

Initiatives for Occupational Health and Safety, and for Health Management

Employee Voice

"I reached my goal of walking 20,000 paces on days off."



Akio Tsujita

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"I set myself a goal of walking 20,000 paces a day. As a result, I lost 11 kg and cut my waist measurement from 97 cm to 81.5 cm. I keep my big old belt as a souvenir of my battle."

Casio's Approach

Based on Japan's Industrial Safety and Health Law, various other legal requirements, and Casio's employment regulations, the entire Casio Group is dedicated to building an environment which ensures that all employees can work with peace of mind. Casio strives to maintain and enhance employee health and to prevent occupational injuries and eliminate any chance of recurrence if one does occur. Similar measures have been adopted at group companies outside Japan in compliance with each nation's laws and regulations.

Occupational Health and Safety Activities

Casio has established Occupational Safety and Health Committees everywhere Casio operations are located. The committees' industrial physicians, occupational health managers, and labor and management representatives promote policies tailored to each workplace, so as to keep employees physically and mentally healthy and to ensure occupational safety.

Committee activities are reported to employees on the company's intranet, and Casio also organizes activities to educate employees about labor safety and health.

Promoting Employee Health

Casio goes beyond employee health management. It also seeks, by taking active measures to promote better health, to improve employee motivation and raise productivity.

Employees receive regular health checks that cover even more items than what is legally mandated. New items have been included in the health checks to help maintain and enhance employee health as well as prevent lifestyle-related diseases.

In addition, from September to November every year, Casio holds a Walking Campaign to help maintain and enhance employee health as well as prevent lifestyle-related diseases. Casio makes a point of encouraging employees and their family members to participate.

With the cooperation of the Health Insurance Union, employees are receiving more health information through various seminars. Casio Computer Co., Ltd., stayed one step ahead of the Ministry of Health, Labour and Welfare's Standard Health Checkup program (launched in April 2008) when it launched its own "War on Metabolic Syndrome" program for several hundred employees at two company locations.

Through the support of various companies that provide catering services to Casio, the employee cafeterias provide healthy menu choices featuring a balance of calories and nutrition. Wellness Fairs are also held at all Casio cafeterias.

Casio holds "employee cafeteria conferences" attended by the employees and medical staff of company sites as well as those who run its cafeterias. The purpose of the meetings is to report and share information on conditions in different regions and how the company is responding, in order to ensure that

employees are always provided with a healthy dining experience.

Mental Health Care

Casio has established a mental health training system to support the mental health of its employees. In a bid to ensure good mental health, Casio has started by establishing a Training Program for Managers and an e-Learning Program. Employees can also discuss their emotional and health concerns at company clinics, by using the external Physical and Mental Health Hotline, or by seeing in-house counselors.

Preventing Occupational Injuries

Casio is committed to the goal of zero occupational injuries and operates regular safety programs with the aim of maintaining an accident-free record at all Casio work sites.

In addition, each site and group company conducts fire and disaster prevention/evacuation drills, as well as general lifesaving classes to ensure emergency preparedness. The company is also moving aggressively to equip worksites with automatic external defibrillators (AEDs) and other emergency equipment.

Occupational injuries at Casio Computer Co., Ltd.

	Injury frequency rate ¹ (Avg. for manufacturers)	Injury severity rate ² (Avg. for manufacturers)
FY2006	0.60 (1.01)	0.002 (0.090)
FY2007	1.11 (1.02)	0.027 (0.110)
FY2008	0.33 (1.09)	0.004 (0.100)

*1. Represents the number of deaths and injuries, per 1 million actual cumulative working hours, resulting from occupational accidents. (Deaths and injuries from occupational accidents ÷ Cumulative actual working hours) × 1,000,000

*2. Work days lost per 1,000 actual cumulative working hours; indicates accident severity
(Cumulative work days lost ÷ Cumulative actual working hours) × 1,000

*The term "occupational injuries" here includes injuries or illnesses (requiring at least 1 day off work) and deaths of workers in connection with the performance of their jobs.