

Health

Basic Stance

Employee health is an essential element for Hino Motors to keep growing and make greater contributions to customers and society. So that all employees continue to work in good health at every workplace, Hino Motors gives full attention to the state of employee health daily and strives to build a company where employees can keep working in good physical and mental health through ongoing flexible and in-depth support.

Basic Policy on Health

Hino Motors published the Hino Motors Health Declaration in October 2019 in order to achieve Health-Oriented Corporate Management. In order to raise the awareness of every employee and promote the activities of Team Hino, Hino Motors will actively strive to build a workplace where employees can continue working in good health.

Health Declaration

The health of Hino Motors employees around the world and their families who support them is a major factor that can be considered as a foundation and asset in expanding all our businesses.

Healthy, highly motivated, and passionate employees' taking on challenges and playing active roles at their workplaces leads to fulfilling our corporate mission: "To make the world a better place to live by helping people and goods get where they need to go—safely, economically and with environmental responsibility—while focusing on sustainable development."

We hereby declare that we engage in health promotion and disease prevention activities together as Team HINO, and that we create a company where all employees are full of energy and can continue working with enthusiasm.

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 2019, an internal counseling staff of twenty-one was set up at each workplace to increase early discovery and treatment of employees facing mental health challenges that has been invested since fiscal 2017. Counseling has been provided on 1,495 occasions for 309 employees and support provided leading to medical agencies.

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 training course on Mental Health Initiatives in Management have been implemented for newly appointed managers. In fiscal 2019, new content was added and a total of 173 managers participated.

These study sessions have resulted in a reduction in the number of employees taking leave due to mental health issues by more than one half compared to fiscal 2013 when the education first began.

● Participants in Mental Health Care Study Sessions Held for Managers

Business site	FY2018	FY2019	FY2020
Head Office/Hino Plant	266	126	106
Hamura Plant	33	42	37
Nitta Plant	27	33	14
Koga Plant	18	8	16
Total	344	209	173



Employee Health Management

◆ Early Discovery and Treatment of Employees Facing Health Issues Through Analysis of Health-Related Data

In order to maintain and support the physical health of employees, Hino Motors collaborates with Hino Motors Health Insurance Association to analyze the results of regular health checkups and medical information from outside the company and translate it into the development of suitable measures.

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.

◆ Prevention of Second-Hand Smoke and Reducing Smoking Rates

In fiscal 2018, Hino Motors completed the closure of all indoor smoking areas at the Hino Head Office in order to ensure the prevention of second-hand smoke. In conjunction with this, the outdoor smoking area was established taking into consideration prevention of second-hand smoke.

In addition, efforts have been made to reduce smoking rates, including the commencement of non-smoking hours, sharing of information about 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

◆ Influenza prevention measures

As influenza prevention measures, free vaccinations are offered to expatriates and business travelers, and subsidized vaccinations against infectious diseases including influenza are available for all accompanying family members.

We have also started to provide flu vaccinations to all the employees at our facility since 2018.

The vaccine coverage remained at 5.2% until 2017, which increased to 31% in 2019, leading to the reduction in disease rate.

◆ **Awareness building activities on health enhancement for employees**

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. And the newly created health seminar was attended by 354 employees in 2 days in 2019.

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; (6) Farewell fatigue (7) The power of breakfast (8) Simple stretching that can be done at work



A health lecture

◆ **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.

Moreover, in areas where it is difficult to procure Japanese food locally, Hino Motors distributes it from Japan. The Company also sends paperback books and makes other efforts to help employees stationed outside Japan and their accompanying families to lead healthy lives without losing their physical vitality and suffering from stress in a new living environment.

Future Initiatives

Hino Motors is strengthening the health support system that targets health maintenance and improvement for all employees as Team Hino and will continue to put efforts into effective disease prevention and health promotion activities at Group companies in Japan and overseas in partnership with the Hino Motors Health Insurance Association.

In addition to the initiatives taken to date, Hino Motors will actively incorporate enjoyable activities that will make it possible for each employee to demonstrate even better performance, creating an environment that allows all employees to continue playing active roles in good health.