

Creating a healthy and safe work environment

Policy

NITORI Group strives to ensure workplace safety and aims to create a comfortable work environment where all our employees work in good health.

At NITORI Group, convinced that creating a comfortable work environment and ensuring the physical and mental health of our employees are essential for corporate growth, we are promoting health and productivity management. The company, labor union, and health insurance society work together to support the health of employees and their families by proactively promoting the improvement of the work environment, diversity, and employees' health.



Mitsuru Ohki, Managing Executive Officer, President, NITORI Health Insurance Society

Health Management Promotion System

The Health Management Promotion Committee, which is a joint effort between the company and the NITORI Health Insurance Society, actively plans, proposes and implements collaborative health projects and makes repeated improvements every year. We are striving to improve the health literacy of the organization and its employees.



For the seventh consecutive year, NITORI Group has been recognized by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council as one of the "2023 Excellent Corporations for Health Management (Large Corporations)".

Employee Family Health Support and Community Involvement

NITORI Group promotes health support for employees and their families, offering free health checkups and gynecological examinations for employees and their dependents.

In addition, NITORI Group is a member of the Association for Health and Management, a general incorporated association, and is involved in discussions and deliberations on health management issues in cooperation with other companies, seeking better health management methods and specific measures.



Health Education

To improve health literacy and health awareness among employees, we provide health education through original booklets and e-learning programs. NITORI Group creates and distributes the "Women's Health Support" booklet, which focuses on health issues such as lifestyle, menopause, and cancer specific to women, and the "NITORI Heart Supplement" booklet, which introduces self-care to improve mental and physical conditions and enhance performance.



Raising health awareness through events

As part of the collaborative health program between the NITORI Group and the NITORI Health Insurance Society, various health events are held annually within the Group. One example is the "Health Checkup Challenge," an event in which employees are challenged to improve from the results of last year's health checkup, the "Walking Campaign," in which employees aim to walk 8,000 steps a day while having fun together in a team competition format and the "Anti-smoking Campaign" to support employees who want to quit smoking right now. We will continue to strive to plan events in which employees can actively participate and which will provide an opportunity to change their mindsets.



Sustainability

Measures to prevent harassment



To ensure proper understanding and prevention of any kind of harassment, NITORI Group is promoting the creation of workplaces where harassment is neither tolerated nor allowed to occur, through such measures as the establishment of a month to strengthen the understanding of harassment and the implementation of practical training programs in communications and dialogue for managers*. In addition, we have established an internal reporting environment by setting up a harassment consultation desk and making it known through internal newsletters and posters.

*During company-wide compliance training programs for all employees, including managers, a video on "Harassment Prevention" is distributed and a confirmation test is administered. Individuals can also learn through an original video "Is this or could this be an abuse of authority?", with specific examples and careful explanations to help individuals correctly understand harassment and preventative measures.

Ensuring appropriate working hours

NITORI Group promotes work-life balance and has created a system to prevent employees from working long hours. For example, we aim to ensure employee health, enhance work-life balance and improve productivity through time-conscious work by introducing a work interval system between work hours and turning off all lights at the head office and headquarters simultaneously. In recognition of these efforts, we have been certified as a "White Company" since 2018, and have been awarded the highest level, Platinum, since 2021.

