



ASICS

ASICS健康白書

Well-being Report 2022



ASICS健康経営宣言 ASCIS 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」

ASICS shall engage in activities to promote health in order to ensure a state of “well-being” (good physical, mental, and social health) for all employees and their families.

ASICS Well-being オーナー Message

Message from the ASICS Well-being Owner



新型コロナウイルスの影響で多くの大会が中止やバーチャルのみで開催となりましたが、今年は3年ぶりに現地で開催される大会もあり、私もハーフマラソンや10kmレースに参加しています。多くの参加者と共に気持ちよく完走することができ、やはりゼッケンを付けてレースに臨むのは良いものと実感しました。

これまで、当たり前に行っていたことが、ありとあらゆる社会情勢や環境の変化によって制限されてしまう昨今ですが、このような激動の変化の中でも健やかな生活を送り、自分らしく働くためには、普段から心身ともに健康であることを意識することが重要です。

もちろん、気分が落ち込んだり体調を崩したりすることは誰にでもあることでしょう。そんな時に自身のコンディションをきちんと見つけ、必要な手立てができる人こそ"Sound Mind, Sound Body"な人であると思います。そして、アシックスグループの一人ひとりがそうであってほしいと思います。

心身ともに健康であるからこそ、人は喜びや豊かさを感じ取ることができます。私たちが提供する製品やサービスを通して世界中の人々が健康で喜びにあふれる世界実現への貢献をしていきたいと思っております。

株式会社アシックス 代表取締役社長CEO 兼 COO 廣田 康人

Although many competitions and other events were canceled, held without spectators, or held only online under the influence of the pandemic, this year saw some held as usual for the first time in three years. I also participate in half marathons and 10km races. I felt good as I ran and managed to finish the race together with many other participants. The experience drove it home to me how wonderful it is to run in a race with a number on your back.

These days, things we used to be able to do as a matter of course may end up being restricted owing to all sorts of changes in the social situation and environment. It is vital for us to always bear in mind our physical and mental health in order to lead healthy lives and work to our potential even amid such drastic changes.

Naturally, we all have times when we get depressed or feel out of sorts physically. In my opinion, it is precisely people who can view their condition objectively and take the requisite action at such times that are people with a "Sound Mind, Sound Body." I fervently hope that each and every one of our employees in the ASICS Group will acquire this capability.

People can feel joy and fulfillment only if they are healthy both physically and mentally. We are determined to assist the construction of a world brimming with health and fulfillment for people around the world through our products and services.

Yasuhiro Hirota, President, CEO and COO, Representative Director, ASICS Corporation

CWO(Chief Well-being Officer) Message

Message from the Chief Well-being Officer (CWO)



with コロナ時代で健康の重要性がかつてなく高まっているのではないのでしょうか。また健康は仕事のパフォーマンスに大きく影響を与えることが分かっていますので、会社は皆さんが健康でパフォーマンスを最大限発揮できるように制度や環境を整えてきました。

今年の Well-being 活動の方針は、『従業員一人ひとりのヘルスリテラシーの向上』を掲げています。

ヘルスリテラシーとは、
①自らに合った健康に役立つ情報を探すことができること

②その健康情報を理解して、必要な情報とそうでない情報を選択できること

③自分の健康増進のために行動に移せること

の3つの能力のことを指します。

Well-being committee では、従業員の皆さんがヘルスリテラシーを身に付けられるような仕組み作りを行います。自分の健康の責任者は私たち自身であることの認識を高め、健康になることの自分ごと化を促進して、全従業員のパフォーマンスの向上につなげていきます。

株式会社アシックス 執行役員人事総務統括部長 貞閑 明彦

In these times of living with the pandemic, I think we can agree that health is more important than ever. In addition, we realize that health has a huge impact on job performance, and the company has consequently conditioned systems and the environment with a view to keeping employees healthy and enabling maximum exercise of their performance potential.

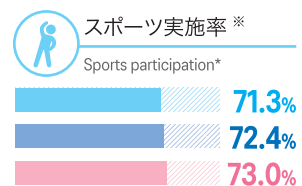
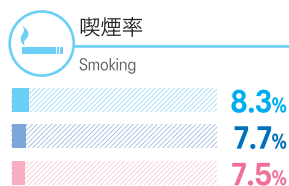
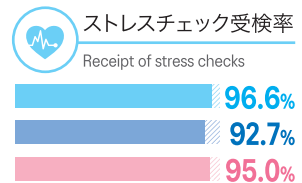
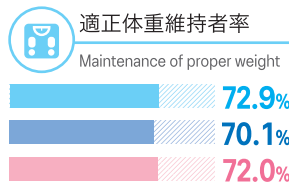
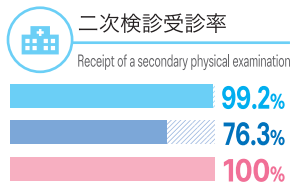
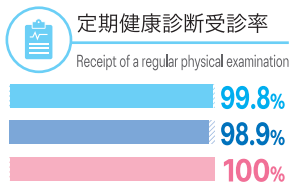
In our policy for Well-being activities this year, we have stated the goal of heightening the health literacy of each and every employee.

The term "health literacy" refers to three abilities in three areas: (1) finding information of use for your own particular health needs; (2) understanding that health information and distinguishing between information that is necessary and information that is not; and (3) taking action to promote your own health.

We in the Well-being Committee are making arrangements to help all employees acquire health literacy. We are determined to heighten awareness that we ourselves are responsible for our own health, encourage all to make healthiness their own personal concern, and link this to an improvement of performance on the part of all employees.

Akihiko Sadaka, Executive Officer, Senior General Manager, Human Resources and General Affairs Division, ASICS Corporation

数字で見るアシックス ASICS in numbers



■ 2020 ■ 2021 ■ 2022目標値 2022 (target)

※スポーツ庁のスポーツ実施率基準に基づく *Based on the sports participation rate standards of the Japan Sports Agency

産業医コメント
Comments by an occupational physician



健康診断での産業医の役割は、診断結果に基づき、従業員の健康上の課題を改善し、健康的に働けるように支援することです。労働安全衛生法第66条にも定められていますが、健康診断は必ず受診して下さい。生活習慣をご自身で見つめ直す機会でもあり、病気の早期発見、早期治療に繋がります。アシックスでの定期健診や二次健診は高い受診率で推移していますので、受診するだけで終わるのではなく、結果を踏まえて各自で更なる健康意識の向上を目指して頂きたいです。また、喫煙率やメンタル休業者率は、これまでのWell-beingの継続的な取り組みの成果が数値としても表れていますので、引き続き、禁煙プログラムへの参加や産業保健スタッフのサポート、EAPを活用しながら、セルフケアに努めて頂きたいと思っております。他にも、産業医は健康上の問題が疑われる場合に検査や治療を指示したり、「就業上の措置の決定」(休業や就業場所の変更、労働時間の短縮、深夜業の回数の減少等)を行うこともあります。このレポートを通して、産業医の役割や存在を知って頂き、健康上の不安や質問があれば気軽にご相談頂きたいと思っております。これからは会社と私たち産業医間で連携し、適切な指示や措置を行いながら、従業員の皆さんの健康と安全を守っていきます。

The role of an occupational physician in physical examinations lies in making improvements for health issues and providing support so that employees can work healthily, based on the examination results. We ask employees to be sure to get these examinations, as provided for in Article 66 of the Industrial Safety and Health Act. They are also opportunities for employees to take another look at their own life habits, and are linked to early detection and treatment of diseases. ASICS already has high rates for receipt of regular physical examinations and secondary examinations. Instead of having activity on this front end with the examinations, we would therefore like our employees to aim for an even higher awareness of health based on their results. I would also like to note that the effects of our ongoing efforts in the Well-being Committee are showing up in figures for the rates of smoking and leave for mental health. I hope the concerned employees will continue to take part in programs to help them quit smoking and work at self-care while receiving support from the industrial healthcare staff and making the most of the EAP. It is also part of the role of occupational physicians to instruct examinations or therapy when there are suspicions about possible health problems, and to decide on employment-related measures (leave, change of workplace, shortening of work hours, decrease in the frequency of late-night work, etc.). I hope this report will give employees a good knowledge of the role and existence of occupational physicians, and encourage them to consult us without any hesitation if they have any worries or questions about their health. Going forward as well, through coordination with the corporate management and among us occupational physicians, we are determined to protect the health and safety of the employees by issuing proper instructions and taking the right measures.

産業医(株式会社アシックス アシックスジャパン本社担当) 小林 健彦

Takehiko Kobayashi, Occupational Physician (assigned to the head office of ASICS JAPAN Corporation, ASICS Corporation)

Sound Mind ~健全な精神~

- グループ会社を含めたメンタルヘルスオンラインセミナー
Mental health online seminars including ASICS Group member companies
- 体験カウンセリング等によるEAP利用推進
Promotion of EAP use through experience-oriented counseling etc.
- 心身の健康を目指した睡眠レコーディングプログラム
Implementation of the sleep recording program toward better mental and physical health



効果 Effects

コロナ禍でのメンタルヘルスケアの継続とメンタルヘルスの4つのケアの確立
Continuation of care for mental health during the pandemic and establishment of four types of such care

- グループ会社とWell-being定例会の開催
Holding of regular Well-being meetings with ASICS Group companies
- グループ会社や労働組合と連携した健康推進活動
Activities for promotion of health in coordination with ASICS Group companies and labor unions

効果 Effects

アシックスグループ全社でのWell-being推進
Promotion of well-being throughout the ASICS Group

Other

~健全な身体~ Sound Body

- VDT関連症状と対策に関する情報発信
Dissemination of information on VDT-related symptoms and countermeasures
- 食事に関する定期的な情報発信
Periodic dissemination of information on eating
- グループ会社インストラクターによる運動オンラインセミナー
Holding of online seminars on exercise by instructors in ASICS Group companies



効果 Effects

在宅勤務の増加等による運動習慣の機会創出や食事習慣の意識付け
Creation of opportunities for exercise habits and enhanced awareness of eating habits due to the increase in telework etc.

2021年に実施したこと

Measures implemented in 2021

- 経営層の卒煙チャレンジ継続と卒煙体験談を社内イントラへ掲載
Continuation of the quit smoking challenge for managers and posting of stories about the experience of quitting smoking on the corporate intranet
- 卒煙モチベーションに合わせたプログラムの実行
Implementation of programs matching motivations to quit smoking



効果 Effects

喫煙率の減少、受動喫煙の軽減
Decrease in the smoking rate and alleviation of passive smoking

~受動喫煙のないオフィス~ Smoke-free offices

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

Results of the ASICS Well-being Survey ~ Health issues at ASICS appearing in the survey results ~

※2021年12月実施 *Survey conducted in December 2021

1 VDT*関連症状

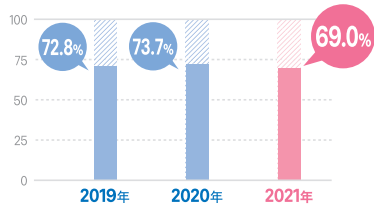
※PC/スマートフォン/タブレット等を扱う作業

1. VDT* related symptoms

*Work involving the operation of computers, smartphones, tablets, etc.

■PCや携帯を操作している際、顔が下に向いている

Facing downward when operating computers and mobile phones



直近1か月のパフォーマンス発揮度とパフォーマンスの低下に最も影響を及ぼしている健康上の課題

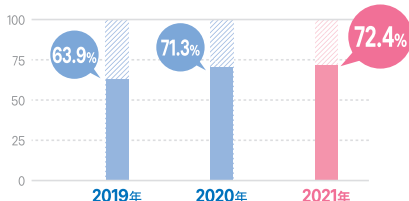
Level of performance demonstration in the last month and health issues with the greatest influence on performance decline

体S症状 Physical symptoms	仕事のパフォーマンス Job performance						
	100%	90%	80%	70%	60%	50%	
1位 1st	特になし None in particular	特になし None in particular	肩こり Stiff shoulder	肩こり Stiff shoulder	頭痛・首の痛み Headache/neck pain	腰痛 Lower back pain	
2位 2nd	眼精疲労 Eye strain	肩こり Stiff shoulder	眼精疲労 Eye strain	特になし None in particular	腰痛 Lower back pain	眼精疲労 Eye strain	
3位 3rd	肩こり Stiff shoulder	眼精疲労 Eye strain	特になし None in particular	眼精疲労 Eye strain	肩こり Stiff shoulder	頭痛・首の痛み Headache/neck pain	
4位 4th	腰痛 Lower back pain	腰痛 Lower back pain	頭痛・首の痛み Headache/neck pain	腰痛 Lower back pain	眼精疲労 Eye strain	特になし None in particular	

2 運動習慣 2. Exercise habits

■週1回以上運動をしている (ストレッチ・筋トレ・ラジオ体操・ウォーキング等含む)

I exercise at least once a week. (Including stretching, muscle-building exercise, radio calisthenics, walking exercise, etc.)

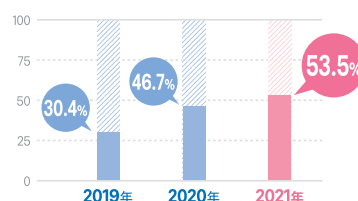


3 ASICS Well-beingの目的の理解度や認知度

3. Degree of understanding and recognition of the objectives of ASICS Well-being

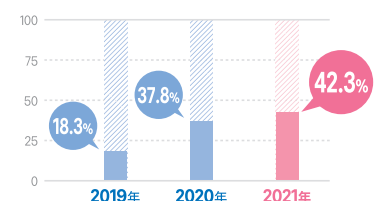
■ASICS Well-beingの目的を理解している

I understand the objectives of ASICS Well-being.



■ASICS Well-beingの取り組みを知っている

I know the approaches being taken under ASICS Well-being



従業員によるSound Mind, Sound Bodyの体現

Realize "Suound Mind, Sound Body" by employees

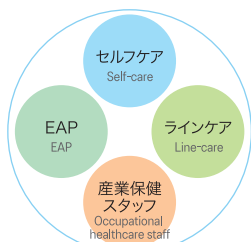
2022年の取り組み Approaches in 2022

方針「従業員1人ひとりのヘルスリテラシーの向上を目指します」

Policy: We shall strive to heighten the health literacy of each and every employee.

Sound Mind ~健全な精神~

- 日常に取り入れやすいメンタルヘルスケアに関するセミナー
Seminars for easy-to-implement everyday mental health strategies
- EAPの周知と活用促進
Dissemination of information on the EAP and encouragement of its use



EAP = Employee Assistance Program
= 従業員支援プログラム



~健全な身体~ Sound Body

- アプリ等を利用した参加型運動イベントの開催
Holding of participation-oriented sports events using apps etc.
- 仕事時の姿勢に着目したオンラインセミナー
Online seminars focusing on posture while working
- VDT症候群に関する情報発信
Dissemination of information on the VDT syndrome

Smoke-free offices ~受動喫煙のないオフィス~

- 卒煙モチベーションに合わせたプログラムの実行
Implementation of programs matching motivations to quit smoking
- グループ会社も含めた施策の実行
Implementation of measures that include ASICS Group companies

Other

- グループ会社Well-being committeeとの連携強化
Closer coordination with Well-being Committee in ASICS Group companies
- ヘルスリテラシーの測定と効果検証
Measurement of health literacy and verification of effects

AWARDS



健康経営優良法人2022 "ホワイト500"

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2022 "ホワイト500"』に昨年に続き5度目の認定となりました。

Certification as one of the White 500 in 2022

In 2022, as in 2021, ASICS was again certified as one of the "White 500" organizations that practice outstanding employee health and productivity management. We have now been so certified for the fifth time in all. This certification is made by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi under their Certified Health and Productivity Management Outstanding Organizations Recognition Program.



スポーツユールカンパニー2022

5年連続の認定、かつ従業員の週1回以上のスポーツ実施率が65%以上の企業として「ブロンズプラス」に認定されました。

Sports Yell Company 2022

ASICS was certified as a "bronze-plus" company. This status is given to companies that have been certified for five consecutive years and have a rate of at least 65 percent for employee participation in sports at least once a week.



ASICS Well-beingの詳細はHPをご覧ください。
For more details on ASICS Well-being, please see our website.

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



ASICS Well-being
ロゴマーク「ウェルビー」
Logo mark "Well-b"

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