Investment in Health

Investment in Health with various impacts (*)

- Proposing effective working styles and schemes; In-house Double Job External Challenge Work "Asuniha" Project, etc.
- Offer learning opportunities; Application of ROHTO Academy
- Introduction of Health management system
- Application of corporate health internal currency, ARUCO
- Improvement of working environment; offices, cafeteria, etc.
- Creating organizational culture; Holding birthday parties Using ROHTO names

Physical health programs;
・Periodical health checkup (with more options)
・Physical fitness testing
・Health seminars
・Athletic events
・Activity tracker program
・Morning exercises
・Health drills
...and more

Mental health programs;
・Stress check program
・Line care and self-care training programs
・Organizational analysis
・Counseling programs
...and more

Impacts of Health Investment

Metrics for progress of Investment in Health

- Achieve 100% medical checkup participation rate
  Achieve 100% physical fitness test participation rate
  Increase seminar participants
- Achieve 100% stress check participation rate
  Increase usage rate of 39ARUCO
  Increase communication
- Increase the number of people using in-house programs

Metrics for awareness and behavior changes among people

- Encourage healthier Eating Habits
  Increase proportion of people sleeping for 6.5 hours or more
  Increase in the proportion of moderate drinkers
  Maintain zero-smoking
  Increase in the proportion of people exercising for at least 30 minutes at a time twice a week
  Increase the proportion of people walking 8,000 steps and walking briskly for 20 minutes a day
  Achieve 100% rate of people receiving re-examination or further medical decision as required
- Increase the proportion of people taking "plus one day off" as paid leave
  Decrease in overtime work hours
- Improve work-life balance

Goals of health investment in Health

- Proportion of people with actual or potential metabolic syndrome: 0%
- Proportion of people with anemia: 0%
- Proportion of smokers: 0%
- The ratio of the people with health age<actual age: 50%
- Occupational disease or injury: 0%
- Overtime: 0%
- Use of paid leave: 100%

- Improve absenteeism
- Improve presenteeism
- Reduce potential health risks (leading to longer healthy life expectancy)
- Increase Well-being point (original metric related to work engagement)

Management problems to be solved through Health Management

<What we wish to be like>
Each employee grows together with the company in order to contribute to the Well-being of people around the world through our business activities.

Our efforts to develop human resources drive better mental and physical health and Well-being and enable people to work in a lively way and willingly continue to learn and grow.