

ASICS Well-being Report 2020

ASICS健康白書



ASICS健康経営宣言

ASICS Health Management Creed

「アシックスは、従業員とその家族の“Well-being(身体的・精神的・社会的に良好である状態)”を目指し、健康推進活動を行っていきます」

[To ensure a state of “Well-being” (state of good physical, mental, and social health) for all employees and their families through activities that promote health.]

オーナー Message

Sponsor's Message



アシックスの創業哲学『健全な身体に健全な精神があれかし』は、“健康経営”そのものです。私たち自身が心身共に健康な状態で事業活動を行うことで、世界中の人々が健康であり続ける世の中を創出していきたいと考えています。

働く世代は、1週間の大半を会社で過ごしています。そのため、会社で過ごす時間は思い切り仕事をして充実したものに、そして会社を出た後は、自分の時間を大切に過ごすことによってそれ

ぞれの人生を豊かなものにして欲しいと思います。

2020年、私たちはスポーツを通して、心と身体の健康を体現することを目指して、引き続きwell-beingの活動を強化いたします。また、健康経営銘柄に選定された企業としても、社内外での健康セミナーや、自社開発した健康増進プログラム「ASICS HEALTH CARE CHECK」などを通じて、健康経営を世の中に普及拡大させるアンバサダーの役割を果たしていきます。

今後も、beyond2020を見据え、健康な世の中の実現に貢献しながら、企業としての発展も遂げていきたいと思っています。

株式会社アシックス 代表取締役社長COO 廣田 康人

ASICS's founding philosophy, "A sound mind in a sound body," is the very groundwork of health management.

We want to create a society where people around the world remain healthy as a result of us conducting business activities that keep us physically and mentally healthy.

The working generation spends most of their week at work. Therefore, I would like them to work hard at work so as to make their work fulfilling and yet to make their lives after work more colorful by spending their own time in a meaningful way.

In 2020, we will continue to strengthen our Well-being activities with the aim of embodying mental and physical health through sports. Also, as a company selected as a Health Management Brand, we will play the role of an ambassador that helps to spread health management throughout society through health seminars inside and outside the company and a health promotion program called HEALTH CARE CHECK that we developed.

Looking ahead beyond 2020, I would like to contribute to the development of a healthy society as well as to achieve our own development.

President and COO, Representative Director Yasuhito Hirota

CWO(Chief Well-being Officer)Message

CWO's (Chief Well-being Officer's) Message



企業が持続的成長と発展を果たすために必要なことは何か。それはその会社が健康な状態であり、その会社を支える社員が健康で生き生きと働いていることに尽きると 생각합니다。

ASICS Well-being committeeが展開する活動を通じて、社員一人ひとりのヘルスリテラシーが高まり、自らが意識して心身共に健康な状態を創り出せるようになることを期待しています。

そのために、アシックスグループ全体で自発的に身体を動かせる機会を提供し、週1日以上運動を実施する習慣の定着を目指したいと考えています。睡眠や食事など、生活習慣の質の改善で健康維持につながる提案も継続します。また、昨年実施したASICS Well-being surveyで、多くの社員がパソコン作業姿勢による身体症状に悩みを抱えていることが分かりました。今年度はこの新たな課題にも積極的にアプローチします。

企業発展の大きなよりどころである心身の健康に真摯に向き合い、アシックスのWell-beingを実現する活動の一つひとつを着実に実行していきます。

株式会社アシックス 人事総務統括部 統括部長 貞閑 明彦

What does a company need to achieve sustainable growth and development? I think the ultimate answer is that the company should be in good health and the employees who support the company should work in a healthy and lively manner. I expect every employee to raise his/her health literacy and to consciously make him/herself mentally and physically healthy, through the activities developed by the ASICS Well-being Committee.

In that sense, we would like to provide the opportunity for self-directed exercise to the entire ASICS group aiming to have employees continually and regularly exercise at least once a week. We will continue to make suggestions for maintaining good health by improving the quality of lifestyle habits such as sleep and meals.

The ASICS Well-being Survey conducted last year revealed that many employees were worried about physical symptoms due to their posture during work with computers. In this fiscal year, we will proactively address this new issue.

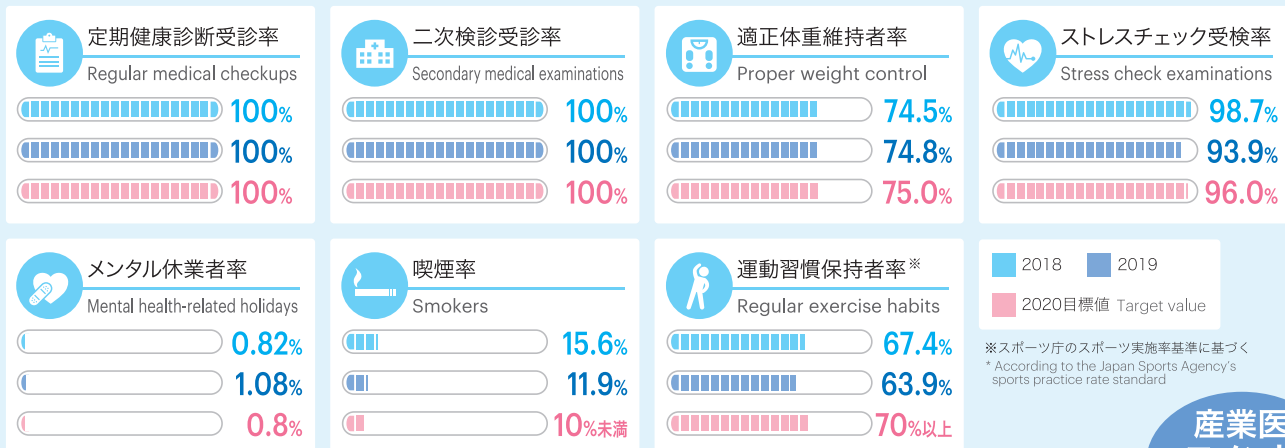
We will seriously consider mental and physical health, which is a major source of company development, and make sure to carry out each and every activity that helps to achieve ASICS Well-being.

Human Resources and General Affairs Division Senior General Manager

Akihiko Sadaka

数字で見るアシックス

ASICS health Management-By the Numbers



定期健診及び二次検診については既に定着しており、それとともに、体重管理や運動習慣を含めた健康に対する意識も高まっており、スポーツブランドとしての誇りがうかがえます。国内全体としても未達成の喫煙については、アシックスでもまだ改善の余地がありますが、ここ数年での成長率は素晴らしく、企業内で自分達での取り組みで成果を出せていることも、評価のポイントかと考えます。

休業率については数字に捉われるのではなく、自分や周囲の状態に合わせて必要な対応をとることが大切であり、そのサポートとして、産業保健スタッフを活用してもらえたらと思います。

アシックスの従業員として、自身の健康管理を維持しながら、世の中への先駆的な発信者となるべく、引き続き関心を高く持っていただけを期待します。

すべての方の健康は目指すべき理想ですが、色々な人が共存しながら気持ちよく力を発揮できる場であることが最も重要です。そしてそれが企業としての成果につながるべく、お手伝いできたらと思っています。

産業医(アシックスジャパン株式会社 本社) 曾根 教子

Regular medical checkups and secondary health examinations are already well established, and consequently, awareness of health, including weight control and exercise habits, is rising, which implies pride as a sports brand. Regarding smoking-related goals, which have not been achieved in Japan as a whole, we at ASICS still have room for improvement. But the improvement rate in the last few years has been excellent, and the company could generate outcomes through its own efforts, which I consider highly admirable.

As for the leave rate, it is important not to focus on just numbers but to take necessary measures according to individual employees' own and surrounding conditions. I would like employees to count on the industrial health staff as supporters for such purposes.

I expect that all employees will continue to be highly interested in being pioneer disseminators to society maintaining their own health management as employees of ASICS.

Although everyone's health is an ideal that should be pursued, it is most important that a company be a place where various people can coexist and exert their strengths comfortably. And, I would like to help the company so that such factors can lead to results as a company.

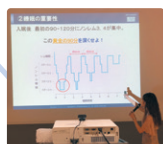
Industrial physician (Head Office, ASICS Corporation) Michiko Sone

産業医コメント

Industrial Physician's Insight



～健全な精神～ **sound mind**



- マインドフルネスを含んだセルフケア(eラーニング)
Self-care including mindfulness (e-learning)
- 新任管理監督者向けラインケア研修(eラーニング)
Line-care training (e-learning) for newly appointed managers and supervisors
- 睡眠対策(情報発信、メーカーとのタイアップセミナー)
Sleep measures (information dissemination, tie-up seminar with manufacturers)

効果 Effects メンタルヘルスに対する正しい知識や意識の定着
Establishment of correct knowledge about and awareness of mental health

～健全な身体～ **sound body**



- 健康状態の見える化
ASICS HEALTH CARE CHECKの継続実施
Visualization of health status
Continued implementation of ASICS HEALTH CARE CHECK
- 食習慣改善セミナー
Eating habit improvement seminar
- 運動推進セミナー(運動機会の創出)
Exercise promotion seminar
(creating exercise opportunities)

- SANA LUNCH～アスリート飯～
SANA LUNCH - Athlete Meal -
- 歯科検診 Dental checkups

効果 Effects BMI適正者率の増加、ヘルスリテラシーの向上
Increase in the ratio of people with a proper BMI and improvement of health literacy



～受動喫煙のないオフィス～ **Smoke-Free**



- アシックスグループ スモークフリー開始(2019.1.1～)
ASICS Group Smoke-Free started (Jan. 1, 2019)

- Smoke-Free supporterの設置
Appointment of Smoke-Free Supporters

- 卒煙セミナー、卒煙7Daysなどの継続サポート
Continuous support for smoking cessation seminars and 7 Days smoking cessation events

効果 Effects 喫煙者減少、受動喫煙の軽減
Decrease in smokers and reduction of passive smoking



other



- グループ会社への展開
Development across group companies
- portal siteのアップデート
Update of the portal site



- リーディングカンパニーとしての活動(講演等)
Activities as a leading company (lectures, etc.)
- がん検診啓蒙セミナー
Cancer screening awareness seminars



ASICS Well-being surveyの分析結果 ～surveyから見た、アシックスの課題～

※2019年8月実施

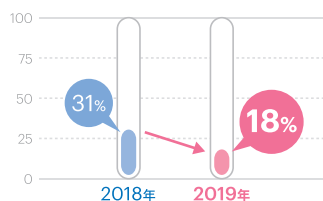
Results of analysis of ASICS Well-being survey – issues at ASICS revealed by the survey –

1 Well-beingの知名度や活動の認知度

Name recognition of and awareness of Well-being

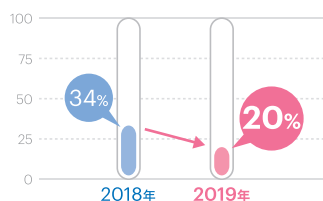
健康経営の目的を理解していない

I don't understand the purpose of health management.



健康経営の取り組みを知らない

I don't know about health management.



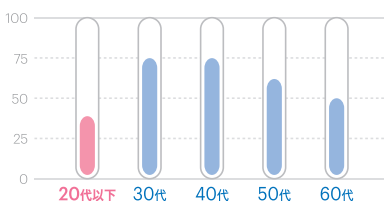
目的や活動内容の周知をはかることで、**Well-beingの活発な活動**や各自の**ヘルスリテラシーの向上**につなげる
Promoting Well-being activities and improving each employee's health literacy through disseminating the purposes and activity details

2 若年層のがん検診受診率

Cancer screening rate among young people

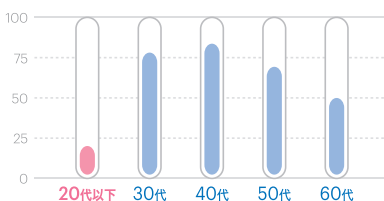
子宮がん検診受診率

Uterine cancer screening rate



乳がん検診受診率

Breast cancer screening rate



パフォーマンス低下の原因に最も当てはまる項目
The items that are the biggest causes of poor performance

3 VDT*関連症状

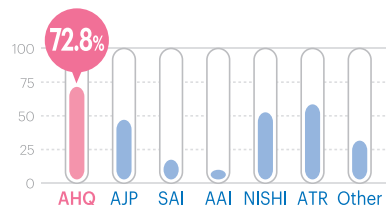
※PC/スマートフォン/タブレット等を扱う作業

VDT*-related symptoms

*Tasks using devices with a visual display such as a PC/smartphone/tablet

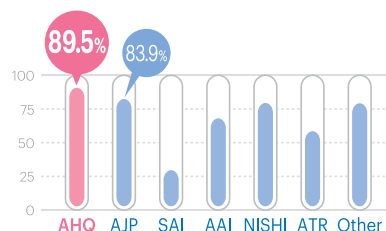
PC作業の際、顔を下を向いている

I look down when working on a PC.



1時間以上座り続けることが1日3回以上ある

I keep sitting for more than an hour three times a day or more.



- ①眼精疲労(23.0%) Eye strain (23.0%)
- ②肩こり(14.1%) Stiff shoulders (14.1%)
- ③頭痛、首の痛み(12.0%) Headache, neck pain (12.0%)

2020年は、更なるヘルスリテラシーの向上に向け、より多くの知識・情報を発信していきます！

In 2020, we will disseminate more knowledge and information to further improve health literacy!

sound mind ～健全な精神～

- 管理監督者向けラインケア研修のアップデート
Update of line-care training for managers/supervisors
- EAP利用促進
Promotion of EAP use
- コミュニケーションイベント
Communication events



sound body ～健全な身体～

- ASICS HEALTH CARE CHECKの継続実施、
結果に基づく支援
Continuance of ASICS HEALTH CARE CHECK
and support based on its outcomes
- VDT関連症状への対策
Countermeasures for VDT-related symptoms
- アシックスリフレッシュエクササイズの普及
Spread of ASICS Refresh Exercise
- がん検診受診率の更なる向上
(がんやがん検診に関する情報提供)
Further improvement of cancer screening rate
(provision of information on cancer and cancer screening)

Smoke-Free ～受動喫煙のないオフィス～

- 各種イベント (COPD*体験会、SpO2*測定会)
Various events
(hands-on COPD* event, SpO2* measurement event)
- Smoke-Free supporterによる
卒煙フォローの継続
Continuous follow up for smoking cessation
by Smoke-Free Supporters

※COPD…タバコが原因で肺が炎症を起こし、呼吸がしにくくなる病気の総称
* COPD (Chronic obstructive pulmonary disease): A general term for diseases
that make breathing difficult due to lung inflammation caused by tobacco

※SpO2…血液中の酸素飽和度
* SpO2: Oxygen saturation in blood

other

- 社内外へのASICS Well-beingの周知
Dissemination of ASICS Well-being internally and externally
- ヘルスリテラシーの向上
Improvement of health literacy
- Well-being workplace
(Well-beシートの拡充)
Well-being workplace (enhancement of Well-be Sheets)

AWARDS



経済産業省と東京証券取引所が、従業員の健康管理を経営的な視点で考え、戦略的に取り組む上場企業を「健康経営銘柄」として選定しています。第6回目となる「健康経営銘柄2020」に2年連続3度目の認定となりました。

The Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange select listed companies that make strategic efforts considering health management for employees from a managerial point of view as brands under the Health & Productivity Stock Selection. We received an award as a brand under the 2020 Health & Productivity Stock Selection and it was the sixth time the awards were given. We have received the certification for two years in a row, which was our third time in total.



経済産業省と日本健康会議が優良な健康経営を実践している法人を顕彰する『健康経営優良法人2020～ホワイト500～』に、昨年に続き3度目の認定となりました。

METI and Nippon Kenko Kaigi honor corporations that practice good health management as a recognized organization under the 2020 Certified Health & Productivity Management Organizations Recognition Program - White 500 -. We received this certification for the third time following the receipt of this honor last year.

スポーツエールカンパニー・東京都スポーツ推進企業の認定

Certified as a Sports Yell Company and a Tokyo Sports Promotion Company



ASICS Well-beingの詳細はHPをご覧ください。
Visit us online for more information on ASICS Well-being.

<https://corp.asics.com/jp/csr/wellbeing>

