Morinaga Milk Group Health Management Strategy Map

(5) Health investment	Effects of Health Investment				(1) Management issues to be solved by health management
	(4) Indices related to status of measures (output index)	(3) Indices related to change in members' awareness and behavior (performance index)	(2) Target indices related to health (outcome index)		
Specific measures for each items in (4)	**Indices for participation in measures for improving (3)**	**Indices for daily improvement to achieve (2) by the members**	**(2) Qualitative goals the company must achieve to realize (1) (B)**		**Goal to achieve through health management**
* Various effects of health investment Enhancement of industrial health system Maintenance of health management system Increase opportunities for health education Enhance system to support balancing work and medical treatment	・Health questionnaires ・Habit activities, athletic events, etc.	・Scores of health questionnaires ・Habit participation rate	**[Improvement of Lifestyle Habits]** ・Improvement of ratio of members with healthy lifestyle habits (diet, exercise, sleep, drinking) ・Establishment of oral care habit ・Reduction of percentage of smokers	Reduction of members that are physically sick, absent, or on leave Members that are mentally sick, absent, or on leave	**(1) Reduction of absenteeism** **(2) Reduction of presenteeism**	**Increase the value Morinaga Milk Group offers to the society through each member thriving healthily in mind and body**
	・Free dental check-ups	・Percentage of dental check-up rate				
	・Support for smoking cessation	・Percentage of smokers				
	・Recommendations for specific health guidance using company products ・Follow-ups with persons at risk	・Specific health guidance utilization rate ・Percentage of follow-ups completed with persons at risk of a medical condition ・Full medical check-up rate	**[Effective Utilization of Health Check-ups]** ・Reduction of anomaly observation rate ・Reduction of percentage of persons at risk of a medical condition ・Reduction of percentage of cancer incidence rate			
	・Efforts for early detection of cancer					
	・Health seminar ・Line care training	・Seminar participants per year ・Training coverage for targets	**[Improvement of Health-related Knowledge]** ・Improvement of health literacy ・Improvement of safety and hygiene awareness	*Absenteeism: A state in which work cannot be conducted due to being late to work, early leave, absence, leave of absence, etc. caused by unhealthy mind or body. *Presenteeism: A state in which the person is present at work but performance is reduced due to issues related to unhealthy mind or body. (ex. hangover, lack of sleep, headache, fever, etc.)		
	・Efforts to maintain health of members aged 60 and older	Number of participating in the measure per year				
	・Measure against heat strokes in plants ・Health management of members with long working	・Score of questionnaires related to workplace environment of plants ・Number of members with long	**[Improving the Environment of the Organization and Workplace]** ・Reduction of ratio of members with long working hours ・Reduction of ratio of members with high level of stress ・Improvement of Energy Survey (employee satisfaction survey) score	**(3) Improvement of Engagement**		
	・Implementation of stress checks ・Establishment of an external consultation desk dedicated for	・Overall health risk score ・Ratio of members with high level of stress ・Number of users of the				
	・Energy Survey (employee satisfaction survey) score	・"Energy" score				