

Initiatives for Health and Safety

Casio undertakes various measures to maintain and enhance the health of all employees and prevent occupational injuries.

Approach and policies

Based on Japan's Industrial Safety and Health Act, 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 in all of its business locations. The committees' industrial physicians, occupational health managers, and labor and management representatives design and implement policies tailored to each workplace, doing all they can to keep employees physically and mentally healthy and to ensure occupational safety. Committee activities are reported to employees via the intranet. Casio also runs campaigns to raise employee awareness about occupational safety and health.

Initiatives for managing and 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 are more thorough than legally mandated, in order to maintain and enhance their health and to help prevent lifestyle-related diseases. An increased number of industrial physicians have been stationed at principal Casio sites, and careful health management activities are being carried out, including offering health guidance to employees after their regular health checks.

In the effort to prevent lifestyle-related illnesses, Casio is promoting initiatives that focus on exercise and healthy eating. From September to November every year, Casio holds a Walking Campaign at its sites across Japan: 3,516 people participated in fiscal 2010. In this way, Casio is providing opportunities for employees and their families to improve their health through exercise.

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 and initiatives in different regions, in order to create menus that meet needs and develop recommendations for improving employee health.



Healthy menu selections in the cafeteria

| Initiative to prevent overwork

Casio is carrying out an initiative to prevent the damaging health effects to the brain or heart which can be caused by accumulated fatigue due to long working hours. In order to ensure proper work schedules, all employees that work 80 hours or more of overtime in a month must be interviewed by an industrial physician. The physician then checks the employee's health condition, and provides the person with advice and guidance. In this way, Casio is working to prevent health problems from overwork, and to ensure employees observe appropriate working hours.

| Mental health care initiatives

Casio has established a mental health education system to support the mental health of its employees. As part of this system, Casio Computer Co., Ltd., has initiated an e-Learning Program, a Self-Checkup, and a StressTest by Organization for all its employees. A separate e-Learning Program and a Program for Managers have also been created for those in leadership positions. All of these programs are designed to improve awareness of mental health issues.

In addition, Casio has an in-house mental health physician and an external Physical and Mental Health Hotline in place to offer counseling in and outside the company.

In fiscal 2011, Casio will begin establishing the same kind of support system for group companies in Japan, in order to ensure that all group employees can perform their jobs in good health.

| Quit smoking campaign

Under the Japanese Health Promotion Act that came into effect in 2003, smoking is prohibited in all company buildings. With the aim of encouraging smokers to kick the habit, the Casio Health Insurance Association has created a Quit Smoking Challenge website to provide helpful information and encouragement to employees seeking to quit.

| H1N1 influenza response

In fiscal 2009, Casio took steps to address the H1N1 influenza pandemic. After the new influenza virus was discovered in Mexico in April 2009, Casio required employees to follow official warnings for international travel, and refrain from any unnecessary or non-urgent business trips. Later, when the Japanese government announced cases of H1N1 in Japan, Casio carried out complete measures to ensure the safety of customers, suppliers, and employees, including workplace warnings, infection prevention activities, and the distribution of hand sanitizers and facemasks. As a result, the pandemic passed without any major incidents at Casio.

| Safety initiatives

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 has made good progress on equipping worksites with automatic external defibrillators (AEDs) and other emergency equipment.

■ Occupational injuries at Casio Computer Co., Ltd. (in the last five years)

	Injury frequency rate ^{*1}		Injury severity rate ^{*2}	
	Casio	Manufacturers	Casio	Manufacturers
FY2006 (Jan.-Dec. 2005)	0.60	1.01	0.002	0.090
FY2007 (Jan.-Dec. 2006)	1.11	1.02	0.027	0.110
FY2008 (Jan.-Dec. 2007)	0.33	1.09	0.004	0.100
FY2009 (Jan.-Dec. 2008)	0.51	1.12	0.005	0.100
FY2010 (Jan.-Dec. 2009)	0.19	0.99	0.001	0.080

*1 Number of deaths and injuries, per 1 million actual cumulative working hours, resulting from occupational accidents.

*2 Work days lost per 1,000 actual cumulative working hours; indicates accident severity.

* 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.