

Basic Approach

Mental and physical health are essential for creating workplaces where employees can work with vitality and lead healthy lives with their families also after retiring from Nissan.

Nissan considers the health and safety of employees to be not only an issue for individuals but also an important issue for Nissan to survive as a company that continues to contribute to society.

Nissan's Health and Productivity Management



Health Declaration

In the Basic Policy on Health and Safety, we make the Health Declaration: "Health and Safety is a core value and the highest priority at Nissan." We are thus working on the realization of health and productivity management, in which we consider the health of our employees from a management perspective and implement measures strategically and honestly.

日産自動車 安全衛生基本方針

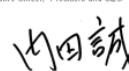
共通の価値観 Shared core value

働く仲間の安全と健康は全てに優先する

基本方針 Basic Policy

私たちは、トップから社員一人ひとりに至るまで、全員が人間尊重の考え方を共に認識しあい、職場環境や業務プロセスの最適化を図り、心身にわたる健康増進を積極的かつ継続的に進め、災害事故や疾病のない明るく活気ある職場づくりを推進する。

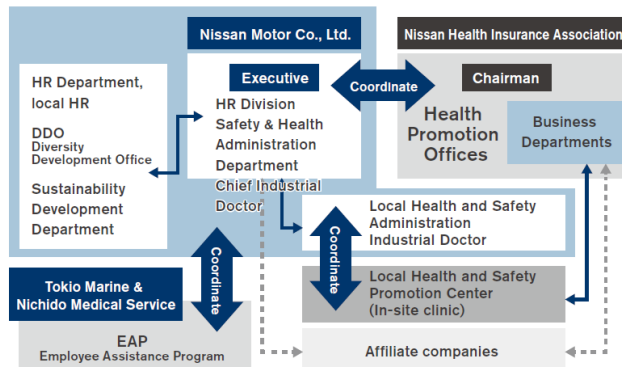
日産自動車株式会社 代表執行役社長兼最高経営責任者
Nissan Motor Co., Ltd. Representative Executive Officer, President and CEO



Makoto Uchida

Organizational Structure for Health Promotion

Nissan's health promotion activities are carried out to promote the physical and mental health of employees in cooperation with the Nissan Health Insurance Association (Workplace Health Promotion Center), Tokio Marine & Nichido Medical Service Co., Ltd., the Health and Safety Departments of both headquarters and related departments at each site, and other medical professionals.



Approaches to Health Issues

Under the health promotion organization in Japan, we visualize the health status of employees through data, and based on the data we analyze and predict the risk of disease, then implement health promotion activities and individual improvement programs. In order to engage in more effective efforts, we create a health management strategy map to visualize company health issues and promote companywide efforts, while also creating strategy maps for each site to conduct health promotion activities incorporating regional characteristics and conditions at each site. We also hold regular meetings on health management to strengthen the implementation of health promotion efforts.

Companywide medium-term business plan efforts

Health Management Strategy Map

Health issues	Health investments	Health investment efficacy			Management issues to resolve with health management
		Indicators regarding health investment implementation efforts	Indicators on employee awareness and behavioral changes	Indicators on health-related targets	
Physical / mental exhaustion causing more employees to take time off Insufficient mechanism for increasing health awareness	Implement activities based on health management promotion Create healthy people	Health investment outcome indicators - Event participation rates - Follow-up on results of health checks - Improved activity rate based on results of stress checks, etc.	<ul style="list-style-type: none"> Health surveys Improvements in diet, sleep and exercise Increase number of thorough medical exams Increased satisfaction due to expansion of work-life balance support Implement survey after workplace improvement activities, etc. 	<ul style="list-style-type: none"> Improve work engagement*1 Improve health literacy*2 Reduce presenteeism*3 Reduce absenteeism*4 	Realize corporate purpose ↑ Realization of a company where each person can work energetically

Leveraging the best characteristics of each site so the entire company can work as one

Promoting health activities based on strategic maps at each site

*1 Work Engagement	A positive and fulfilling psychological state related to work, meeting the following three criteria: "Work makes me feel energetic and alive" (vitality) "I am proud and feel my work is rewarding" (enthusiasm) "I am enthusiastic about my work" (devoted)
*2 Health Literacy	The power to determine one's health by making decisions based on health information, defined as follows: - Knowledge, motivation and ability to obtain, understand, evaluate and utilize health information - Judgment and decision-making regarding healthcare, disease prevention and health promotion in everyday life - Maintaining and improving quality of life throughout one's lifetime
*3 Presenteeism	Despite being in poor health, employees come to work and efficiency suffers as a result.
*4 Absenteeism	Chronic leave-taking or absence from the workplace due to poor mental or physical health that prevents work from getting done.