

## Measures for Mental Healthcare

Approach

Promotion framework

Activity results, performance data

Toppan works with industrial physicians and the Toppan Group Health Insurance Union to undertake various measures for the prevention of mental health problems at the workplace. The measures broadly cover “primary, secondary, and tertiary prevention” strategies, as well as prevention-focused approaches (“fundamental prevention”) to reinforce the physical and mental health, communication skills, and team strengths of individual employees.

Toppan develops in-house training programs and materials attuned to internal demands of mental healthcare by making extensive use of diverse knowledge and research from outside of the Company. Training programs embrace theories and methods such as cognitive behavior therapy, clinical art therapy (via Art Salon workshop), the five factors & stress (FFS) theory, and Adler’s theories of individual psychology, as well as front-

line findings on physical and mental condition. Toppan also provides wide-ranging forms of education, such as training for new employees, rank-based training, division-based training, workshops at workplaces, and training for candidates for overseas assignments. Emerging challenges such as harassment prevention and special care for remote working are also addressed in the Company’s training regime.

Toppan has established several rehabilitation programs to support employees during and after mental healthcare leave. A step-wise, three-month return-to-work program helps returning employees maintain a good balance between work and medical treatment. By gauging an employee’s readiness for a return to the workplace, this system has been effectively preventing the exacerbation or recurrence of mental burdens.

### ■ Developing an In-house Stress Check System

Toppan has analyzed extensive data from employee stress-check results and from specialists overseeing mental health problems at the workplace. The risk factors for mental illness identified so far include not only excessive stress, but also deficient physical and mental condition linked to unhealthy lifestyles and major changes in personal and working environments. Based on these findings, Toppan has developed an in-house stress

check system that automatically prescribes tailored forms of mental hygiene support, such as video coaching programs that employees in need can access without surrendering personally identifiable information. The Company also provides feedback on the results of group analysis to managerial staff to help them improve their workplace environments.

### Overview of Mental Healthcare Activities

	Self-care	Line Care (by managers and supervisors)	Care Using Resources within the Workplace	Care Using Resources outside the Workplace
Fundamental prevention	<ul style="list-style-type: none"> <li>Good physical and mental condition</li> <li>Communication skills</li> <li>Preparedness for environmental changes</li> </ul>	<ul style="list-style-type: none"> <li>Motivation</li> <li>Harassment prevention</li> <li>Anger management</li> </ul>	<ul style="list-style-type: none"> <li>In-house training and educational materials</li> </ul>	<ul style="list-style-type: none"> <li>In-house seminars by external lecturers</li> <li>External seminars</li> </ul>
Primary prevention	Mental stress checks			<ul style="list-style-type: none"> <li>Employee assistance programs (EAPs)</li> </ul>
	<ul style="list-style-type: none"> <li>Good physical and mental condition</li> <li>Guidance on addressing environmental changes</li> </ul>	<ul style="list-style-type: none"> <li>Improved workplace environments via group analysis</li> </ul>	<ul style="list-style-type: none"> <li>Interviews by physicians</li> <li>Consultations by internal counselors</li> </ul>	
Secondary prevention	<ul style="list-style-type: none"> <li>Lifestyle modification</li> <li>Consultations by specialist physicians</li> </ul>	<ul style="list-style-type: none"> <li>Interviews, etc. held in cooperation with supervisors, general affairs departments, industrial physicians, and the Toppan Group Health Insurance Union</li> </ul>		<ul style="list-style-type: none"> <li>Cooperation with family doctors and consultant physicians</li> <li>Return-to-work programs</li> </ul>
Tertiary prevention	<ul style="list-style-type: none"> <li>Ongoing treatment</li> </ul>	<ul style="list-style-type: none"> <li>Interviews, etc. held in cooperation with supervisors, general affairs departments, industrial physicians, and the Toppan Group Health Insurance Union</li> <li>Return-to-work drills</li> <li>Program for determining when to return to work</li> </ul>		