent illness.



## Future Initiatives

Hino Motors is improving the health support system that targets health maintenance and improvement for all employees, but more can be accomplished. In the future, the Company will focus efforts on greater expansion of the scope of activities.

In addition, Hino Motors believes that improving employee health consciousness and early discovery and handling of mental health issues are crucial, and it will continue steady efforts such as stress checks and educational activities to create an environment where all employees can work in good health for many years.