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Mitsui Chemicals, Inc.

Mitsui Chemicals Receives Highest Rating for Employee Health Management from the Development Bank of Japan

Mitsui Chemicals, Inc. (Tokyo: 4183; President & CEO: HASHIMOTO Osamu) is pleased to announce that it has been awarded the highest rating by the Development Bank of Japan Inc. (DBJ; Chiyoda-ku, Tokyo; President & CEO: WATANABE Hajime) under the DBJ Employees' Health Management Rated Loan Program. Based on this rating, Mitsui Chemicals has received a loan of 10 billion yen from DBJ.

Under its VISION 2030 Long-Term Business Plan, the Mitsui Chemicals Group is engaging in health management by enhancing tangible measures such as improving work environments and facilities to enable employees to continue contributing to business sustainability as well as pursuing intangible measures that focus on healthcare.



Mitsui Chemicals received the loan this January under the DBJ Employees' Health Management Rated Loan Program – this following obtainment of DBJ's highest rating as being a “company with particularly advanced employee health programs.”

■ DBJ Employees' Health Management Rated Loan Program

The DBJ Employees' Health Management Rated Loan Program is the world's first financing menu to incorporate health management ratings into the assessment of companies' management of employee health and welfare and the selection of those with outstanding records in this area. Using a proprietary screening system, DBJ rates enterprises on the quality of their care for employee health and working conditions.

■ Reasons for Awarding Mitsui Chemicals the Highest Rating (excellent advanced initiatives for Employees' Health Management)

- 1. Advanced management implemented through collaboration between the Human Resources Division, health management departments and health insurance societies*1**
- 2. Health management measures based on medium- to long-term analyses of internal and external environments*2**
- 3. Enhancement of human capital incorporating human resource management tailored to the long-term business plan*3**

Detailed reasons are given below:

*1 Based on the philosophy that “employee well-being is directly linked to the company’s well-being” and “improving the health of our employees is in itself a contribution to society,” Mitsui Chemicals has built a solid system for collaboration between the Human Resources Division, health management departments and health insurance societies. Through the deployment of precise, evidence-based approaches and measures finely tuned to individual sites to ensure their widespread establishment, Mitsui Chemicals implements advanced health management that promotes improvements in employees’ mental and physical health alike.

*2 Mitsui Chemicals has established this health management PDCA cycle as part of its management system and also rolled out health management to its Japanese and overseas affiliates. In addition, the company is striving to further enhance its system by swiftly identifying issues faced by employees based on medium- to long-term analyses of internal and external environments. In one recent example, Mitsui Chemicals has been working to improve measures in response to changes in work styles resulting from the COVID-19 pandemic.

*3 Based on the formulation of a human resources strategy tailored to the VISION 2030 Long-Term Business Plan for bringing its Corporate Target to fruition, Mitsui Chemicals has been devoting its energies to Key Talent Management measures aimed at acquiring and developing talent, along with environmental improvements to encourage awareness of autonomous career development. To this end, the company has established KPIs for such indicators as the successor coverage rate for critical positions and improvements in the engagement score, and is striving to enhance human capital with a view to further corporate transformation.

■ Reference

Visit the following link for details of the Mitsui Chemicals Group’s efforts in the field of health and productivity management:

https://jp.mitsuichemicals.com/en/sustainability/rc/occupational_health/health_management.htm