

Corporate Information	Top Message	The HINO Credo & Course of Action	Realizing a Sustainable World	Environmental Management	Hino's Strategies and Initiatives and the Sustainable Development Goals (SDGs)	CSR Management	Topic	ESG Initiatives			
								Environment	Social	Governance	ESG data and others

Safety Health Quality Respect for Human Rights Human Resources "Creation" and Work Styles Supply Chain
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Health

Basic Policy on Health

In 2015, Hino Motors' Health-Oriented Corporate Management endeavored to promote its various initiatives, including announcing the Hino Motors Health Declaration in 2019.

The health of our employees is a crucial and necessary element enabling continuous growth for the Company and allowing for greater contributions to our clients and to society. 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

Global Human Resource Development Department managers help promote initiatives for health management at Hino Motors by supervising the implementation of health measures. Those responsible for health promotion at each office work with occupational health professionals and health insurance associations to carry out measures targeting a variety of issues.

As a mental health support system, in fiscal 2017 we introduced a workplace consultation system for the early detection and treatment of employees facing mental health challenges. We have placed 19 counseling staff at each workplace to provide mental health support that includes approaching employees, speaking one-on-one, and collaborating with medical professionals.

When health checkups and one-on-one consultations lead to an occupational physician determining the necessity of limiting work, the manager of that individual's workplace provides a written statement. After the decision is made to limit work, efforts are made to prevent exacerbation of mental health issues by managing overtime work hours and other measures. Hino Motors also provides the opportunity for employees to seek individual counseling with an occupational physician or contracted counselor, and established a toll-free telephone help line staffed by a professional organization.

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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 has been provided for newly appointed managers.

In fiscal 2020, 124 managers attended the training course (in fiscal 2020, the course was presented through e-learning to prevent the spread of COVID-19).

Measures such as this training course have resulted in the number of employees taking leave due to mental illness dropping to less than half compared to fiscal 2013 when the course was first launched.

● Participants in Mental Health Care Study Sessions Held for Managers

Business site	FY2017	FY2018	FY2019	FY2020
Head Office/Hino Plant	266	126	106	73
Hamura Plant	33	42	37	26
Nitta Plant	44	27	14	20
Koga Plant	18	8	16	5
Total	361	203	173	124

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Employee Health Management

◆ Health Management

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.

Specifically, occupational health professionals provided health guidance based on the health checkups to young employees aged 40 and under at risk of lifestyle-related diseases with the aim of further reducing such diseases. As a result, improvements were seen in values such as weight and BMI, as well as sensitivity toward health. In addition, medical exams for prostate cancer and colon cancer were added to the regular roster of health checkups in fiscal 2016. In fiscal 2018, we introduced separate medical exams for gynecologic cancers and stomach cancers, which are not included in the regular health checkups. Generally, these checkups are free. In fiscal 2021, the age limitation on medical exams for gynecologic cancers was withdrawn so that women of any age can now receive the exams. We are striving to improve health checkups so that they lead to early discovery and early treatment of diseases. Since fiscal 2020, we have identified special health guidance as an important issue and are encouraging health exams through email and phone calls so that individuals fully receive guidance and work on improving their lifestyle habits.

◆ 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. Preparations were simultaneously put in motion to create outdoor smoking areas in further consideration of preventing second-hand 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 carries out educations 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

◆ Infection Prevention Measures

Hino Motors takes various measures to protect employees from infectious diseases such as COVID-19 and influenza. In the case of COVID-19, an internal task force has been established that is conducting infection prevention measures that place the highest priority on employee safety. These measures not only recommend telework and online meetings, but

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also prohibit events and business trips, create standards for coming to work, and set up automated thermal temperature scanners and panels to prevent droplet transmission. Other measures include the development of a system to implement PCR testing at an in-house clinic* and free distribution of masks produced by Hino to employees. To prevent influenza, we began providing flu shots to protect the health of our employees in all workplaces in fiscal 2018. The inoculation rate was only 5.2% until fiscal 2017 since the vaccinations were only given at some workplaces, but that rate continues to increase each year, rising to 25% in fiscal 2018, 31% in fiscal 2019, and 40% in fiscal 2020.

* Conditions apply to implementation.

◆ Educating Employees on Improving Health

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. In fiscal 2020, these lectures were held online to prevent the spread of COVID-19 infections.

| 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. Hino Motors is working to improve convenience for employees stationed outside Japan by communicating local information and adopting cashless payments when costs are incurred at a local medical facility.

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.