

Occupational Health and Safety Initiatives Initiatives in Health Management

Preventing health hazards due to long working hours

To prevent health problems due to long working hours, employees may be interviewed by an industrial physician as needed if they work more than 45 hours* of overtime a month. In addition, assuming the recovery work in the event of disasters, we place limits on the number of consecutive work days and hours for employees who meet the Company's criteria.

* Separate rules apply when there are work restrictions.

Implementing stress checks

The Personnel Department oversees stress checks on its employees for the entire Toho Gas Group, consistently maintaining a high implementation rate that includes affiliates. After implementing stress checks, we conduct workshop training sessions based on the results of group analysis as part of our activities to improve the workplace.

Health consultations

We provide a physical and mental health consultation service for employees and their supervisors through telephone and email contact points with industrial physicians and public health nurses to handle a wide range of inquiries and help improve health through early intervention.

Return-to-work program

We also have a return-to-work program for employees on leave to support their return to work with the cooperation of industrial physicians, public health nurses, workplace supervisors, and the Personnel Department.

Basic Concept

Toho Gas believes that “ensuring the health and safety of workers is a cornerstone of fulfilling our social responsibility as a corporation” and is committed to supporting employee health and creating a safe and comfortable workplace.

Toho Gas Group Health and Safety Declaration

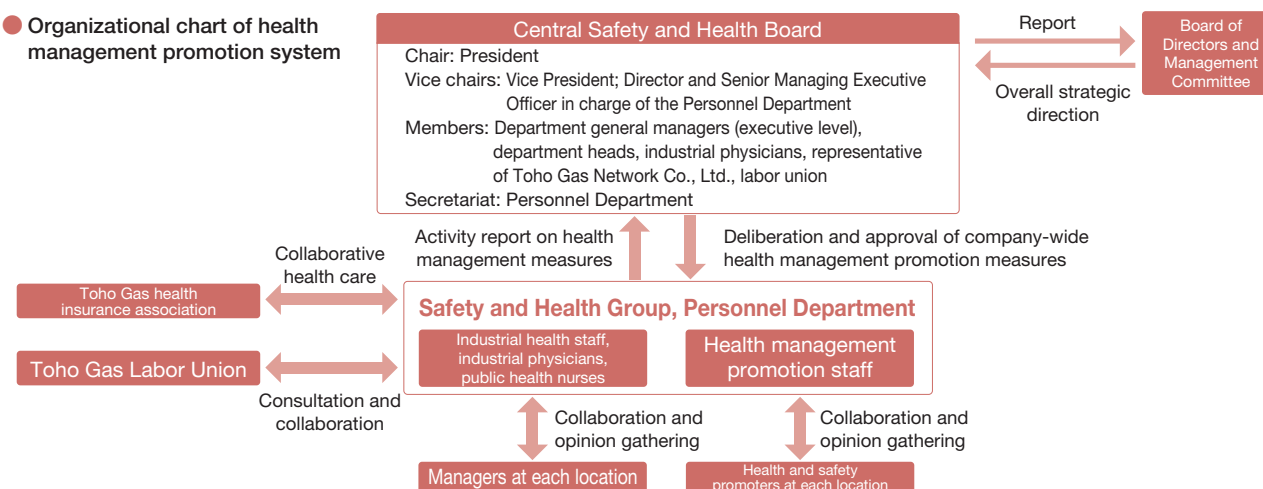
To contribute to a sustainable society, Toho Gas Group is working to evolve as an energy provider, creating diverse value in the life and business sector while promoting solutions to social issues.

Our employees are at the heart of these efforts, and therefore, ensuring their health and safety is the foundation of the Company. We work to prevent occupational accidents, traffic accidents, and diseases to ensure the health and safety of our employees and create a comfortable working environment.

Health management promotion system

The Central Safety and Health Board chaired by the President meets twice a year to promote company-wide health management efforts. The board deliberates on health management promotion plans and measures and reports the results of metric analysis and implementation of measures, and the details are then reported to the Board of Directors and Management Committee. The board actively manages the health of the employees by soliciting their feedback through health and safety promoters assigned to each workplace and reflecting this in health measures, as well as by collaborating with the health insurance association and labor union in jointly implementing measures.

Organizational chart of health management promotion system



Initiatives in Health Management

Initiative details

The goal of providing health management is to create a company where employees can be healthy and active over the long term and to enhance corporate value through improving employee performance and productivity.

Using absenteeism, presenteeism, and work engagement* as indicators, we will work on the measures outlined below.

* Engagement rating of BB (survey conducted by Link and Motivation Inc., FY2023)



Health Management Strategy Map

https://www.tohogas.co.jp/corporate/eco/social/pdf/2023social_health_map.pdf



Sustainability Factbook 2024

<https://www.tohogas.co.jp/lang/en/approach/eco/eco-10/>

Mental health measures

As part of primary prevention, we offer rank-specific mental health education to new employees, mid-level staff, and managers, and conduct annual support activities to improve the workplace environment based on group analysis results from stress checks. Mental health consultations are also performed by public health nurses as needed during health checkups. In FY2023, we held a seminar on good sleep habits in cooperation with the labor union and offered foot massages among other measures.

Preventing lifestyle-related illnesses

Together with the health insurance association, we encourage exercise, such as through walking programs, and provide consultations with public health nurses and recommendations for medical exams to prevent escalation of high blood pressure and diabetes. In addition, to help prevent the onset of lifestyle-related illness from a young age, we educate younger employees on the dangers of drinking, smoking, and obesity.

Measures to prevent second-hand smoke

In 2012, we created an indoor smoking space and consolidated and eliminated other spaces, completing our efforts to separate smoking and non-smoking areas. In April 2024, we began enforcing a new rule to prohibit smoking during working hours. We also support employees who want to stop smoking by offering in-house and online smoking cessation clinics.

Recognized as a Certified Health & Productivity Management Outstanding Organization 2024

Toho Gas has been recognized as a Certified Health & Productivity Management Outstanding Organization (Large Enterprise Category) for five consecutive years by the certification system of the Certified Health & Productivity Management Outstanding Organization, which is operated by the Ministry of Economy, Trade and Industry and Japan Health Council. (Also recognized as a White 500 enterprise for four consecutive years from 2020 to 2023.)



2024
健康経営優良法人
Health and productivity