

Close-up

Efforts in Mental Healthcare

We are promoting mental healthcare from the dual perspectives of self-care and line-care* to create a safe and comfortable working environment for all employees.

The growing number of individuals with mental health problems has emerged as a major social concern, and Hitachi Chemical recognizes that maintaining and improving the health of employees, as the backbone of our business, is a management priority. We are implementing comprehensive measures not only to reduce stress-related illnesses and absence from work, but to also adopt the positive perspective of creating an environment in which all employees can work comfortably and with a sense of joy.

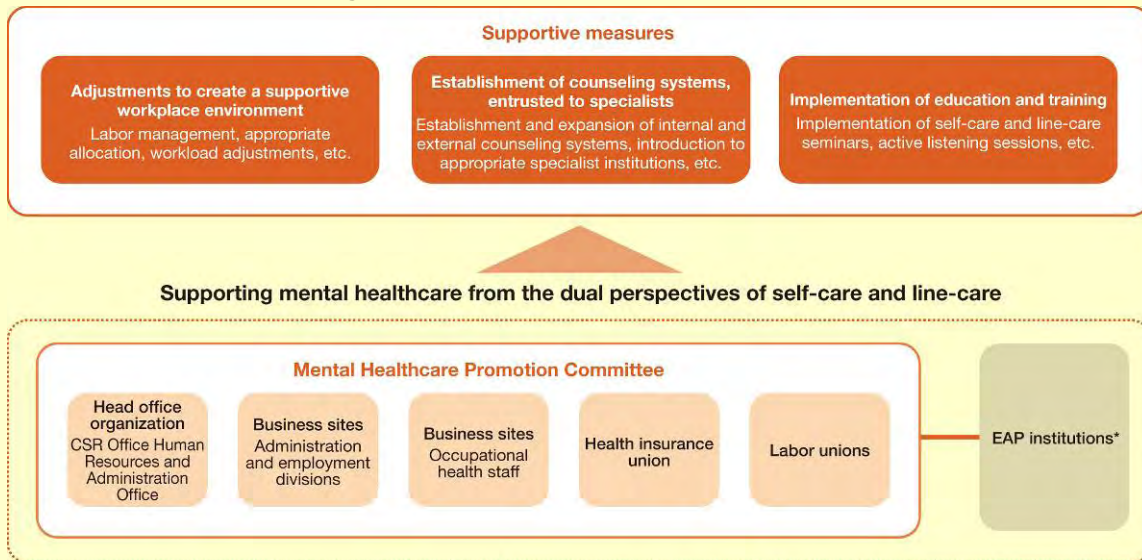
* Line-care: Care offered by line managers

Launching a comprehensive approach to mental healthcare

Hitachi Chemical has consistently supported mental healthcare at each business site by offering counselors for individuals and inviting outside lecturers to conduct training sessions. To further enhance the effectiveness of these measures at each site and ensure that employees in every location receive the same level of mental healthcare, certified psychological counselors were assigned to work full-time at the CSR Office from fiscal 2008. In addition, a comprehensive company-wide initiative was launched in light of survey results revealing the current status of mental health activities at each site and individuals with mental health problems.

We also established a Mental Healthcare Promotion Committee comprised of the division heads engaged in maintaining and improving the physical and mental health of employees. The committee will support effective mental healthcare at each business site through deliberation and planning of various measures.

System and measures for supporting mental healthcare



* EAP institutions: Institutions that provide Employee Assistance Programs

Establishing a counseling service on health issues

More and more individuals are suffering from anxiety and illness in the face of multiple stress factors, such as workplace relationships, workload quality and quantity, and changes in the work environment, as well as career and motivation issues. In February 2009, Hitachi Chemical established a counseling service at the Head Office for all Company employees in addition to the counseling systems already established at each business site and outsourced health counseling services offered by the health insurance union. In-house counselors respond to requests for consultation by phone, e-mail and dedicated mobile phones. Feedback from users has indicated that people experience relief at having the opportunity to speak with a counselor who knows the Company.

