

Piolax Group Health Management Declaration

Since its founding in 1933, the Piolax Group has expanded its business globally based on the corporate philosophy "Pioneer in creating elasticity technologies." Toward the 100th anniversary in 2033, we will continue to strive to create a business environment that will realize the sustainable development and growth of the Group under the slogan of "ONE PIOLAX."

The source of vitality to achieve such business environment are "human assets" i.e. our employees and their families. Promoting physical and mental health of our employees and ensuring a work-life balance are the key elements of our management goals.

Under the leadership of top management, we value our employees' mutual communication and engagement, and declare to implement the below eight specific yet achievable health management measures by actively coworking with healthcare-related professionals/institutions.

1. Publicly announce this Health Management Declaration both internally and externally to clarify the Group's commitment to its employees' and their families' health.
2. Encourage all employees to foster health management mindset and set their own health goals to maintain physical and mental soundness.
3. Fully comply with related laws and regulations.
4. Assign devoted staff to promote the Group's physical and mental health.
5. Ensure the regular medical checkup rate of 100% and make the results available upon each employee's demand.
6. Identify the Group employees' health issues and devise measures to solve them.
7. Build/redesign organizational units to practice health management.
8. Standardize/enhance the telecommuting system envisioning the ideal work style now and in the future.

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