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その人の、その先へ。



March 12, 2024
Duskin Co., Ltd.

Duskin Ranks Top 500 in Health and Productivity Excellence

Certified by Japan's Ministry of Economy, Trade and Industry

Osaka (March 12, 2024) — [Duskin Co., Ltd.](#) has been certified for its excellent health and productivity management practices as one of the top 500 companies (“White 500”) in the Large Enterprise Category under the 2024 Health & Productivity Management¹ Outstanding Organizations certification program jointly managed by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi. It is the third consecutive year and the sixth time for Duskin to make it into the top White 500.

In addition, six Duskin subsidiaries were also recognized in the Large Enterprise Category, while 18 others and the Duskin Health Insurance Society secured a spot in the Small and Medium-Sized Enterprise Category. Among the 18 certified Duskin subsidiaries, Duskin Okinawa Co., Ltd. was one of the “Bright 500,” a recognition given to the top-ranking small and medium-sized enterprises.



Logo for the 2024 Certified Health & Productivity Management Outstanding Organizations (Top White 500)

The Health & Productivity Management Outstanding Organizations certification program was designed by the Ministry of Economy, Trade and Industry to recognize companies of all sizes that particularly excel in health and productivity management, based on their efforts to address health-related challenges in local communities and to promote health-conscious activities led by Nippon Kenko Kaigi. In showcasing their endeavors, the program aims to foster environments in which these outstanding organizations can garner social acknowledgment and appreciation from employees, job applicants, subsidiaries, affiliates and financial institutions, among others.

Ever since the program's launch in 2017, Duskin Co., Ltd. has been consistently recognized for eight consecutive years, while four Duskin subsidiaries have been certified for seven years in a row. Through the collaborative efforts of a unified trio formed by businesses (companies) including subsidiaries and affiliates, the Health Insurance Society and the labor union (employee representative), we will continue to support our employees and their families to maintain and improve

their well-being and encourage them to lead spiritually rich, purposeful lives to their fullest potential. This also contributes to Duskin’s sound development, which in turn will allow us to keep making a positive difference in local communities.

Reference

■ List of certified Duskin subsidiaries and affiliates

2024 Health & Productivity Management Outstanding Organizations (Large Enterprise Category)

- Duskin Co., Ltd.: 8 consecutive years / 6th time White 500
- Duskin Serve Hokkaido Co., Ltd.: 7 consecutive years
- Duskin Serve Kita Kanto Co., Ltd.: 7 consecutive years
- Duskin Serve Kyushu Co., Ltd.: 7 consecutive years
- Duskin Healthcare Co., Ltd.: 7 consecutive years
- Duskin Serve Tohoku Co., Ltd.: 6th time
- Duskin Serve Tokai Hokuriku Co., Ltd.: 4th time

2024 Health & Productivity Management Outstanding Organizations (Small and Medium-Sized Enterprise Category)

- Duskin Serve Kinki Co., Ltd.: 6 consecutive years
- Duskin Ina Co., Ltd.: 6 consecutive years
- Duskin Yatsushiro Co., Ltd.: 5 consecutive years
- Duskin Kagoshima Co., Ltd.: 4 consecutive years
- Duskin Okinawa Co., Ltd.: 4 consecutive years/ 1st time Bright 500
- Duskin Shuttle Tokyo Co., Ltd.: 6 consecutive years
- Wakura Duskin Co., Ltd.: 4 consecutive years
- Duskin Product Hokkaido Co., Ltd.: 5 consecutive years
- Duskin Product Tohoku Co., Ltd.: 5 consecutive years
- Duskin Product Higashi Kanto Co., Ltd.: 6 consecutive years
- Duskin Product Nishi Kanto Co., Ltd.: 4 consecutive years
- Duskin Product Tokai Co., Ltd.: 5 consecutive years
- Duskin Product Kyushu Co., Ltd.: 4th time
- Duskin Kyoeki Co., Ltd.: 4 consecutive years
- Duskin Health Insurance Society: 6th time
- Ono Duskin Co., Ltd.: 4th time
- Duskin Product Chu Shikoku Co., Ltd.: 5th time
- Duskin Utsunomiya Co., Ltd.: 1st time
- Ever Fresh Hakodate Co., Ltd.: 1st time

■ Focused actions and their results

◆ Optimizing working hours, facilitating a work-life balance and securing personal time

In order to comply with Article 36 Agreement² of the Labor Standards Act and to encourage employees to take their planned annual paid leave, we have communicated to them our 60% target for the utilization of annual vacation days. Those who were deemed likely to miss this target, along with their managers, have received guidance among other supportive measures. As a result, we achieved 0% violation of the Article 36 Agreement and a 4.7% increase in the utilization of annual paid leave from 71.6% in FY2021 to 76.3% in FY2022.

◆ Reducing the employee smoking rate

We have enforced a no-smoking policy in all indoor and outdoor areas of the workplace during working hours. Thanks to this, not only have our employees refrained from smoking while on duty, but the rate of personnel smoking has decreased 3% from 25% in FY2021 to 22% in FY2022.

■ Duskin’s health and productivity management initiatives

<https://www.duskin.co.jp/english/sus/social/health/>

¹Health and productivity management (“*Kenko Keiei*” in Japanese) is a registered trademark of Non-Profit Organization KenkoKeiei.

²Also known as the “36 Agreement,” this provision states that any overtime work requires an advance written agreement between the employer and the relevant labor union.