

Efforts on Occupational Safety and Health

Casio promotes various measures through maintenance and promotion of employees' health and prevention of occupational injuries.

Basic Philosophy

The entire Casio Group promotes the construction of a work environment where employees can work without worries in compliance with the Occupational Safety and Health Law and various other laws, in addition to Casio's employment regulations so as to "maintain and promote employee's health" and "prevent the cause of occupational injuries and their recurrence."

In overseas Group companies, similar measures are adopted in compliance with the laws and regulations of the countries to which they belong.

Activities of the Occupational Safety and Health Committee

Casio Computer Co., Ltd. has an Occupational Safety and Health Committee at its

head office in accordance with Article 18 of the Occupational Safety and Health Law. The committee meets monthly pursuant to the "Casio Computer Co., Ltd. Head Office Safety and Health Regulations" and promotes various measures to keep employees physically and mentally healthy and ensure occupational safety.

In fiscal 2004, (1) promotion of health, (2) improvement of mental health, and (3) improvement of awareness about occupational safety were selected to be the key tasks and the following activities were carried out:

Promotion of Employees' Health

Casio offers annual physical exams to all employees. The company endeavors to increase the items checked in the examination and also devotes its efforts on secondary exams and follow-ups. A clinic (internal medicine and dentistry) is open at the head

office of Casio Computer Co., Ltd. and staffed by a full-time doctor who looks after the health of Casio employees.

In fiscal 2004, a physical exam was conducted in July (on 890 employees), which had 100% participation. In 2000, Casio started a "Walking Campaign" for the maintenance and promotion of health and prevention of lifestyle-related diseases. The campaign was run at various locations between September and November, and was participated by many people, including families of employees. Casio also signed an agreement with a sport club and began to offer opportunities for employees to promote their health.

Oral Health Education

In April 2003, a column entitled "Diseases Originate in the Mouth," written by the head office clinic's dentist, began to be published on the company's internal Web site. This oral hygiene education activity was continued into fiscal 2004.



Column "Diseases Originate in the Mouth"

Employee Cafeterias

Casio's employee cafeterias offer a healthy menu with attention paid to calories and nutritional balance. The menu includes information on the energy, salinity and fat contents to ensure safety of dining, as well as to improve and prevent obesity and lifestyle-related diseases.

In March 2005, a "Company-wide Employee Cafeteria Conference" was held to strengthen cooperation among the company, Casio Health Insurance Union, and the employee cafeterias. The conference was attended by on-site supervisors, a nutritionist, and a nurse to provide support to the education campaign about obesity and lifestyle-related diseases. The employee cafeterias also hold health promotion fairs at each site and promote their health promoting menus.

Mental Health Care

Anxiety, worries and stress about work and workplace conditions have become important social issues in recent years. Construction of an environment for mental health care within corporations is now being sought. This can be seen among other places in the 2000 publication of the Ministry of Labour (currently the Ministry of Health, Labour and Welfare), entitled the "Guidelines for Sound Mental health and physical care program."

Casio too strives to raise awareness about "mental health" through such channels as a seminar for managers. Furthermore, Casio encourages workers to have off-hour physical exams by an occupational health physician so as to prevent health problems resulting from excessively heavy work. Consultation is also given at clinics

and the "Mental health and physical care program," an outside consultation office.

Promotion of Health and the Role of Supervisors Seminar for Managers

A seminar for managers, entitled "Promotion of Health and the Role of Supervisors," was held at the Head Office (in May) and at Hamura Research and Development Center (in November). Both sessions were attended by many managers. The occupational health physician from the Head Office clinic gave a lecture, systematically encompassing diverse subjects, including physical exams, taking steps to be healthy, excessive work and health hazards, duty to pay attention to safety, and mental health. In particular, he stressed the role that supervisors should play in the health management of workers. Participating managers listened attentively.



Seminar for Managers

Prevention of Occupational Injuries

Casio has been working toward "Zero Occupational Injury" and engaged in safety activities that target to achieve no accident or injury at each of the work sites. In addition, each site provides disaster prevention training and conducts evacuation drills to prepare for emergencies.

The number of employees taking time off for reasons of occupational injuries (over the past five years) (Casio Computer Co., Ltd.)

	Number of Workers	Number of Days
FY2000	0	0
FY2001	0	0
FY2002	1	73
FY2003	0	0
FY2004	0	0

List of Disaster Prevention and Fire Drills Conducted in FY2004 (Major Sites)

Names of Major Sites	Date of Implementation
Casio Computer Co., Ltd. - Head Office Building	Sep. 2004
Casio Computer Co., Ltd. - Hamura Research and Development Center	Mar. 2005
Casio Computer Co., Ltd. - Hachigiji Research and Development Center	Dec. 2004
Casio Computer Co., Ltd. - Ome Site (Casio Micronics Co., Ltd.)	Dec. 2004
Casio Hitachi Mobile Communications Co., Ltd.	Feb. 2005
Kofu Casio Co., Ltd.	Sep. 2004
Kochi Casio Co., Ltd.	Jul. 2004
Yamagata Casio Co., Ltd.	Oct. 2004

* Fire drills are held at other affiliate companies too by mocking real fires so as to raise awareness about disaster prevention.

Emergency Relief Training at Hamura Research and Development Center

On December 3, 2004, firemen from the Hamura fire station within the Fussa Fire Department were invited to Hamura Research and Development Center to conduct emergency relief training.

Approximately 150 workers, including the fire warden at the center, members from the notification and communication group, evacuation guidance group, fire extinguishing group, electricity and machinery group, and voluntary firemen of the medical office, participated in the training. Under the guidance of the firemen from the Hamura fire station, they received over one hour of training in life-saving first aid.



Training in Life-saving First Aid

Actual Results of the Annual Safety and Health Promotion Plan for FY 2004 (Casio Computer Co., Ltd.)

Item	Key Goals	Results of Activities
Nationwide Activities	To implement various measures to correspond with nationwide activities.	Safety Week (July 1 ~ 7) Industrial Health Week (October 1 ~ 7)
Physical Exams and Health Building	To strive to keep the participation in physical exams at the 100% level and promote efforts to be healthy.	Regular Physical Exams (July 13 ~ 22) Follow-up (consultation about health) Walking Campaign (September ~ November)
Health Promotion Seminar	To hold seminars on promoting health and furnish information.	"Promotion of Health and the Role of Supervisors" Seminar May 13: Head Office, November 18: Hamura
Mental Health	To arrange for the use of telephone consultation in cooperation with the health insurer as necessary.	Determined the status of use and reported at a Safety and Health Committee meeting
Smoke Cessation Measures	To strive to conduct education activities and furnish information.	Posted smoking cessation education posters
Anti-Obesity Measures	To strive to conduct education activities, furnish information, and promote exercises to prevent obesity.	Created a new healthy menu in the employee cafeteria Offered health promotion opportunities under an agreement with a sports club
Infectious Disease Measures	To furnish information from time to time as needed (on SARS, influenza, etc.)	Raised awareness about influenza (October 28) Provided information about thoroughness in influenza prevention (January 27)
Training of Health Management Personnel	To train on a regular basis.	Training under way with an enrollment in a distant learning class.
Social Contribution Activity (Blood Donation)	To implement twice a year.	Assistance with blood donation July 2 and November 19 Marrow donor registry November 19
Work Site Inspections	To implement to correspond with the Industrial Health Week.	Implemented on all floors.
Measurement of the Work Environment	To measure temperature, humidity, air flow, carbon monoxide, carbon dioxide, dust, noise and illumination intensity.	Measurements were taken on the 20th day of even numbered months.
Committee Activities	To hold Occupational Safety and Health Committee meetings regularly.	Held consistently on a monthly basis.
Other	To promote health and offer health education, and expand the scope of the internal Web site.	Publication of a dental column