

Employees

Employee Health

As a global healthcare company, the Otsuka Group believes that it is important for employees to be involved in their own health, and the Group strives to maintain and enhance employees' wellbeing. The Group facilitates these goals through physical activity programs and education concerning health matters.



Otsuka Pharmaceutical Factory: Workplace inspection by an industrial physician

VOICE



Importance of Being Involved in Your Own Health

Megumi Takeda

Human Resources Department
Otsuka Pharmaceutical Co., Ltd.

Every year the weekly POCARI/efresh exercise program continues to gain popularity with employees. You can really tell when the exercise instructor calls out, "Hello everyone, it's time for POCARI/efresh!" and the atmosphere in the office is immediately lighter. One of the aims of the program is to get employees to start enjoying exercise. Although some participants claim this is the only exercise they do, when I see them putting the maximum effort into the exercises, I really feel they have become serious about maintaining and promoting their health. As a person in charge of this program, I want to continue promoting initiatives that can enhance employee health.

Employee Health and Safety

Each company in the Otsuka Group implements safety measures, consultation services, and diverse health programs to ensure that all employees are able to work in a safe and healthy way. As part of health management support, the Group offers health consultation by telephone for employees and their families, and distributes health newsletters. It also provides mental health counseling, stress management training, and mental health training for managers. The Group is actively promoting health management for both the mind and body. With the increase in mental health issues for employees in recent years, Otsuka Techno implemented mental health training for managers in fiscal 2014. The training places priority on good communication between bosses and subordinates.

As part of its safety initiatives, the Otsuka Group not only complies with relevant health and safety laws and regulations, but also implements various occupational health activities in the workplace in order to prevent industrial accidents. As such, the Group takes measures to realize a comfortable work environment and reduce accident hazards. Group companies operate occupational health and safety committees that regularly conduct inspections of all workplaces to secure compliance. Additionally, Group companies provide avenues for employees to initiate workplace improvements by identifying issues and developing solutions.

Industrial physicians at Group companies provide advice on health matters and they follow up on employee health checkups. They also conduct education related to occupational health and safety, in order to raise awareness of health and occupational health and safety among all employees. Group companies conduct emergency first aid training, including training on the use of cardiopulmonary resuscitation (CPR) and

automated external defibrillators (AEDs), to prepare for medical emergencies. At plants where many employees commute by private vehicle, there are initiatives to prevent driving accidents during their commute and while at work, such as driver safety education and vehicle tire inspections.

At Otsuka Pharmaceutical, employees who drive commercial vehicles are required to pass safe driver skill testing before being permitted on the road, in order to ensure thorough safety. The Otsuka Group will continue working to enhance employee health, improve working conditions, and prevent occupational accidents.

Otsuka Group



Otsuka Pharmaceutical: Special POCARI/efresh session

POCARI/efresh

Otsuka Pharmaceutical provides various health education and exercise programs for employees. The goal is to enhance the health consciousness and involvement of all employees so that they can better maintain and promote their own health. In 2007, the POCARI/efresh exercise program was begun. An instructor visits each office once a week and leads the employees in an invigorating eight-minute workout they perform near their desks. The theme of the workout changes each time, and can include things such as shoulder stretches and brain-stimulating exercises. The program has been popular with employees right from the start, and has been continuously offered at the Tokyo and Osaka headquarters, as well as in the Tokushima area. While providing exercise opportunities for employees, it also helps improve operational efficiency.

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