



## Occupational safety and health | Promotion of health

GRI 403-1,3,4,5,6

### Mental health initiatives

NOF is taking comprehensive initiatives for the prevention and alleviation of mental health troubles and supporting those suffering from such troubles until they have sufficiently recovered to return to work.

More specifically, these initiatives are taken in teamwork with industrial physicians specializing in mental health to ensure early detection and proper solutions for mental health problems by providing stress checks, setting up out-of-house counseling facilities, and institutionalizing a “return-to-work support program” to support persons absent from work for a long time or on sick leave on account of mental health disorders in ensuring their smooth return to work after recuperation.

In fiscal 2022, mental health care (line care) education was conducted for 33 participants as part of training for career-track employees promoted to manager. Measures are also implemented to maintain and improve the mental health of employees through supervisors.

### Smoking cessation program

With the aim of helping habitual smokers improve their own health and preventing passive smoking damage to nonsmokers, we support smoking cessation for habitual smokers by recruiting participants for our online smoking cessation outpatient program.

#### Smoking cessation program participants

FY2021	<b>31</b> participants	<b>26</b> successful participants
FY2022	<b>11</b> participants	<b>9</b> successful participants

\* The number of successful participants indicates the number of people at the end of the program.