

Health

Basic Approach

The JXTG Group believes that focusing on the health of our employees and their families results in a vibrant, productive workforce, bringing vitality to our organization. This in turn is the driving force for the achievement of our growth strategies and the source of our competitiveness.

We place great importance on the maintenance and improvement of the health of our employees not only in Japan, but at our overseas business sites as well.

Accordingly, we have included health as a standard in the JXTG Group Code of Conduct and are implementing health-related initiatives.

JXTG Group Code of Conduct (excerpt)

4. Health enhancement

- (1) Health is the core element of our business continuity and development. We take active measures to maintain and enhance the mental and physical health of individuals employed by our group companies.
- (2) We endeavor to identify and evaluate health disorders related to our business activities and promote measures to reduce such risks. We also collect and provide information to external sources in order to ensure the sustainable development of occupational health.

Structure

The Human Rights Promotion and Human Resource Development Committee is chaired by the officer (director) responsible for the Human Resources Department of JXTG Holdings, and has been established under the JXTG Group CSR Council, which is chaired by the president of JXTG Holdings.

The committee shares information about initiatives by Group companies and determines focus items regarding health.

In addition, departments in charge of human resources at Group companies take on the role of promoting health enhancement measures. At our sites in Japan, meetings of health and safety committees or health committees are convened each month for discussions on health between the companies and labor unions or employee representatives.

For details about our structure, see p. 52.

Major Initiatives

Employee Health Management

The JXTG Group works to maintain and improve the health of employees and their families by providing subsidies for regular health screenings, annual medical examinations, cancer screenings and influenza vaccinations, and for employees on overseas assignments, we also offer vaccinations as required and medical support.

In fiscal 2017, 99.9%* of employees underwent regular health screenings. For employees diagnosed with medical issues, we work to ensure follow-up care through efforts such as encouraging these employees to undergo further testing as needed.

* Employees of JXTG Holdings and core operating companies.

 Indicates the Group's top CSR priorities. Please see p. 9.

Mental Health Measures

To help prevent mental health issues, the JXTG Group makes effective use of a stress check system.

This system improves employee awareness of stress. For individual follow-up for those facing high levels of stress, we offer sessions with occupational physicians. Additional measures include counseling with external counselors.

We also make improvements in work environments as needed as part of our mental health care efforts.

Health Measures for Employees Traveling and Working Overseas

To prevent employees traveling and working overseas from falling ill, the JXTG Group actively implements measures such as vaccinations for employees traveling to certain destinations as recommended on the website of Japan's Ministry of Health, Labour, and Welfare's Quarantine Information Office.

JXTG Nippon Oil & Energy stockpiles supplies for its overseas sites as a safety measure against the spread of new types of influenza.

As a measure against malaria, JX Nippon Oil & Gas Exploration has formulated standards for travel to malaria-prone regions. The standards state that the company will bear the cost of anti-malaria medication for employees traveling overseas under certain conditions, and take appropriate measures if an employee is infected.

Recognition as a Certified Health and Productivity Management Organization (White 500)

JXTG Holdings and its core operating companies have received recognition as a Certified Health and Productivity Management Organization (White 500) for implementing outstanding health management based on a health management survey conducted by the Ministry of Economy, Trade and Industry.



Representatives of corporations recognized as Certified Health and Productivity Management Organizations



Industrial Hygiene

The JXTG Group carries out industrial hygiene activities to prevent health hazards to workers at refineries, plants and other business sites. In particular, we are implementing measures against exposure to chemical substances and noise.

Measures Against Exposure to Chemical Substances

JXTG Nippon Oil & Energy conducts voluntary risk assessments using individual samplers* to test for specific chemical substances that pose health risks in the work environments of refineries and other facilities. Based on the results of these assessments, we implement appropriate countermeasures to mitigate such risks.

* Direct measurement of individual workers' exposure to harmful substances (individual exposure measurement). This method, which is used worldwide, is currently being reviewed by the Ministry of Health, Labour, and Welfare for incorporation into the current Industrial Safety and Health Act as part of the 13th Occupational Safety & Health Program.

Measures Against Exposure to Noise

JXTG Nippon Oil & Energy is taking measures against exposure to occupational noise in its refineries, plants and other business sites to prevent noise-induced hearing loss.

Comprehensive noise measurements are carried out in areas of refineries and plants with potentially high noise levels, such as those where production equipment is located, to identify areas with noise levels of 85 decibels or higher, the reference value for preventing noise-induced hearing loss. Based on these measurements, we have developed workplace maps for visual identification of areas that exceed the standard noise level. We have also established rules for each refinery whereby workers are required to refer to these maps and wear appropriate ear protection, such as ear plugs or ear muffs, when working in areas with high noise levels.



Noise measurement