

"MCG Group companies' wellness-oriented actions a la carte"

◆ Exercise

[NSHD] Health awareness raising by walking-point scheme

Points are given according to the monthly count of steps recorded by pedometers, smartphone apps, etc., and upper-ranking point winners are awarded privileges such as free lodging at welfare facilities and catalogues from which gifts can be selected. One point is accorded for every 1,000 steps, and competition in the annual tally of points is scheduled.

[MTPC] Referral to, or subsidy for, external fitness programs

Intended to maintain and promote sound health, our measures include partnership with companies operating sports gyms and other related facilities, and subsidy payments to employees.

◆ Training/events

[MTPC] Promotion of mental health

EAP service (EAP stands for Employee Assistance Program) has been introduced to all departments from fiscal 2018. Qualified counselors belonging to external specialized organizations offer consultations about mental health.

[MTPC] Training in mental health

Training is conducted for all supervisory officials to educate them on knowledge and response necessary to take care of employees' mental health through case studies related to mental health.

[MTPC] Support for health to prevent lifestyle-related disease

As undertakings employees can join with a light heart during business hours, we organize events for health support, which involves the measurement of body composition and bone density, and wellness seminars offered by Renaissance Inc. Participants can visualize their health conditions. Our staff in charge of industrial health also provide advice on ways of improving lifestyles. We are scheduled to hold a "diet seminar promising you'll get the results you want" in fiscal 2018, jointly organized by RIZAP and MTPC.

We are also practicing the second-year stage (no smoking throughout the company during business hours) of our three-year "stop smoking" program. We will shut down smoking rooms that do not meet standards for separate smoking and, in the third year of the program (fiscal 2019), we will accomplish no smoking throughout the company at all times.

◆ **Work style**

[MCC / MTPC] Telework, flextime systems

Telework, a word coined from "tele (distant/far)" and "work," is a system allowing employees to work from home or other places of their choice, where they can concentrate on their duties, without going to the office. We allow employees to use the system without limiting it to childrearing or nursing care. The system is popular among users, who say they feel grateful to have an additional choice in place among ways of working. At MTPC, online communication and other means of ICT are in use. It has also introduced a flextime system.

[MCC] Childcare leave

This leave program in principle provides male and female employees raising children younger than one year of age with at least the statutorily required number of days of childcare leave. The applicable period for childcare leave will generally be the period for which the employee applies, up to the day prior to the child's first birthday, but this period may be extended to the last day of the next April following the child's third birthday if leave beyond the child's first birthday is deemed necessary.

During the prenatal and postnatal leave period from six weeks prior to the date of delivery to eight weeks after the day following the date of delivery, maternity allowance will be paid by the health insurance association in lieu of salary. In addition, during childcare leave, childcare leave benefits are paid by unemployment insurance. In addition, up to 40 days of expired annual paid leave can be accumulated and taken as paid leave in the early years of childcare leave.

[MCC] Childcare facilities or contributions

Employees can use the matching service for company-led daycare centers with which the company is affiliated, allowing them to search for daycare facilities and apply to the facility of their choice. They can also receive subsidies for the cost of childcare facilities and babysitters.

[MCC] Breast-feeding/lactation benefits

Female employees who are raising a child under one year of age may take childcare time such as breastfeeding twice a day for 30 minutes each, in addition to rest periods. This childcare time shall be treated as working time.

[MCC] Paid family or care leave beyond parental leave

Employees can accumulate up to 40 days of expired annual paid leave, which can be used for family illness, childcare, nursing care, etc.

◆Diet

[MCC] Healthy menus

Qualicaps is providing healthy menus twice a week, starting last March, at its cafeteria at the head office-cum-factory in Nara Prefecture to help employees stay healthy in terms of meals. Featuring abundant vegetables and restricting oil and salt content, the wellness-oriented diet has won great popularity among employees as meals low in calorie intake but giving priority to nutritional balance!

◆Support for wellness

[MCG Group] ICT/IoT-based health-supporting tools to be introduced

We introduce an "i² Healthcare" system for assisting the promotion of health among employees as infrastructure to support "*KAITEKI* Health & Productivity Management." We are seeking to use the system as part of efforts for "lifestyle optimization" with a view to raising awareness about health and improving living habits.

Moreover, we lease to interested employees a wearable device that can be put on like a wristwatch and can record one's pulsebeat, exercise volume, sleep length, etc. for confirmation of physical conditions. Interlocked with the i² Healthcare system, the device will be used to promote sound health.

◆Healthy working environment initiatives

MCG Group actively undertake the measurement of elements of the working environment, including chemical substances, heat, humidity, sound noise, illuminance, etc., and assess working environment risk according to the hazards involved therein.