

Dedicated Happy Health Management Center Cares for Staff Health

Sinyi Realty firmly believes that the key to business sustainability is happy staff, and happiness begins with physical and mental health. As such, in 2015 we set up a unit dedicated to taking care of the physical and mental health of our staff, the Happy Health Management Center, with dedicated nursing and medical professionals who put their expertise to use in providing treatment and information on healthcare to our staff. In their efforts to provide health management, they have established several checkpoints for our staff:

1. Health Consultations

Providing healthcare information and individual consultation services.

2. Health Checks, Tracking, and Improvement

Sinyi Realty has implemented quality health checks for 25 years, since 1992, offering free annual health checks for staff over 40 and free biennial health checks for staff under 40.

The health checks not only meet labor protection rules, but also includes cardiovascular, cerebrovascular, pulmonary, and gastrointestinal system checks and checks for high-risk factors. Should staff family members need checks, they will be available at prices comparable to staff prices. Those whose checks show abnormalities will then be provided with recommendations for improvement and tracking of results. Staff with major illnesses, meanwhile, will be provided with the necessary assistance and tracking of their condition.

3. Promoting Health

Through the Sinyi Health Program, we regularly provide staff with preventive health care and health knowledge, along with carrying out surveys, arranging lectures on stress relief and consultations to help staff maintain their physical and mental health. These include classes on smoking cessation and weight loss, and lectures on nutrition management, physical fitness, stress management, and chronic diseases.

4. Health Management Platform

We have set up easy-to-use health testing equipment and a health management platform, providing staff with a comprehensive health management service. Staff can go online to get an understanding of their health records and learn new things, or to book massages or health consultations.

5. Prevention Plans

To build a workplace that emphasizes occupational safety and health, we have planned and implemented four main “prevention plans”—preventing physical or mental abuse caused by the actions of others in the workplace, preventing disease caused by abnormal workloads from night work or long hours, maternal health protection, and preventing musculoskeletal diseases due to repetitive work.

6. Immunization Service

We provide immunizations at select locations with NT\$200/person company subsidies.

7. Employee Assistance Program (EAP)

Since 2006, Sinyi Realty has run an employee assistance program (EAP), with professional outside consultants providing confidential individual consultations for staff on matters around work, family, gender relations, physical/mental stress, finance, and the law. We extended this program in 2008 to also apply to dependents of staff (parents, partners, or children), letting staff focus more on their career development.